

# Get Real With Your Retirement

Making the Most of Your Workplace Retirement Plan

**Cairn University 403(b) Plan**





## Time To Dream

What does retirement mean to you? What will it take to get you there? Taking steps now to plan for the future you want is essential — even if retirement is a ways off, even when you're juggling other financial priorities.

Your employer's retirement plan offers one of the best and easiest ways to save. To take advantage of this important benefit, simply follow the instructions below to start online. If you need help, this guide contains more information.

## Getting Real About Retirement Goals

The first step is to get real about your retirement goals. Consider the following questions:

- Where will you be?
- What will you be doing?
- Will you continue to work doing something you love?
- How much money will you need to cover your day-to-day expenses, including healthcare?

## Planning Transforms Dreams Into Reality

As you put together your own savings and investment plan, keep the following in mind:

- Your retirement goals (your answers from above)
- The importance of starting now, no matter what your age
- How the plan you set in motion today can help you reach your retirement goal

### Getting Started Online

Create an account by visiting  
[www.standard.com/retirement](http://www.standard.com/retirement)

Click **Enroll in My Plan** and then **Create an Account**. Watch for a verification email.

Login and continue to **My Retirement Account**.

Questions? Call 800.858.5420.

## Pre-Tax Savings

Your contributions will be deducted on a pre-tax basis — before taxes are withheld — which will reduce your income taxes and reduce the out-of-pocket cost of contributing to the plan. In addition, certain people may qualify for tax credits that will further reduce the out-of-pocket cost of saving.

The table below can help you estimate how much money will come out of your paycheck before taxes compared to the amount you are actually contributing to your retirement account.

The figures are based on the 2021 federal tax rate: single filer, one exemption, no state tax. Your actual dollar amounts may vary.

1. Find your approximate weekly gross pay across the top.
2. Find the percentage you intend to contribute along the left edge.
3. The top (**black**) number shows your contribution amount, and the bottom (**blue**) number shows the amount by which your paycheck is actually reduced. The difference represents your tax withholding savings.

The highlighted areas of the chart illustrate the saving scenario for someone making \$800 a week and contributing 9 percent to her retirement account. She contributed \$72, but her paycheck was only reduced by \$63. The \$9 difference represents her tax withholding savings.



### Anne, age 60; Roger, age 64

- Married for 41 years
- Three grandchildren
- Dream of traveling with their son to Europe
- Saving all they can now, trying to choose a retirement date

Tax Savings Calculator For Pre-tax Contributions <sup>1</sup>										
Contribution Percentage	Gross Weekly Salary									
	\$400	\$500	\$600	\$700	\$800	\$900	\$1000	\$1500	\$2000	
	4%	16 14	20 19	24 20	28 24	32 29	36 31	40 33	60 47	80 61
	5%	20 18	25 22	30 26	35 31	40 35	45 40	50 40	75 58	100 76
	6%	24 22	30 27	36 31	42 36	48 43	54 47	60 47	90 70	120 91
	7%	28 24	35 32	42 37	49 43	56 49	63 54	70 57	105 82	140 106
	8%	32 28	40 35	48 41	56 49	64 57	72 63	80 65	120 94	160 122
	9%	36 32	45 40	54 47	63 56	72 63	81 70	90 73	135 105	180 137
	10%	40 36	50 45	60 53	70 63	80 71	90 79	100 83	150 117	200 154
	11%	44 38	55 48	66 57	77 68	88 78	99 86	110 91	165 129	220 167
	12%	48 42	60 53	72 63	84 75	96 84	108 94	120 99	180 140	240 184

<sup>1</sup> Amounts saved in the plan are taxable upon withdrawal.

## Pick Your Approach

With any luck, the talk about tax savings has motivated you to take action about your retirement. As you begin to plan, the two most important decisions you will face are:

- How much do I need to save?
- How will I invest it?

Few of us feel adequately prepared by our education or life experience to make these important decisions. The good news is that your plan is working with The Standard to offer options that will simplify the process of making these decisions.

Simply choose one of the two approaches — Guided or Independent — to receive the amount of assistance you need to make these important decisions and move closer to reaching your retirement goals.

### Guided may be a good choice if you:

- Prefer to evaluate your situation annually using available tools
- Want to set and manage your savings rate
- Want to use pre-mixed investment portfolios to manage your own investments
- Need a little help managing your investments
- Want your account to be automatically rebalanced

### Guided: Guide Me Through The Process

Guided takes the mystery out of fund selection for your retirement plan account. You will have all the information and tools you need to navigate the entire decision-making process. By following a simple, step-by-step process, you will be able to answer the question “How should I invest my money?”

#### With Guided, we:

- Provide tools to help you reach your retirement income goals
  - a calculator to determine whether you are on track to reach your retirement goals
  - a calculator to determine how much to save
  - a quiz (on the following page or online at [www.standard.com/retirement](http://www.standard.com/retirement))
- Offer pre-mixed investment portfolios that provide a diversified investment portfolio for your tolerance for risk and timeline until retirement
- Offer automatic rebalancing of your portfolio

Your quiz score is an important piece to the Guided process. The score will help identify which pre-mixed portfolio will provide you with a diversified investment strategy that is appropriate for your circumstances. You can then set investment directives and transfer assets to be consistent with the chosen portfolio. The quiz takes about 10 minutes and should be taken annually; if results change, you will have the opportunity to adjust investment portfolios in line with your new score.



### Independent: I'll Do It All Myself

If you prefer doing your own research when it comes to your retirement planning, Independent is for you. You can maintain personal control over your retirement account using the quality investment options in your plan. You can still rely on The Standard for educational and online planning tools that help you navigate the investing landscape.

You will have all the same benefits of Guided, but with a difference. Rather than select one of the pre-mixed portfolios, you will have access to a diversified selection of investment options to help you implement your own unique investment strategy.

### Independent may be a good choice if you:

- Prefer to evaluate your situation annually using available tools
- Want to set and manage your savings rate
- Prefer to do your own investment research
- Want to rebalance your portfolio yourself as needed
- Want to increase your savings rate yourself as needed

## Time to Enroll

Take Action Today!

### Quick-Enroll Option\*

Once you create an online account, use the retirement readiness tool to choose how much to save. Click **Save Changes** when you're ready to submit. That's it!



\* The retirement readiness tool may not be available to some plans. You may be asked to add some information before the tool can show results. By using this option to enroll, you will be invested in your plan's default investments. You can change your investments at any time under the My Account, My Investments menu.

Your employer's retirement plan offers one of the best ways to save for your future. Getting started is easy.

### Create an Online Account

- Visit [standard.com/retirement](https://standard.com/retirement).
- Click **Enroll in My Plan** and then **Create an Account**. Watch for a verification email that will request your response.
- Log in and click **Go to My Account**.

### Enroll in the Plan

On the website, you may choose a quick enroll option by using the retirement readiness tool (see example at left).

Or, to choose investments and beneficiaries when you enroll, start by clicking **My Plan, Enroll in My Plan**. We'll walk you through a short step-by-step process.

Unsure how much to contribute? Start with at least 8, 10 or 12 percent of your pay to reach your goals.

If you have questions, please call us at 800.858.5420.

## **Plan Fiduciary Advisor Disclosure**

### **StanCorp Investment Advisers, Inc., and the Standard Stable Asset Fund**

This document contains important information about StanCorp Investment Advisers, Inc. (SIA) and how they are compensated for the investment advice provided in connection with your Plan. You should carefully consider this information in your evaluation of that advice and the investment alternatives offered in the plan.

SIA will provide investment advisory services to be used by the plan for which this notice is provided. SIA will be providing these services as a fiduciary under the Employee Retirement Income Security Act. SIA, therefore, must act prudently and with only the plan's and the plan's participants' interest in mind when providing recommendations on the investments to be offered.

### **Compensation of the Fiduciary Advisor and Related Parties**

SIA is compensated for the advice it provides as part of a bundled service arrangement with Standard Retirement Services, Inc., an affiliate of SIA that provides recordkeeping and administrative services to the plan. SIA receives a flat fee from Standard Retirement Services to provide investment advisory services that may benefit Standard Retirement Services, Inc., retirement plan clients. SIA is not compensated on the basis of investment(s) offered by the plan, or those selected by participants.

Two affiliates of SIA may provide services to the plan for which they will be compensated. These affiliates and services are: (1) Standard Retirement Services, Inc., for recordkeeping, administrative and compliance services; and (2) Standard Insurance Company, if the plan includes the Standard Stable Asset Fund as an investment option, for financial services provided as the issuer of the Standard Stable Asset Fund.

Standard Insurance Company is compensated in connection with this product when general account investment returns exceed the interest credited on contract balances. Included in the return is a 0.10 percent expense associated with the investment expenses of the product. Additionally, certain employees of StanCorp Equities, a broker-dealer affiliate of SIA, receive additional compensation when the Standard Stable Asset Fund is included in the plan. Such employees do not individually provide investment advice regarding the Standard Stable Asset Fund. Compensation information should be reviewed carefully before an investment decision is made.

### **Consider Impact of Compensation on Advice**

The compensation that Standard Insurance Company and representatives of StanCorp Equities, Inc., receive on account of assets invested in the Standard Stable Asset Fund may be a significant source of revenue for them. The impact of any such fees and compensation should be carefully considered in any evaluation of the Standard Stable Asset Fund as an investment option.

### **Investment Returns**

While understanding investment-related fees and expenses is important in making informed investment decisions, it is also important to consider additional information about investment options, such as performance, investment strategies and risks. Specific information related to the past performance and historical rates of return of the investment options available under the plan has been provided in the proposal materials, in the participant enrollment booklet, and is available on-line in the Personal Savings Center at <http://retirement.standard.com>.

For options with returns that vary over time, past performance does not guarantee how an investment in the option will perform in the future; an investment in these options could lose money.

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# PORTFOLIOPLUS

## The Managed Account Advantage for Public Sector Employees

**PortfolioPlus is a professional money management service** specifically designed for public sector retirement plans. Through our tactical approach to asset allocation and investment due diligence, we strive to increase return while managing risk.

Most retirement savings plans offer many investment options – frequently 30 or 40 choices. Individual investors are given a list of options and told to make important investment decisions by themselves. And investors are left to wonder: What's a good investment? How many choices do I need? When should I make changes to my portfolio? Should I be in or out of the market?

At Retirement Plan Advisors, the answer to these questions is *PortfolioPlus*.

### WHY

#### PORTFOLIOPLUS?

With *PortfolioPlus*, you delegate the ongoing responsibility of managing your retirement account to RPA's investment professionals. You no longer need to research individual investments, monitor the markets or decide what changes to make to your account. We do it for you.

#### HOW DOES IT WORK?

RPA's advisors work with you to determine your investor profile. Based on an assessment of your personal situation including your investment experience, risk tolerance, time horizon and investment objectives, we develop an initial asset allocation including specific fund recommendations. Then our investment team takes over.

RPA's investment professionals monitor changing market conditions and trends. We also review the investment options in your plan on an ongoing basis, ensuring you are in the right funds at the right times. When appropriate, we adjust your portfolio's asset allocation and underlying holdings to reduce risk, increase return or both.

#### CAN I LOSE MONEY?

Yes. By definition, market-based investments fluctuate with changing markets. While your *PortfolioPlus* account may lose value in the short term, RPA's risk management strategies are designed to limit those losses to reasonable levels.

#### HOW MUCH DOES IT COST?

Fees are plan specific and fully disclosed during the enrollment process. Charges include an asset management fee of 1.00% and an annual account maintenance fee of \$15. Fees are billed quarterly and deducted automatically from your account.

Questions? Contact your RPA Service Center toll free at 877.284.6837.

## RETIREMENT PLAN ADVISORS

[www.retirementplanadvisors.com](http://www.retirementplanadvisors.com)

105 West Adams Street, Suite 2175 | Chicago, IL 60603 | 312.701.1100

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# THE RPA SERVICE MODEL

## The Future is Better Than You Think

We believe a great retirement plan provides services which allow participants to access their plan in the way most comfortable for them. Our decades of public sector experience have taught us that investors generally fall into three categories: Do It Myself, Help Me Do It, and Do It For Me. Our service model addresses the needs of all three types of investors.



### DO IT MYSELF

RPA provides the Do-It-Yourselfer with the tools needed to build a portfolio and manage their investments.

- Investment menus covering a broad range of asset classes
- Investment performance reports
- Fund fact sheets
- Online planning tools
- 24/7 toll free number and Internet access

Of course, they still have access to their RPA financial advisor just in case they have questions!



### HELP ME DO IT

For those participants who want or need help, we provide:

- On-site service visits, including group and individual meetings
- Individual retirement counseling
- Investment recommendations

In this model, while we offer help and advice, the participant ultimately makes the decisions and is responsible for the ongoing monitoring and trading of their investments.



### DO IT FOR ME

More and more participants are asking, “Can you just do this for me?”, and the answer is YES! Retirement Plan Advisors’ *PortfolioPlus* program is an optional, fee-based managed account service specifically designed for public sector retirement plans. Participants delegate the ongoing responsibility of managing their retirement account to RPA’s investment professionals. With *PortfolioPlus*, RPA:

- Identifies your risk tolerance
- Recommends a portfolio
- Selects your investment options
- Provides ongoing active account management to respond to market opportunities while managing portfolio risk

## RETIREMENT PLAN ADVISORS

[www.retirementplanadvisors.com](http://www.retirementplanadvisors.com)

RPA specializes in public sector Deferred Compensation and Defined Contribution retirement plans. Our unique focus on employers of all sizes provides you the same high-quality retirement plans and advice found on Wall Street. We proudly serve more than 600 plans with 50,000 participants and \$3.5 billion in plan assets. You don’t need more work. You need RPA.

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# Highlights of Your Retirement Plan

## Cairn University 403(b) Plan

*This highlights document is not intended to describe every aspect of your retirement plan. For more complete information, please refer to your Summary Plan Description. If there is a conflict between this document and the plan, the plan's provisions will prevail.*

### When Can I Start Saving?

An employee becomes a participant in our plan on the first entry date after satisfying the following requirement:

- 21 years of age or older

Entry date is immediate after service requirements, if any, are met.

### Your Contributions

Participants may contribute to the plan on a pre-tax basis.

Your plan also offers a Roth feature, which allows you to contribute to your retirement account on an after-tax basis. Your contributions will be deducted from your paycheck after-tax and earnings on Roth contributions will be tax-free upon withdrawal (if certain conditions are satisfied).

These contributions, known as “elective deferrals,” must fall within the following range:

Minimum 0 percent of compensation

Maximum \$22,500 in 2023 (additional \$7,500 if age 50 or older) or maximum allowed by law, whichever is less

### How Will My Money Be Invested?

You can choose how your contributions are invested among the plan's available investment options. If you do nothing, they will be invested in your plan's default investment.

### Your Employer's Contributions Can Help You Save More

To help you reach your retirement goals, we may match your contribution to the plan. The amount of the match may be adjusted each year.

Matching contributions are 100 percent vested at all times.

### Rolling Over Retirement Accounts

Combining assets from several accounts is easier than ever before. Plans may now accept rollovers from:

- 401(k) and other qualified retirement plans
- governmental deferred compensation (457) plans
- tax-sheltered annuities (TSAs) and IRAs

Follow the instructions on the Application for Rollover form available on Personal Savings Center ([www.standard.com/retirement](http://www.standard.com/retirement)).

### Questions?

If you have questions about the plan, please contact your Human Resources department.

To enroll in your plan, create an account at [www.standard.com/retirement](http://www.standard.com/retirement) and use Personal Savings Center.

To contact a Customer Service Representative at The Standard, e-mail [savings@standard.com](mailto:savings@standard.com) anytime or call 800.858.5420 between 8:00 a.m. and 5:00 p.m. in your time zone.

**Fee Disclosure**  
**Cairn University 403(b) Plan**  
As of December 16, 2022

**About This Information**

Retirement plan sponsors are required by the Department of Labor to disclose the fees related to your plan. This document provides the required information.

Section One contains information covering your participation in the plan and plan-level fees that may be charged to your account. Section Two contains comparative fee and performance information for each investment option provided in your plan. If you have any questions about this information, you can either call 800.858.5420 to speak to a customer representative or talk to your plan administrator.

**Section One - Participation and Plan-Level Fees**

**General Plan Information**

**Investment Instructions:** To direct or make changes to how your account will be invested among the plan's designated investment options. If your plan offers the service, you can enroll or make changes to your directives online at [www.standard.com/retirement](http://www.standard.com/retirement). You may direct the investment of all funds held in your plan account.

**Limitations on Instructions:** You may give investment instructions on any day the New York Stock Exchange is open for business. Certain restrictions on trading may apply depending on the investment option. Many investment options, such as mutual funds, impose restrictions on frequent trading. The plan is not intended to facilitate frequent trades among investment options or provide "day trading" opportunities. Short-term trading adversely affects the plan's operations and increases the expenses of both the plan and the investment options. The Standard's agreements with our mutual fund alliance partners require us to adhere to trading rules mutually-agreed upon by Standard and the fund company. Section Two below provides more information on these restrictions.

**The Standard's Frequent Trading Restriction Procedures:** In reviewing for frequent trading, Standard performs a weekly review of participant-directed transactions in order to identify participants who have more than one round-trip during a 90-day period (a "frequent trader"). If a participant has been identified as a frequent trader, a warning letter is sent to the participant. If frequent trading activity continues, the participant's ability to trade via the participant website and the interactive voice response system will be suspended for 90 days. During this period, the participant will be required to submit written requests to trade. Each request will be evaluated, and executed only if it complies with frequent trading rules. After 90 days, the participant's privileges are reinstated. If the participant has a subsequent violation, their trading privileges will be suspended indefinitely and they will be required to submit written requests to trade.

Certain mutual fund companies require us to follow different parameters. For specific details please call your customer representative at 800.858.5420 or your plan administrator.

**Voting and Other Rights:** The trustee will exercise any voting or other rights associated with ownership of investments held in your plan account.

**Designated Investment Options:** The plan provides designated investment options into which you can direct the investment of your account. The chart shown in Section Two of this notice lists the options and provides various information about them.

## Plan Administrative, Investment Advisory and Individual Plan Fees

There are certain fees and expenses associated with your plan, such as recordkeeping, compliance, consulting and accounting. Unless the plan sponsor, which is typically your employer, elects to pay some or all of those expenses, they will be paid from the plan assets, which will affect your account balance. The cost for these services fluctuates each year based on a variety of factors including the total amount of assets in your plan. These fees may be reduced by amounts paid by mutual fund companies to The Standard. The Standard passes these amounts back to the plan to reduce or offset fees. The fees shown in the Plan Administrative Fees Table are fees that are not part of the total annual operating expenses.

Other services may be provided periodically to the plan as necessary for consulting, compliance and custodial services. To the extent these expenses are not charged against forfeitures or paid by the employer, or reimbursed by a third party, the plan may charge these expenses against participant accounts.

### Annual Plan Administrative Fees

Fee Name	Fee Amount
Plan Administrative Fees (including applicable recordkeeping, accounting, compliance and consulting services. The fees reflect an annual amount deduction proportionally on a quarterly basis)	0.99% assessed on total plan assets, allocated pro rata among participant accounts <sup>1</sup>

The Plan's Administrative fees vary based on the total amount of assets in the Plan. The Fee Amount shown reflects the rate charged as of the date of this notice.

Please refer to the end of this document for more details.

Eligible participants for 3(16) notice delivery                      See delegated services below

### Delegated Administrative Fiduciary Services

#### Fiduciary Plan Administration

Fee Name	Fee Amount
Fiduciary Compliance, MAP or Enrollment Notification	Included

#### Fiduciary Notice Delivery

Fee Name	Fee Amount
Fiduciary Participant Notice Delivery	Included

### Individual Fees

The plan may also impose specific charges against individual participant accounts for certain transactions. These charges may arise based on your use of a feature available under the plan (such as taking a distribution or for processing a qualified domestic relations order in case of a divorce).

Additionally, buying or selling some investments may result in charges to your individual account, such as redemption fees. The Section Two charts below provide information on these investment charges.

Fee Name	Fee Amount
Qualified Domestic Relations Order	\$200.00 minimum
Overnight Delivery	\$30.00 per event

<b>Fee Name</b>	<b>Fee Amount</b>
Paper Distribution	\$100.00 per event
Paper Distributions upon Death/ Disability/ Retirement	\$100.00 per event
Paper Loan	\$150.00 per event
Paperless Distribution	\$75.00 per event
Paperless Distributions upon Death/ Disability/ Retirement	\$75.00 per event
Paperless Loan	\$125.00 per event

## Section Two—Comparative Fee and Performance Information

This section illustrates the performance of investment options and shows how these options have performed over time. Including all funds in comparative tables allows you to compare them with appropriate benchmarks for the same time periods. If you would like additional information about the investment options, you can go to the website below. You may also call a customer service representative at 800.858.5420 for a free paper copy of the information available on the website.

The tables below show, for the Variable Return Investments, the Total Annual Operating Expenses of each option. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. For Fixed Return Investments, the tables focus on the performance of the investment option. The tables also show shareholder-type fees, which are in addition to the Total Annual Operating Expenses. You may not be charged some of these shareholder-type fees, depending on the fund companies' policies with respect to qualified plans and your individual circumstances. In addition, mutual fund companies may make revenue-sharing payments in the form of asset based fees, which are collected for the benefit of your plan. These revenue-sharing payments may be applied to reduce the fees and expenses associated with your plan (whether the plan sponsor is billed for the services, or the amount is deducted from plan assets) and/or plan pricing, which includes The Standard's fees. Any revenue-sharing payments may also be allocated among participants. The amount of revenue-sharing payments differs among the mutual funds. Information about an option's principal risks and revenue-sharing as well as other important information is available in Personal Savings Center by visiting [www.standard.com/retirement](http://www.standard.com/retirement) and selecting performance from the top menu bar.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return while minimizing your overall risk of losing money.

### Variable Return Investments

This Variable Return Investment Table focuses on the performance and costs of investment options that do not have a fixed or stated rate of return. The table below shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about the principal risks of each option is available on the website.

VARIABLE RETURN INVESTMENTS										
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/22				Benchmark			Mutual Fund Expenses	Total Operating Expenses	*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.			
Bond										
Western Asset Core Bond IS/Intermediate Bond	-18.86%	-0.75%	1.20%	3.69%	-14.60%	-0.27%	0.89%	2.56%	0.43%	\$4.30
					BarCap US Agg Bond TR USD					
PIMCO Income Instl/Intermediate Bond	-10.70%	1.24%	4.05%	6.50%	-14.92%	-0.18%	1.17%	3.00%	0.51%	\$5.10
					BarCap US Universal TR USD					

VARIABLE RETURN INVESTMENTS											
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/22				Benchmark			Mutual Fund Expenses	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.				Since Inception
Large Cap											
Vanguard Equity Income Adm/Large Cap Value	-4.58%	7.42%	10.36%	7.86%	-11.36%	5.29%	9.17%	6.70%	0.19%	\$1.90	
Fidelity 500 Index/Large Cap Blend	-15.49%	9.23%	11.69%	11.13%	-17.22%	9.00%	11.60%	10.96%	0.02%	\$0.15	
JPMorgan US Equity R6/Large Cap Blend	-14.25%	10.68%	12.69%	12.61%	-17.22%	9.00%	11.60%	11.88%	0.44%	\$4.40	
Harbor Capital Apprec Ret/Large Cap Growth	-33.57%	9.90%	12.86%	12.76%	-22.59%	12.17%	13.70%	14.02%	0.57%	\$5.70	
T.Rowe Price Growth Stock I/Large Cap Growth	-35.76%	6.83%	11.48%	8.99%	-22.59%	12.17%	13.70%	12.97%	0.51%	\$5.10	
Small/Mid Cap											
Carillon Scout Mid Cap R6/Mid-Cap Blend	-18.38%	6.18%	10.46%	5.21%	-19.39%	6.48%	10.30%	6.08%	0.86%	\$8.60	
Fidelity Mid Cap Index/Mid-Cap Blend	-19.38%	6.48%	10.29%	10.99%	-19.39%	6.48%	10.30%	11.01%	0.03%	\$0.25	
Fidelity Small Cap Index/Small Cap	-23.39%	3.65%	8.71%	9.83%	-23.50%	3.55%	8.55%	9.69%	0.03%	\$0.25	
Fuller&Thaler Bhvrl SmCpEqR6/Small Cap	-10.81%	6.64%	11.60%	12.95%	-23.50%	3.55%	8.55%	9.69%	0.64%	\$6.40	
International Stock											
Fidelity Global ex US Index/Foreign	-25.17%	-0.90%	2.98%	3.17%	-25.17%	-0.81%	3.01%	3.22%	0.06%	\$0.55	
MFS Intl Diversification R6/Foreign	-25.34%	1.35%	4.79%	1.35%	-25.17%	-0.81%	3.01%	-0.81%	0.72%	\$7.20	
Goldman Sachs IntSmCp Ins R6/Foreign Small/Mid Blend	-29.41%	-2.49%	5.32%	1.76%	-28.85%	-1.25%	3.74%	1.79%	0.86%	\$8.60	

VARIABLE RETURN INVESTMENTS											
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/22				Benchmark			Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.		Since Inception	As a %	
Invesco Developing Mkts R6/Diversified Emerging Mkts	-35.29%	-3.17%	1.01%	2.37%	-28.11%	-1.81%	1.05%	2.06%	0.81%	\$8.10	
MSCI EM NR USD											
Other											
Vanguard Target Retire IncM/Target-Date Retirement	-14.19%	1.96%	3.31%	4.43%	-14.27%	2.41%	3.35%	4.98%	0.08%	\$0.80	
Morningstar Lifetime Moderate Income											
Vanguard Target Retire 2020/Target-Date 2020	-15.83%	2.91%	5.46%	5.30%	-18.89%	2.47%	4.62%	5.14%	0.08%	\$0.80	
Morningstar Lifetime Moderate 2020											
Vanguard Target Retire 2025/Target-Date 2025	-17.53%	3.15%	5.96%	5.88%	-19.88%	2.63%	5.22%	6.60%	0.08%	\$0.80	
Morningstar Lifetime Moderate 2025											
Vanguard Target Retire 2030/Target-Date 2030	-18.42%	3.43%	6.46%	5.69%	-20.52%	2.92%	5.89%	5.62%	0.08%	\$0.80	
Morningstar Lifetime Moderate 2030											
Vanguard Target Retire 2035/Target-Date 2035	-18.87%	3.78%	6.99%	6.52%	-20.74%	3.27%	6.46%	7.21%	0.08%	\$0.80	
Morningstar Lifetime Moderate 2035											
Vanguard Target Retire 2040/Target-Date 2040	-19.42%	4.11%	7.40%	6.18%	-20.78%	3.56%	6.79%	6.06%	0.08%	\$0.80	
Morningstar Lifetime Moderate 2040											
Vanguard Target Retire 2045/Target-Date 2045	-19.93%	4.42%	7.61%	7.02%	-20.83%	3.68%	6.89%	7.48%	0.08%	\$0.80	
Morningstar Lifetime Moderate 2045											
Vanguard Target Retire 2050/Target-Date 2050	-20.18%	4.39%	7.60%	6.33%	-20.91%	3.67%	6.85%	6.09%	0.08%	\$0.80	
Morningstar Lifetime Moderate 2050											
Vanguard Target Retire 2055/Target-Date 2055	-20.17%	4.38%	7.58%	8.37%	-21.04%	3.59%	6.76%	7.64%	0.08%	\$0.80	
Morningstar Lifetime Moderate 2055											
Vanguard Target Retire 2060/Target-Date 2060	-20.16%	4.38%	7.58%	7.91%	-21.18%	3.49%	6.65%	7.01%	0.08%	\$0.80	
Morningstar Lifetime Mod 2060 TR USD											
Vanguard Balanced Index Adm/Balanced	-16.42%	5.31%	7.28%	5.94%	-18.20%	2.95%	5.17%	5.52%	0.07%	\$0.70	
Morningstar Moderate Target Risk											

VARIABLE RETURN INVESTMENTS										
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/22				Benchmark			Mutual Fund Expenses	Total Operating Expenses	*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.			
Vanguard Target Retire 2065/Target-Date 2065+	-20.10%	4.36%	—	4.95%	-21.18%	3.49%	6.65%	4.13%	0.08%	\$0.80
*This table shows the fees elected by the fund. You may not be charged this full amount depending on individual circumstances.										

## Fixed Return Investments

This Fixed Return Investments Table focuses on the performance and costs of investment options that have a fixed or stated rate of return. It shows the annual rate of return of each option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

FIXED RETURN INVESTMENTS				
Name/ Type of Option	Return	Term	Other	Mutual Fund Expenses
Standard Stable Asset A/Cash Equivalent	2.35%	90 Days	The rate of return on 09/30/22 was 2.35 percent. This rate is fixed for 90 days but will never fall below a guaranteed minimum rate of 1.0 percent. Most current rate of return information is available on <a href="http://www.standard.com/retirement">www.standard.com/retirement</a> .	0.10%

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In providing this information, The Standard makes no representation as to the completeness and accuracy of the current disclosure materials of the issuer of designated investment options or information replicated from such materials.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term cumulative effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>. Fees and expenses are only one of many factors you should consider when making your investment decision. Consideration should also be given to whether investment decisions, combined with your other investments held outside the plan, will help you achieve your financial goals.

If you need additional information about your investment options, you may call a customer service representative at 800.858.5420. You may also find information by logging into Personal Savings Center from [www.standard.com/retirement](http://www.standard.com/retirement).

<sup>1</sup>As noted above, your Administrative fees vary based on the total amount of assets in the Plan. Following are the table(s) of applicable asset-based rates:

### Plan Administration

Tiered Rate :

From \$.00 to \$1,000,000.00	1.00%
From \$1,000,000.01 to \$2,500,000.00	0.75%
From \$2,500,000.01 to \$5,000,000.00	0.60%
From \$5,000,000.01 to \$8,000,000.00	0.49%
From \$8,000,000.01 to \$12,000,000.00	0.43%
From \$12,000,000.01 to \$16,000,000.00	0.35%
From \$16,000,000.01 to \$20,000,000.00	0.30%
From \$20,000,000.01 to \$9,999,999,999,999.99	0.25%

Consulting

Tiered Rate :

From \$.00 to \$8,000,000.00	0.50%
From \$8,000,000.01 to \$16,000,000.00	0.40%
From \$16,000,000.01 to \$999,999,999,999.99	0.30%

Please visit Personal Savings Center at [www.standard.com/retirement](http://www.standard.com/retirement) for a glossary of investment terms relevant to the investment options under this plan.

This glossary is intended to help you better understand your options.

Plan sponsors and participants should carefully consider the investment objectives, risks, charges and expenses of the investment options offered under the retirement plan before investing. The prospectuses for the individual mutual funds and each available investment option in the group annuity contain this and other important information. Prospectuses may be obtained by calling 877.805.1127. Please read the prospectus carefully before investing. Investments are subject to market risk and fluctuate in value.

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