



THE NEMOURS FOUNDATION SECTION 403(B) PLAN

Enrollment Guide



REWARD YOURSELF

Welcome to The Nemours Foundation Section 403(b) Plan. You deserve to enjoy retirement! Transamerica can help you get there. When you participate in your retirement plan, you're taking advantage of one of the best ways to invest in your financial future. Get started by creating your retirement account and accessing tools and resources designed to help you achieve your long-term goals.

This guide is designed to provide you with information about your retirement plan. You'll find these sections and more:

Let's Get Started

A Healthy Strategy

Plan Highlights

Investments

LET'S GET STARTED

Follow the next steps that guide you through creating and managing your online account.

AUTOMATIC ENROLLMENT

Once you're eligible, unless you specifically opt out of participating in the Plan, you will automatically be enrolled. **Contributions will automatically be deducted from your pay** (before taxes) after your plan's entry date or 30 days after your date of hire, whichever is later.

If you were rehired, but had previously met eligibility, participation will begin 30 days after your rehire date, unless you make an election before that time frame.

NEXT STEPS

So, what's next? We're going to highlight some of the powerful tools available to you, followed by some investment basics, then plan provisions specific to The Nemours Foundation Section 403(b) Plan.



DISCOVER

Learn the basics in *A Healthy Strategy*. Find your plan's details in *Plan Highlights*. See what options are available in the *Investments* section.



GET STARTED

Create a secure online account by visiting **transamerica.com/portal** and follow the on-screen instructions.



COMPLETE YOUR ACCOUNT

To take full advantage of your retirement plan, do your best to provide as much information as possible.



SIGN UP FOR ACCOUNT SECURITY ALERTS

Help safeguard your retirement assets by providing your mobile number and preferred email address. When you sign up for security alerts, Transamerica can notify you when changes are made to your account. This adds an extra layer of protection against online threats.



DESIGNATE YOUR BENEFICIARIES

Complete this simple but critical step to ensure your account assets will be distributed as you wish.



CONFIRM

Review your account details to ensure the information is correct.



SUPPORT

We are here for you. We're committed to providing the resources, guidance, and strategies along your journey to and through retirement. Call us at **800-755-5801** or log in to your account at **transamerica.com/portal**.



A HEALTHY STRATEGY

EXPLORE. DISCOVER.

Explore **transamerica.com/portal** and the website's full range of resources including webinars, articles, and the interactive features shown below.

COMMON TERMS

Understanding retirement-planning terms can be easier with Transamerica's comprehensive financial glossary. Visit **transamerica.com/financial-glossary** to browse the list.

FINANCIAL WELLNESS CENTER

Explore retirement savings options to help you set aside money for your future financial security. The portfolio builder at **transamerica.com/portal/financial-wellness/** explains how you can maximize your retirement savings.

PERSONAL FINANCE CALCULATORS

Forecast your future with Transamerica's online calculators. The Retirement Planner Calculator can be especially helpful. It provides estimates based on your income, how much you're saving, and when you plan to retire. Log in to your online account at **transamerica.com/portal**, click **VIEW DETAILS**, then hover over **Resources** in the top navigation bar and click **Calculators**.

DISCOVER YOUR RETIREMENT FORECAST WITH TRANSAMERICA'S ONTRACK® TOOL

Knowing how you're doing as you prepare for retirement should be as easy as checking the weather. Transamerica's OnTrack® tool is an online tool that uses straightforward weather icons to create *Your Retirement Outlook®*, making it easy to see if your retirement forecast is sunny, rainy, or somewhere in between.

You can help *Brighten Your Outlook®* by using the tool to increase your contribution rate, change your investment strategy, or add outside assets.

Important: The projections or other information generated by the OnTrack® engine (which produces Your Retirement Outlook®) regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time. Please visit your plan website for more information regarding the criteria and methodology used, the engine's limitations and key assumptions, and other important information.



MAXIMIZE YOUR STRATEGY

MATCHING CONTRIBUTIONS

Matching contributions may be subject to plan vesting requirements. Make sure to defer enough to take full advantage of the match. Refer to *Plan Highlights* to find the plan's matching contribution details.

CONTRIBUTION RATE

Increasing your contribution rate into a retirement plan may improve your overall retirement outlook and help to keep up with the average rate of inflation. Even a 1% or 2% contribution boost to your account can make a big difference over time.

Your plan provides the option to activate auto-increase, a recurring service that automatically adjusts your contribution rate annually in the month that you choose. If you would like to enable this service, log in to your account, select **VIEW DETAILS**, hover over **Contributions** and click **View or Update Contributions** in the drop-down menu.

CONSIDER YOUR OPTIONS

If you have money in a former employer's retirement plan, there are several options available that may simplify your financial life. These include cashing out, keeping the money where it is, or rolling the funds into an IRA or your employer plan with Transamerica. For more information about your options, call **800-275-8714** or email **consolidate@transamerica.com**.

When considering your options, be sure to review the fees and expenses associated with each option. Also, be sure to consider whether there are certain services, features, or benefits available through certain accounts that may be important to you.

Employer-sponsored retirement plans may have features that you may find beneficial such as access to institutional funds, fiduciary selected investments, and other ERISA protections not by afforded other investors. In deciding whether to do a rollover from a retirement plan, be sure to consider whether the asset transfer changes any features or benefits that may be important to you. Review the fees and expenses you pay, including any charges associated with transferring your account, to see if rolling over into an IRA or consolidating your accounts could help reduce your costs.

STAY CONNECTED

You're on the move, bring your information with you. Transamerica provides technology options that match your busy lifestyle.

ONLINE ACCOUNT

Your one-stop shop for tools and resources to help you navigate the road to and through retirement is available by logging in to your account at **transamerica.com/portal**.

MOBILE APP

Check your balance, update your personal information, and manage your account — from the palm of your hand. The **Transamerica Retirement App** lets you do more for your retirement anytime, anywhere. Download it from the App Store or GooglePlay today!

ELECTRONIC DELIVERY OF DOCUMENTS

Sign up for e-documents and you'll receive an email when plan-related documents and notices are ready for online viewing. Log into **transamerica.com/portal**, click **VIEW DETAILS**, hover over **Documents and Forms** in the top navigation bar, and click **E-documents**.

ACCOUNT SECURITY

Transamerica is dedicated to maintaining your account security. We employ sophisticated, multi-layered safety measures to protect your data, assets, and privacy.

PLAN HIGHLIGHTS FOR THE NEMOURS FOUNDATION SECTION 403(B) PLAN

These plan highlights represent an overview of your plan's provisions. For full details, please check with your plan administrator and/or refer to your Summary Plan Description.

YOUR CONTRIBUTIONS

Note: You may not participate in the plan if you are:

- Independent Contractors
- Individuals engaged in the business solely as a member of the board of directors
- A Leased Employee

PRE-TAX DEFERRALS

ROTH 403(B)

ELIGIBILITY

Entry Date

You may enter the plan as soon as administratively feasible.

AUTOMATIC ENROLLMENT

Once you're eligible, **unless you specifically opt out of participating in the Plan or make an affirmative election, you will automatically be enrolled and contributions will be deducted from your pay** (before taxes) at a rate of 4%. Your contributions will be allocated to the plan's "default" investment option. This will start as soon as administratively feasible after your plan entry date or 30 days after your date of hire, (or if you were rehired, 30 days after your rehire date), whichever is later.

CONTRIBUTION LIMITS

Your traditional contributions are deducted from your paycheck before taxes each pay period. Your Roth contributions are deducted from your paycheck after taxes each pay period.

Your plan allows you to contribute up to the maximum allowed under the Internal Revenue Service (IRS) limits.

UPDATING YOUR CONTRIBUTION RATE

You may elect to increase, decrease, or stop your contributions at any time. Changes will go into effect as soon as administratively feasible.

You may invest for retirement with traditional before tax dollars, after tax Roth dollars, or a combination, up to the overall limits noted in the following section. In general, choosing which one depends on whether you think your income will be subject to a higher or lower effective tax rate when you withdraw your money in retirement.

LEARN ABOUT ROTH CONTRIBUTIONS

Roth allows you to make after tax contributions to your plan. In most cases, these contributions will not be subject to future federal income taxes on qualified distributions, regardless of your income level (provided that you hold the contributions for at least five years and do not withdraw assets until at least age 59½). To learn more about this option, log in to transamerica.com/portal and access the calculators under *Resources* in the Menu.

IRS CONTRIBUTION LIMITS

The IRS limits how much you can contribute each year. The maximum amount you may contribute to your account is \$22,500 in 2023.

If you will be at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$7,500) above the regular IRS annual limit for the year.

The above limits include all types of contributions.

These limits are updated annually by the IRS.

VESTING

Vesting refers to your "ownership" of your plan account — the portion to which you are entitled even if you leave the plan. You are always 100% vested in your own contributions, including any rollover contributions you have made to the account, plus any investment earnings.

MATCHING CONTRIBUTIONS

EMPLOYER MATCH

ELIGIBILITY

Service: Immediately, if you are expected to complete one year of service

Your entry date is as soon as administratively feasible.

To complete a year of service, you must have worked 1000 hours of service during an eligibility period. The first eligibility period is the 12-month period beginning on your date of hire. Subsequent eligibility periods are based on the Plan Year.

CONTRIBUTION AMOUNT

Nemours Foundation's matching contributions are based on the following formula: 50% of the first 4% of compensation you contribute to your account. This matching contribution will not exceed 2% of compensation

VESTING

You are 100% vested in the Employer Match contributions after 3 years of service.

For vesting purposes, the plan defines a year of service as a plan year in which you are credited with 1,000 hours.

NON-MATCHING CONTRIBUTIONS

BASE EMPLOYER

ELIGIBILITY

Service: Immediately, if you are expected to complete one year of service

Your entry date is as soon as administratively feasible.

To complete a year of service, you must have worked 1000 hours of service during an eligibility period. The first eligibility period is the 12-month period beginning on your date of hire. Subsequent eligibility periods are based on the Plan Year.

CONTRIBUTION AMOUNT

Whether or not you contribute to your account, Nemours Foundation provides a Base Employer Contribution based on Years of Service:

0 - 4 Years of Service = 3%

5 - 9 Years of Service = 4%

10 - 14 Years of Service = 5%

15 - 19 Years of Service = 6%

20 - 24 Years of Service = 7%

25+ Years of Service = 8%

VESTING

You are 100% vested in the Base Employer contributions after 3 years of service.

For vesting purposes, the plan defines a year of service as a plan year in which you are credited with 1,000 hours.

ADDITIONAL PLAN DETAILS

LOANS AND DISTRIBUTIONS

Your plan offers a loan feature which allows you to borrow from your account based on certain provisions.

Distributions of before tax contributions, as well as earnings on any contributions, may be subject to income tax. Please check with your Plan Administrator and/or refer to your Summary Plan Description for details.

IN-SERVICE WITHDRAWALS

EARLY WITHDRAWALS

Depending on circumstances and plan rules, you may be able to take withdrawals from the vested portion of your account while you are actively employed. For more information, please check with your Plan Administrator and/or refer to your Summary Plan Description.

HARDSHIP

A hardship withdrawal is an emergency distribution of funds from a retirement plan. It is taken for an immediate and heavy financial need, as determined by the IRS.

Hardship loan and in-service withdrawals are subject to plan provisions. You may be required to provide documentation in order to qualify.

404(c) NOTICE

Your plan is intended to comply with ERISA section 404(c) and final regulation 2550.404c-1 of the Internal Revenue Code. This means you have the flexibility and responsibility to exercise control over your assets and to choose among the investment options provided under the plan in a way that best meets your objectives. In general, by providing you with this ability and a variety of investment choices, neither your plan sponsor nor Transamerica are liable for any losses that may occur as a direct result of investing in the available options as directed by you or your beneficiary.

In addition to the information in this guide, you can obtain upon request:

- Prospectuses, summary prospectuses, or similar documents relating to each investment option
- Financial statements or reports or similar materials relating to each investment option
- Information regarding the value of shares or units in the investment options as well as the date of valuation

A list of the assets comprising the portfolio of each investment option which will constitute "plan assets" under Reg. 2510.3-101, and the value of each such asset.

For any of the above, please contact:

Mark Rotondaro
Retirement Plans Program Director
The Nemours Foundation
10140 Centurion Parkway North
Jacksonville, FL 32256
Phone Number: 877-458-9699
Fax Number: 904-697-5640

DISCLOSURES

You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

Matching contributions are subject to plan vesting requirements.

Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.

Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528.

Nemours Foundation has selected Transamerica Retirement Solutions as your retirement plan provider, but there are no other affiliations between Nemours Foundation and Transamerica or its affiliate, TISC.

IT'S TIME TO CREATE YOUR INVESTMENT STRATEGY

Your retirement plan is one of the most effective ways to prepare for the future you deserve.

Many financial professionals recommend saving 10% to 15% of each paycheck to your retirement account. If that's not possible right now, start small and consider making small increases over time.

The way contributions are invested in your account is referred to as your "investment allocation." You may change your allocation at any time.

For detailed, up-to-date information on the investment options in your plan, including possible trading restrictions, please visit **transamerica.com/portal**.

If you are automatically enrolled, you will be assigned to a "default" investment option for all contributions.

Nemours Foundation has chosen a Qualified Default Investment Alternative ("QDIA"), for you in accordance with section 404(c)(5) of ERISA and other legal regulations. Even though you did not make an affirmative investment election, the plan fiduciary is not liable for any losses that may result from investing your assets in the QDIA. Unless you choose otherwise, your account will be invested in the QDIA, *PortfolioXpress*®.

Here are some helpful concepts to consider as you examine your investment strategy; Asset allocation, diversification, time horizon and risk tolerance. For further details, please visit **Transamerica.com/financial-glossary**.

ENGAGE WITH A PROFESSIONAL

ADVICE SERVICES

Transamerica's *Managed Advice*® is an easy-to-use, managed account and advice service that uses advanced research and technology to create a personalized retirement strategy just for you. This strategy is based on the pillars of professional retirement planning.

Based on the information you provide us, Advice Services offers the following features and benefits.

- Provides investment portfolios customized to your unique situation..
- One-on-one access to a team of Transamerica's retirement planning consultants.
- Periodic rebalancing, reallocation, and diversification to ensure your investments remain suited to match your retirement goals.
- Personalized reviews to measure how you're doing along the way to retirement.
- Holistic recommendations to achieve retirement income goals, including how much to contribute and when to retire.

After decades of investing for retirement, it's important to have a smart spending plan. Our advisors can help you create a strategy to navigate Social Security and draw a paycheck in retirement. Advice Services is there to provide assistance with the transition to life after work.

TAKE ADVANTAGE OF ADVICE SERVICES

If you haven't set up your account on your plan website, go to transamerica.com/portal, click "New user?" and follow the instructions to create a username and password. Choose your contribution rate and investing strategy (Advice Services). Then click "Accept & Continue" and complete your retirement profile.

If you've already set up your account online, sign in, go to the Investments menu, click Advice Services, and follow the instructions to complete your retirement profile.

Need help? Call a Transamerica retirement planning consultant toll-free at 844-622-2133.

Currently the annual fee of 0.35% would be deducted from your account monthly. For example, no more than \$0.29 (\$3.50 annually) per month for every \$1,000 in your balance.

Fees charged by the underlying funds in which you invest will still apply. You can cancel anytime without penalty. See more about Advice Services in the Important Disclosure section that follows.

Transamerica's Advice Services includes *Managed Advice*® and *Advisor Managed Advice*™. The *Managed Advice*® service is available within employer-sponsored plans or an IRA and is offered through Transamerica Retirement Advisors, LLC ("TRA"), an SEC registered investment advisor. In a retirement plan, the investment options used in *Managed Advice*® are selected by your plan sponsor/plan fiduciary. In an IRA, the investment options used in *Managed Advice*® have been selected by an independent, third-party registered investment advisor, who acts as a fiduciary for lineup selection. The *Advisor Managed Advice Service* is offered through your retirement plan's third-party registered investment advisor and TRA, and investment options are selected by your plan sponsor/plan fiduciary. TRA does not select or endorse any of the investment options available in a plan or in an IRA. Investment options may include Transamerica proprietary investment funds or stable value products offered by Transamerica affiliates.

Transamerica Retirement Solutions and TRA are affiliated companies. Morningstar Investment Management, LLC®, a wholly owned subsidiary of Morningstar Inc. is an SEC registered investment advisor that serves as an independent financial expert and provides the underlying investment advice and portfolio management methodology for *Advice Services*. Neither Morningstar nor your plan's third-party registered investment adviser (as applicable) is affiliated with any Transamerica companies.

Please see the Advice Services agreement as applicable for more information on the terms and conditions that apply as well as the information provided to you in Form ADV Part 2A. Investment return and principal value will fluctuate with market conditions, and you may lose money.

Securities offered through Transamerica Investors Securities Corporation (TISC), member FINRA, 440 Mamaroneck Avenue, Harrison, NY 10528.

HELP ME DO IT

ONE-STEP DIVERSIFICATION WITH **PORTFOLIOXPRESS®**

PortfolioXpress is Transamerica's asset allocation and rebalancing service. It uses the "core" funds in your plan and the retirement year you choose to provide you with a diversified investment mix. The service automatically:

- Allocates contributions to reflect your investment mix, based on a selected retirement year.
- Regularly rebalances your portfolio to maintain your mix.
- Adjusts your mix to become more conservative over time.

Since you've been automatically enrolled in *PortfolioXpress*®, your account has been set up to invest in a portfolio that most closely matches the year you will turn 65.

PortfolioXpress® is a registered service mark of Transamerica. *PortfolioXpress*® presents a series of asset allocation models based on a designated retirement year. You are solely responsible for selecting the retirement year and risk preference, if applicable. In implementing the service, you agree to each of the asset allocation mixes and automated rebalancing transactions that will take place over time within your account as you approach the selected retirement year. If you do not designate a retirement year, the plan will set your target retirement year as the year in which you attain age 65. You can change your target retirement year, or turn *PortfolioXpress*® off, at any time. *PortfolioXpress*® is designed as investment education. Transamerica or its affiliates do not provide investment advice to *PortfolioXpress*® nor does Transamerica act as a plan fiduciary. Retirement date portfolios are subject to the same risks as the underlying asset classes in which they invest. The higher the portfolio's allocation to stocks, the greater the risk. The principal value of the portfolio is not guaranteed at any time, including at and after the target date. Diversification does not guarantee against loss in a falling market.

The annual fee for *PortfolioXpress*® is 0.1 of your account balance, which is deducted from your account monthly.

DO IT YOURSELF

BUILD YOUR OWN INVESTMENT MIX

Build your own investment mix by choosing from the "core" funds in your plan. Your plan offers a range of choices that enable you to diversify among various asset classes and investment styles. Prospectuses and fund information are available on your plan website.

Once you determine the investment mix that is right for you, your plan's auto-rebalance service can help you maintain your mix automatically. To configure your investment mix log in to **transamerica.com/portal**, access the *Future Allocations* under *Investments* in the Menu.

Schwab Personal Choice Retirement Account® (PCRA)

Personal Choice Retirement Account (PCRA) is a self-directed brokerage account that lets you invest a portion of your plan account balance in stocks, bonds, and mutual funds.* Visit **transamerica.com/portal** for a PCRA brochure providing applicable minimum plan account balance amounts, fees, and additional details.

Schwab Personal Choice Retirement Account® (PCRA) is not a fund, but rather a brokerage account maintained at Charles Schwab & Co., Inc. and self-directed by you the participant. Participants must individually apply for PCRA and are solely responsible for their fund selections made under the PCRA. Commissions and transaction fees may apply to fund trades placed outside of the Schwab Mutual Fund OneSource® program or trades on other investment vehicles available through Schwab. Securities purchased through the PCRA are available through Charles Schwab & Co. Inc., (Member SIPC). Charles Schwab & Co., Inc. is not affiliated with Transamerica.

Fund prospectuses and other information can also be accessed from *Investments* in the Menu.

Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY, 10528, distributes securities products. Any mutual fund offered under the plan is distributed by that particular fund's associated fund family and its affiliated broker-dealer or other broker-dealers with effective selling agreements such as TISC. Bank collective trusts funds, if offered under the plan, are not insured by the FDIC, the Federal Reserve Bank or any other government agency and are not registered with the Securities and Exchange Commission. Group annuity contracts, if offered under the plan, are made available through the applicable insurance company. Any guarantee of principal and/or interest under a group annuity contract is subject to the claims-paying ability of the applicable insurer. Certain investment options made available under the plan may be offered through affiliates of Transamerica Retirement Solutions and TISC. These may include: (1) the Transamerica Funds (registered mutual funds distributed by Transamerica Capital Inc. (TCI) and advised by Transamerica Asset Management, Inc. (TAM)); (2) the Transamerica Retirement Solutions Collective Trust, a collective trust fund of Massachusetts Fidelity Trust Company (MFTC) (includes the Stable Pooled Fund); (3) group annuity contracts issued by Transamerica Financial Life Insurance Company (TFLIC), 440 Mamaroneck Avenue, Harrison, NY 10528 (includes the Stable Fund, the Fixed Fund, the Guaranteed Pooled Fund, and SecurePath for Life®); and (4) group annuity contracts issued by Transamerica Life Insurance Company (TLIC), 6400 C. Street SW, Cedar Rapids, IA 52499 (includes SecurePath for Life®). Nemours Foundation has selected Transamerica as your retirement plan provider, but there are no other affiliations between Nemours Foundation and Transamerica, TISC, TCI, TAM, MFTC, TFLIC, or TLIC.



This Notice Contains Important Information Regarding Your Participation In THE NEMOURS FOUNDATION SECTION 403(B) PLAN ("Plan")

This notice covers the following information:

- Eligible Automatic Contribution Arrangement (EACA)
- Qualified Default Investment Alternative (QDIA)

Automatic Contributions and Your Right to Elect

The Plan includes a feature known as an Eligible Automatic Contribution Arrangement (EACA). Under the Plan's EACA provisions, you will be automatically enrolled in the Plan and your Employer will deduct 4% of your compensation for each payroll period and contribute it to your account as a salary deferral without your prior written consent.

However, you have the right to elect not to make contributions to the Plan, and you have the right to elect a different percentage (including zero) to be deducted from your compensation. If you wish to make changes you can do so by going to **transamerica.com/portal**. Your election will remain in effect until you change it.

You may elect to increase, decrease, or stop your contributions at any time. Changes will go into effect as soon as administratively feasible.

The Automatic Contribution applies:

If you are hired on or after January 1, 2010.

If you become eligible on or after January 1, 2010.

In addition to this notice, you can learn more about eligibility, exclusions, and Plan provisions in the Summary Plan Description (SPD).

Effective Date of Your Automatic Contribution

If you do not make an affirmative contribution election or opt out of contributing, your Automatic Contribution will take effect:

- 30 days after your date of hire
- 30 days after your rehire date

Withdrawal of Initial Automatic Contributions

You have a 90-day penalty-free opt-out period starting with the first payroll pay date in which contributions are deducted from your paycheck. If you elect to opt out of the Plan during this period, you will receive a refund of your salary deferrals and any earnings without a distribution penalty or fee. After this 90-day opt out period you will be subject to the Plan's rules and restrictions on distributions. The refunded amount will be subject to ordinary income tax in the year of distribution and will be adjusted for gains or losses. Employer matching contributions, if any, and any earnings related to refunded amounts will be forfeited.

Your Salary Deferrals and Contribution Limits

You have the right to make salary deferrals into the Plan.

Your plan allows you to contribute up to the maximum allowed under the Internal Revenue Service (IRS) limits.

The IRS limits how much you can contribute each year. The maximum amount you may contribute to your account is \$22,500.

If you will be at least age 50 during the current calendar year, you can make additional catch-up contributions of (\$7,500) above the regular IRS annual limit for the year.

If you wish, you may designate some or all of your contributions as "Roth" after-tax. Roth after-tax and traditional pretax contributions offer different tax treatment. Roth contributions are subject to current federal income tax, however, any Roth related earnings will be tax-free for qualified distributions if you hold the account at least five years and are age 59 1/2 or over at the time you take a distribution.

These limits are indexed annually by the IRS. Your account will be subject to federal income tax and state tax (check your own state's tax rules) only when funds are withdrawn.

You are always 100% vested in your own contributions plus any earnings on them.

Your Qualified Default Investment Alternative

Your Plan includes a Qualified Default Investment Alternative (QDIA), which has been established in accordance with section 404(c)(5) of ERISA and other legal regulations. Under this provision, unless you make an affirmative election with respect to your investment options, the Plan will automatically invest any amounts in the default investment alternative that has been established for your Plan. You have the right to transfer your investment in the default investment alternative to any other available investment alternative under the Plan by logging into your account at **transamerica.com/portal**. Unless you choose otherwise, your account will be invested in the QDIA, *PortfolioXpress®*.

PortfolioXpress® is a registered service mark of Transamerica. PortfolioXpress® presents a series of asset allocation models based on a designated retirement year. You are solely responsible for selecting the retirement year and risk preference, if applicable. In implementing the service, you agree to each of the asset allocation mixes and automated rebalancing transactions that will take place over time within your account as you approach the selected retirement year. If you do not designate a retirement year, the plan will set your target retirement year as the year in which you attain age 65. You can change your target retirement year, or turn PortfolioXpress® off, at any time. PortfolioXpress® is designed as investment education. Transamerica or its affiliates do not provide investment advice to PortfolioXpress® nor does Transamerica act as a plan fiduciary. Retirement date portfolios are subject to the same risks as the underlying asset classes in which they invest. The higher the portfolio's allocation to stocks, the greater the risk. The principal value of the portfolio is not guaranteed at any time, including at and after the target date. Diversification does not guarantee against loss in a falling market.

Contributions invested in the QDIA are subject to gains and losses like other investment choices available under your Plan, and there is no guarantee that the investment will provide adequate retirement income.

Your Right to Direct Investments

You have the right to direct the investments in your Plan into any of the investment choices explained in the investment information materials provided to you by logging into **transamerica.com/portal** or calling **800-755-5801**.

Your Employer Contributions

Your employer may make contributions to the Plan on your behalf. You should refer to your Summary Plan Description (SPD) for details regarding Contributions and Vesting.

Your Distributions

The Plan and law impose restrictions on when you may receive a distribution from the Plan. See the Plan's Summary Plan Description (SPD) for more details, including details on how benefits are paid. Also, at the time you are entitled to receive a distribution,

- You may elect to have your vested account balance distributed to you as soon as administratively feasible following your termination of employment.
- You may also be able to withdraw money in predetermined circumstances from certain sources during employment.

How to Obtain Additional Information

If you need additional information or have any questions regarding the information provided in this notice, please contact Transamerica at **transamerica.com/portal**.

In addition to this notice, you can learn more about the Plan provisions in the Summary Plan Description (SPD).

Si necesita aclaraciones en español, llame al número gratuito de Transamerica **1-800-755-5801**, marca nueve para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y uno de nuestros representantes contestará sus preguntas.

	Years to Retirement										Years from Retirement			
Years to Retirement	+30	39	34	29	24	19	14	9	4	0	+1	+6	+10	+30
Bonds	5%	5%	5%	5%	5%	8%	12%	19%	27%	27%	39%	53%	64%	64%
Transamerica Guaranteed Investment Option	-	-	-	-	-	-	-	-	-	-	2%	12%	16%	16%
Dodge & Cox Income I	3%	3%	3%	3%	3%	4%	6%	8%	11%	11%	15%	16%	18%	18%
Fidelity US Bond Index	2%	2%	2%	2%	2%	4%	6%	7%	10%	10%	14%	15%	18%	18%
Fidelity Inflation Protected Bond Index	-	-	-	-	-	-	-	4%	6%	6%	8%	10%	12%	12%
Stocks	95%	95%	95%	95%	95%	92%	88%	81%	73%	73%	61%	47%	36%	36%
Vanguard Equity-Income Adm	15%	15%	15%	15%	15%	14%	14%	13%	12%	12%	10%	9%	8%	8%
Fidelity 500 Index Institutional Prem	12%	12%	12%	12%	12%	12%	12%	12%	10%	10%	10%	8%	6%	6%
MFS Growth R3	14%	14%	14%	14%	14%	13%	13%	12%	12%	12%	10%	8%	8%	8%
MFS Mid Cap Value R3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fidelity Mid Cap Index	2%	2%	2%	2%	2%	2%	-	-	-	-	-	-	-	-
Carillon Eagle Mid Cap Growth R5	6%	6%	6%	6%	6%	6%	6%	5%	4%	4%	3%	2%	-	-
Allspring Special Small Cap Value A	9%	9%	9%	9%	9%	9%	9%	8%	6%	6%	6%	5%	2%	2%
Fidelity Small Cap Index	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	2%	-	-	-
American Funds EuroPacific Gr R5	9%	9%	9%	9%	9%	9%	9%	8%	7%	7%	6%	5%	4%	4%
Fidelity Total International Index	9%	9%	9%	9%	9%	8%	8%	7%	6%	6%	5%	4%	3%	3%
Hartford International Opportunities R5	8%	8%	8%	8%	8%	8%	6%	6%	6%	6%	4%	2%	2%	2%
DFA Emerging Markets I	7%	7%	7%	7%	7%	7%	7%	6%	6%	6%	5%	4%	3%	3%
Multi-Asset/Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Personal Choice	-	-	-	-	-	-	-	-	-	-	-	-	-	-

How to Locate your Starting Portfolio on the Chart: In order to locate your starting portfolio on the Default Alternative Chart, you first must determine your "Years to Retirement" (which is on the top horizontal line of the chart). You determine your years to retirement by subtracting your current age from your designated target retirement age of 65 (which is not necessarily the same as your Normal Retirement Age, if any, under your retirement savings plan). The resulting number is your years to retirement for purposes of the service. Once you determine your years to retirement, locate the number (Years to Retirement) on the Chart. (Note: If your actual years to retirement falls between two numbers on the Chart, select the higher number as your Years to Retirement.) The portfolio indicated directly underneath your Years to Retirement is your starting portfolio under the service. The chart shows how your starting portfolio is initially allocated between stocks and bonds. (The term "Bonds" as used in the chart may also include short-term fixed income securities such as those found in money market funds.) For additional information about how each asset class is allocated among different sub-asset classes (such as large-, small/mid-cap or international in the case of stocks, or short-, interm./long-term in the case of bonds), please visit transamerica.com/portal.

The Nemours Foundation Section 403(b) Plan

TT069349 00001

IMPORTANT INFORMATION REGARDING YOUR PLAN

We want you to enjoy the many features and benefits of your retirement plan. We also want to make sure you understand your plan and investment fees. The enclosed report details the types and amounts of fees that may apply to your account, depending on which features and investments you choose.

The report is organized into multiple sections:

- **General Plan Information** offers an overview of your plan.
- **Potential General Administrative Fees and Expenses** may be charged against everyone's account in the plan to cover the day-to-day costs of operating the plan.
- **Potential Individual Fees and Expenses** are associated with certain plan features or services and apply only to participants who use the particular features or services.
- **Investment Information** details each of the options available in your plan. This section features up to three tables, depending on what your plan offers. This may include investments with variable rates of return, such as mutual funds or those with fixed or stated rates of return, such as some stable value funds. Details include:
 - **Historical performance** for each variable option and its "benchmark," typically a broad market index used for comparison.
 - **Expenses**, including fund operating costs which are automatically deducted from your investment returns. (The specific expenses that apply to you will depend on how your account is invested.)

You may receive this information electronically by signing up for *e-documents* at transamerica.com/portal. To help you save time, reduce clutter, and go green, you'll receive automatic email alerts when your account-related materials are available online.

To access your fee disclosure, visit transamerica.com/portal, click "Fund Info" on the navigation heading, then "Learn More" under Your Retirement Plan Information. If you're not enrolled in the plan, enter the account number (found at the top of the page under the plan name) and click "Submit". If you're already enrolled, follow the instructions under Sign in to your account.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica 1-800-755-5801 marca nueve para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y con mucho gusto uno de nuestros representantes contestará sus preguntas.

The Nemours Foundation Section 403(b) Plan

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IMPORTANT INFORMATION REGARDING YOUR PLAN

Disclosure Chart as of March 9, 2023

Your plan offers a convenient way to save for retirement and provides unique features and benefits not available elsewhere. You have the opportunity to make the plan work harder for you by committing early to disciplined savings, taking full advantage of the tools and services available, maintaining a long-term investment strategy, and understanding the plan, including investment options and fees. This document is required to be sent to you to help you understand your retirement plan and will be updated annually and when certain types of changes are made. Although you should review this important information, no action is required on your part.

General Plan Information

How to Direct Your Investments	You decide how your account will be invested among the available investment options by calling 800-755-5801 or going to transamerica.com/portal .
Transfer and/or Investment Allocation Restrictions	<p>There are no transfer restrictions imposed by the Plan. Please see Table 1 for transfer restrictions that may be imposed by the investment options.</p> <p>You may change your investment allocation at any time. No plan level allocation restrictions apply.</p> <p>Investment Allocations for future contributions to the Personal Choice Retirement Account (PCRA) are not permitted. A PCRA may be opened via a transfer from other investment options. There is a \$1,000 minimum to open an account and a \$250 minimum for subsequent transfers into a PCRA.</p>
Voting, tender and similar rights and restrictions on such rights	<u>Mutual Funds</u> —Plan participants shall have the right to exercise voting and tender rights attributable to mutual funds offered under the Plan. <u>Self Directed Brokerage Accounts</u> —Plan participants shall have the right to exercise voting and tender rights attributable to securities held in an outside brokerage window offered under the Plan.
List of Investment Alternatives	For the listing of the Plan's investment alternatives, please see the attached Comparative Investment Chart. Your plan also offers PortfolioXpress. PortfolioXpress is a service that provides an investment mix of the designated investment alternatives offered under your plan based on the target retirement year you select. Your account is rebalanced to become more conservative as you approach your target retirement year.
Investment Manager for Advice Services	Your plan offers the <i>Managed Advice</i> ® service. The service provides you with an asset allocation mix of funds available within your plan. <i>Managed Advice</i> rebalances and reallocates your account over time as your circumstances change. Transamerica Retirement Advisors, LLC serves as the investment manager for the <i>Managed Advice</i> service. Additional terms and conditions apply to the service, and more detailed information, including Form ADV of the investment manager, is available at transamerica.com/portal by signing in to your account and selecting Advice Services in the Investments menu. In offering the <i>Managed Advice</i> service, Transamerica Retirement Advisors, LLC relies on the investment methodology developed by Morningstar Investment Management LLC as an independent financial expert.
Investment Manager for PortfolioXpress	Mesirow Financial Investment Management, Inc.

Potential General Administrative Fees and Expenses

Administrative Fee — Per Account	<p>When applicable, other general administrative fees for plan services (e.g., legal, accounting, auditing, recordkeeping) may from time to time be deducted as a fixed dollar amount from your account.</p> <p>The actual amount deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p>
Administrative Fee — Pro Rata	<p>The plan incurs general administrative fees for ongoing plan administrative services (e.g., recordkeeping) of up to 0.047% annually of assets held in the plan investment options. These fees are applied pro rata across some or all investment options held in your account. However, the administrative fees allocable to an investment option may be paid, in whole or in part, from revenue (e.g., 12b-1 fees, administrative fees) that Transamerica Retirement Solutions or its affiliates receive based upon the plan's investment options. Consequently, if revenue is received related to an investment option, you will pay less than 0.047% as administrative fees on your assets held in that investment option depending upon the amount of revenue received. (It is not possible to accurately determine in advance the amount of revenue that an investment option will generate or when it will change.) If the revenue from an investment option is not adequate to cover the administrative fees allocable to that investment option, the shortfall will be deducted from your account based on your assets held in that investment option. If the revenue from an investment option exceeds the administrative fees allocable to that investment option, the excess will be applied as a Plan Service Credit (see Plan Service Credit below) to your account. Please log into your account on-line to view the most current version of the fund and fee information chart.</p> <p>When applicable, general administrative fees other than the charge above (e.g., legal, accounting and auditing), for administrative services, may from time to time be deducted on a pro rata basis across some or all investment options held in your account.</p> <p>The actual amounts deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p>
Plan Service Credit	<p>The plan service credit represents an expense refund for one or more of the investment funds offered by your plan. When applicable, a plan service credit is added to your account and lowers the effective annual expense ratios of the investment fund(s) for which a plan service credit applies. Any plan service credit will be reported on your quarterly benefit statements.</p>

Potential Individual Fees and Expenses — applicable only to those using specific features or services

Full Distribution Fee	<p>A fee of \$25.00 that is deducted from your account when you take a full distribution from your account when you terminate employment or retire. The fee is also applicable to the final distribution from a former participant's account who has taken unscheduled systematic withdrawals and for contract exchanges to another service provider. The fee is waived if the distribution is made due to death, disability, the purchase of an annuity through Transamerica, a direct rollover to a Transamerica IRA and any distribution from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p>
Hardship Withdrawal Fee	<p>A fee of \$25.00 that is deducted from your account when you take a hardship withdrawal from your account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p>
In-service Distribution Fee	<p>A fee of \$25.00 that is deducted from your account when you take an in-service distribution from your account and for a contract exchange to another service provider. The fee is waived for direct rollovers to a Transamerica IRA, Required Minimum Distributions and distributions made from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p>
Loan Maintenance Fee	<p>You may borrow from the Plan, using your account as security (conditions and restrictions may apply). A quarterly loan maintenance fee of \$6.25 is deducted from your account, except in the Plan quarter in which the loan is issued and paid off, when you take a loan from the Plan. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Maintenance Fee.</p>

Potential Individual Fees and Expenses — applicable only to those using specific features or services (continued)

Loan Set-up Fee	You may borrow from the Plan using your account as security (conditions and restrictions may apply). A set-up fee of \$75.00 will be deducted from your account. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Set-up Fee.
Advice Services Fee	An annual fee applies with respect to the <i>Managed Advice</i> service. The annual fee is 0.35% of your account balance invested under the <i>Managed Advice</i> service and is paid to Transamerica Retirement Advisors, LLC. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as an Advice Services fee.
Manual Processing Fee	An additional fee of \$50.00 that is deducted from your account when you request a plan transaction using a form where the transaction can be requested online or over the phone with the Contact Center. Distribution or withdrawal requests submitted online or conducted over the phone with the Contact Center will not incur an additional fee. The amount deducted from your account will be reported on your quarterly benefit statement as a Manual Processing Fee.
Overnight Check Fee	A fee of up to \$50.00 will be deducted from your account in the event you request a check be sent overnight to you. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Overnight Check Fee.
Personal Choice Retirement Account (PCRA) Fee	An annual fee of \$50.00 will be withdrawn from your Transamerica account and will appear on your Transamerica statement when you choose to open a Schwab PCRA. This fee is expressed as a fixed dollar amount. You may trade many funds with no loads and no transaction fees through Schwab's Mutual Fund OneSource® service. Certain funds in Schwab's Mutual Fund Marketplace are available with no transaction fees, but have 12b-1 fees in excess of .25% and therefore cannot be called "OneSource" funds. Commissions and transaction fees may apply to fund trades placed outside of Mutual Fund OneSource or trades on other investment vehicles available through Schwab. To learn about any fees associated with the purchase or sale of a particular investment before making a purchase or sell through your PCRA, access your account online at www.schwab.com or contact the Schwab PCRA Call Center at 888-393-PCRA(7272). Schwab fees will appear on your separate PCRA statement directly from Schwab.
PortfolioXpress Fees	An annual fee of 10.00 basis points (or 0.1%) applies with respect to the PortfolioXpress service. The annual fee is expressed as a percentage of your account balance invested under the PortfolioXpress service.
QDRO Fee	A fee of up to \$600.00 will be deducted from your account when your account is divided as a result of a Qualified Domestic Relations Order ("QDRO"). The amount deducted from your account will be reported on your quarterly benefit statement as a QDRO Fee.
Returned Check — Insufficient Funds	A fee of up to \$50.00 will be deducted from your account in the event a check is returned for insufficient funds. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Returned Check - Insufficient Funds Fee.
Terminated Participant Fee	An additional quarterly administration fee of \$2.50 that is deducted from your account following your termination of employment for each quarter there are funds in your account. The amount deducted from your account will be reported on your quarterly benefit statement as an Administration Fee.
Shareholder Type Fees	For applicable redemption fees, please see the Investment Information section. Changes in these fees are announced separately. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement.

Investment Information

This information is provided to help you compare the investment options under your plan. You may obtain, free of charge, a paper copy of your fee disclosure notice and other investment information posted at transamerica.com/portal, by contacting Transamerica at 800-755-5801 or by writing to Transamerica Retirement Solutions, 6400 C Street SW, Mail Drop 0001, Cedar Rapids, IA 52499, Attention: Fee Disclosure. The information available includes each investment option's issuer, objectives, goals, principal strategies, principal risks, holdings, turnover rate, value and updated performance and expense information; as well as a glossary of terms, information about calculating benefits, available distribution options and (where appropriate) prospectuses and annual reports.

The following table focuses on investment options that have variable rates of return, and shows fee and expense information, as well as investment performance for each investment option and that of the appropriate benchmark, or index. If your plan offers balanced, asset allocation or target retirement funds, which are comprised of a mix of stock and bond investments, you will see two broad-based benchmarks, a stock index and a bond index. Because they are made through a retirement plan, your investments in these funds are not subject to front-end or back-end loads, which are a form of sales commission charged at the time of purchase or sale. Please note the following:

- The investment performance of each investment option is shown net of (or after) fees, while the benchmark or index investment performance is reported on a gross (before fees) basis. If the option has less than a ten year history, the investment performance of both the investment option and the index are shown since inception, with the inception date shown after the investment option name. Returns of less than one year are not annualized. Performance prior to the inception date of the share class (if any) is based on returns of an older share class, which have been adjusted for expenses.
- Total Annual Operating Expenses of an investment option are the expenses you pay each year, which reduce the rate of return you earn. In some cases, a fund may waive or reimburse certain expenses. If a fund has waived expenses in the past year, you will see a different gross (G) (before waivers) and net (N) (after waivers) expense ratio. So while an investor could have been charged as much as the gross expense rate in the past year, they will only have paid the net expense rate because of the waivers. Fund specific operating expense details are available at transamerica.com/portal.
- Shareholder-type fees, if any, are in addition to Total Annual Operating Expenses. Fees and expenses are only one of many factors to consider when you decide to invest in an investment option.
- You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.
- The performance data quoted represents past performance. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options will fluctuate and you could lose money. Current performance may be lower or higher than the performance data quoted.
- The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for information on understanding your retirement plan fees at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>.

Comparative Investment Chart - Table 1 Variable Options

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2022		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

Bonds

Dodge & Cox Income I (01/89)	Intermediate-Term Bonds	0.41% G 0.41% N	\$4.10 G \$4.10 N	-10.86%	1.13%	2.09%
<i>Index: Bloomberg Aggregate Bond Index</i>				-13.01%	0.02%	1.06%

Comparative Investment Chart - Table 1 Variable Options (continued)

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2022		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

Bonds

Fidelity US Bond Index (03/90)	Intermediate-Term Bonds	0.03% G 0.03% N	\$0.25 G \$0.25 N	-13.03%	-0.02%	1.01%
<i>Index: Bloomberg Aggregate Bond Index</i>				-13.01%	0.02%	1.06%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days.						
Fidelity Inflation-Protected Bond Index (05/12)	Government Bonds	0.05% G 0.05% N	\$0.50 G \$0.50 N	-12.05%	1.99%	1.05%
<i>Index: Bloomberg US TIPS Index</i>				-11.85%	2.11%	1.12%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days.						

Stocks

Vanguard Equity-Income Adm (03/88)	Large-Cap Value Stocks	0.19% G 0.19% N	\$1.90 G \$1.90 N	0.00%	8.91%	11.79%
<i>Index: Russell® 1000 Value Index</i>				-7.54%	6.67%	10.29%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
Fidelity 500 Index (02/88)	Large-Cap Blend Stocks	0.02% G 0.02% N	\$0.15 G \$0.15 N	-18.13%	9.41%	12.55%
<i>Index: S&P 500 Index</i>				-18.11%	9.42%	12.56%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days.						
MFS Growth R3 (12/86)	Large-Cap Growth Stocks	0.85% G 0.84% N	\$8.50 G \$8.40 N	-31.32%	9.34%	12.69%
<i>Index: Russell® 1000 Growth Index</i>				-29.14%	10.96%	14.10%
MFS Mid Cap Value R3 (08/01)	Mid-Cap Value Stocks	1.00% G 0.99% N	\$10.00 G \$9.90 N	-8.98%	7.34%	10.52%
<i>Index: Russell® Mid Cap Value Index</i>				-12.03%	5.72%	10.11%
Fidelity Mid Cap Index (09/11)	Mid-Cap Blend Stocks	0.03% G 0.03% N	\$0.25 G \$0.25 N	-17.28%	7.10%	10.95%
<i>Index: Russell® MidCap Index</i>				-17.32%	7.10%	10.96%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days.						

Comparative Investment Chart - Table 1 Variable Options (continued)

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2022		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception
Carillon Eagle Mid Cap Growth R5 (08/98)	Mid-Cap Growth Stocks	0.73% G 0.73% N	\$7.30 G \$7.30 N	-25.62%	8.09%	12.34%
<i>Index: Russell® Mid Cap Growth Index</i>				-26.72%	7.64%	11.41%
Allspring Special Small Cap Value A (05/93)	Small-Cap Value Stocks	1.24% G 1.24% N	\$12.40 G \$12.40 N	-13.88%	4.21%	9.55%
<i>Index: Russell® 2000 Value Index</i>				-14.48%	4.13%	8.48%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
Fidelity Small Cap Index (09/11)	Small-Cap Blend Stocks	0.03% G 0.03% N	\$0.25 G \$0.25 N	-20.27%	4.22%	9.17%
<i>Index: Russell® 2000 Index</i>				-20.44%	4.13%	9.01%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days.						
American Funds EuroPacific Gr R5 (04/84)	World/Foreign Stocks	0.51% G 0.51% N	\$5.10 G \$5.10 N	-22.76%	1.49%	5.26%
<i>Index: MSCI All-Country World Ex-US Index</i>				-15.57%	1.36%	4.28%
Fidelity Total International Index (06/16)	World/Foreign Stocks	0.06% G 0.06% N	\$0.60 G \$0.60 N	-16.28%	0.96%	4.62%
<i>Index: MSCI All-Country World Ex-US Index</i>				-15.57%	1.36%	5.18%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days.						
Hartford Intl Opportunities R5 (07/96)	World/Foreign Stocks	0.79% G 0.79% N	\$7.90 G \$7.90 N	-18.01%	1.74%	4.89%
<i>Index: MSCI All-Country World Ex-US Index</i>				-15.57%	1.36%	4.28%
DFA Emerging Markets I (04/94)	Emerging Market Stocks	0.46% G 0.36% N	\$4.60 G \$3.60 N	-16.88%	-0.55%	1.79%
<i>Index: MSCI Emerging Markets Index</i>				-19.74%	-1.03%	1.81%

The following table focuses on investment options that have a fixed or stated rate of return and shows the annual rate of return, the term or length of time that you will earn this rate of return, and other information relevant to performance. (If you are already an investor in such option, please note that personalized rates of return for certain investments are shown on your benefit statements.) The fixed interest rate is net of any expenses and an annual operating expense ratio is not separately shown.

Comparative Investment Chart - Table 2 Fixed Options

Fund Name/ Type of Option	Return / Credited Rate	Term	Other
Transamerica Guaranteed Investment Option Stable Value	2.05%	07/01/2022 - 06/30/2023	The rate applies to all contract assets, and the rate does not change during the term. The rate will never fall below a guaranteed minimum rate of 1.40%. Current rate information is available at the option's Web site.

Shareholder Type Fees: Amounts may not be transferred directly to competing options. Amounts transferred out will be subject to an adjustment or charge if subsequently transferred to a competing option within 90 days. Withdrawals that do not constitute benefit responsive withdrawals, to the extent permitted by the plan, may be subject to an adjustment or charge. Refer to Table 3 for additional restrictions that may be applicable due to Employer actions.

The following table focuses on the annuity and/or other guaranteed income options under the Plan. Annuities and/or other guaranteed income options are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Such products are issued by insurance companies. Unless otherwise stated, insurance products are made available under group annuity contracts issued by Transamerica Life insurance Company (TLIC), 4333 Edgewood Road NE, Cedar Rapids, Iowa 52499. Transamerica Retirement Solutions Corporation is affiliated with TLIC. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

Comparative Investment Chart - Table 3 Annuity Options

Name	Objectives/Goals	Pricing Factors	Withdrawal/Transfer Limitations/Fees
TLIC Guaranteed Investment Option Group Annuity Contract Transamerica Guaranteed Investment Option	To provide a guaranteed stream of income for your life.	The amount of the annuity benefit will be determined by the amount applied to purchase the annuity and the non-participating single premium immediate group annuity purchase rates in effect on the Annuity Purchase Date.	Refer to Table 2 for additional limitations and fees that may be applicable to transfers and withdrawals.

Fees that Reduce Value (surrender charges, MVAs, admin. fees): Withdrawals due to Employer actions may be subject to an adjustment or charge.



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