

 JULY

It's **your** future.

Retirement Plan Enrollment Materials



Welcome to ABC 401(k) Plan DEMO

Congratulations! You have reached an important milestone with The ABC Company and are now eligible to participate in **ABC 401(k) Plan DEMO**. We hope that you use the information in this enrollment kit, take advantage of this benefit, and make the most of this opportunity.

What are the next steps?

- 1) Read the enclosed materials:
 - a. *Plan Highlights* – to learn key benefits and features of the Plan
 - b. *Retirement Enrollment Guide* – for enrollment instructions and retirement planning education
 - c. *Plan Investments* – to learn about the investments available to you within the Plan
 - d. *Enrollment Form* – where you make your Plan elections
 - e. *Beneficiary Form* – where you designate your account beneficiary(ies)
- 2) Follow the instructions to enroll. The Plan Password for your Plan is: **ABC401-KDEMO**
- 3) Remember to designate beneficiary(ies) for your account.

Important Information About Automatic Enrollment

If you do not make an enrollment election, you will be automatically enrolled in the Plan and contributions from your paycheck will begin following your date of automatic enrollment. For more information, please refer to the enclosed *Plan Highlights*.

Please contact The ABC Company, JULY Participant Services or the Plan advisor (see below) with questions.

Sincerely,

The ABC Company

Questions?

JULY Participant Services

Available M – F, 8:15 a.m. – 5:15 p.m. CST

- **Phone:** 888.333.5859, option 1
- **Email:** ParticipantServices@julyservices.com
- **Chat:** www.julyservices.com/participants

Bob Smith, A1 Advisors

- **Phone:** 888.777.7777
- **Email:** bob.smith@a1advisors.com

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Plan Highlights

[Plan Eligibility](#) | [Contribution Information](#) | [Other Important Plan Details](#)

The ABC Company

ABC 401(k) Plan DEMO Highlights

ELIGIBILITY

All employees must meet the eligibility requirements listed below for:

All contributions.

You must be 21 years old.
You are immediately eligible.

The Plan does not allow participation by employees who are:

- Non-Resident Aliens
- Collectively Bargained Employees

ENROLLMENT PERIODS

On meeting the eligibility requirements you may join the Plan:

Immediately Eligible

CONTRIBUTIONS

Employee Contributions

Through payroll deduction, you can make pre-tax contributions from 1.00% up to 100.00% of your eligible compensation. An Internal Revenue Service (IRS) dollar limit applies. The dollar limit is \$19,000 for 2019.

Roth Contributions

The Plan allows you to make after-tax Roth contributions to your Retirement Plan. The Internal Revenue Code dollar limit also applies cumulatively to your employee pre-tax contributions and your Roth contributions. The dollar limit is \$19,000 for 2019. To qualify for tax-free withdrawals, your money must remain in the account for five years and you must have reached 59 1/2. Unlike Roth IRA's, there is no income limit on who can make Roth contributions to a Retirement Plan. However, Roth contributions may be limited by applicable nondiscrimination rules for Retirement Plans. See your Plan Administrator for more details.

Catch-Up Contributions

If you are age 50 or older and make maximum allowable deferrals to your Plan, you are entitled to contribute an additional "catch-up contribution". The catch-up contribution is intended to help eligible employees make up for smaller contributions made earlier in their career. The maximum catch-up contribution is \$6,000 for 2019. See your Plan Administrator for more details.

Employer Contributions

The ABC Company

ABC 401(k) Plan DEMO Highlights

Match

The Plan provides for discretionary matching contributions in an amount to be determined.

Employer Match contributions benefit all participants regardless of how many hours you work during the year or whether you terminate during the year.

Profit Sharing

Your employer may make Profit Sharing contributions at its discretion, which will be allocated among all eligible employees, whether or not they make contributions.

Employer contributions benefit all eligible employees who are employed on the last day of the plan year.

Safe Harbor

Your employer may also make a safe harbor non-elective contribution in an amount equal to 3% of your eligible pay, which will be allocated to all eligible employees.

Contribution Changes

You may increase or decrease the amount of your contributions as specified by your Plan Administrator.

You may stop your contributions at any time.

You may restart your contributions as specified by your Plan Administrator.

Future Investment choices may be made daily.

VESTING

Vesting refers to your 'ownership' of a benefit from the Plan. The money that you contribute and the money it earns are always 100% vested. Any rollover or transfer contributions you make are also 100% vested.

Employer Match		Profit Sharing	
Years of Service	Vesting %	Years of Service	Vesting %
2	20%	2	20%
3	40%	3	40%
4	60%	4	60%
5	80%	5	80%
6	100%	6	100%

For Safe Harbor: Immediately 100% vested.

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ABC 401(k) Plan DEMO Highlights

WITHDRAWALS

Funds may be withdrawn from your Plan account in these events:

- Age 59 1/2 or older
- Normal Retirement Age
- Financial Hardship
- Termination of Service
- Death
- Disability

See your Summary Plan Description for more details about taking withdrawals from the Plan. Be sure to talk with your tax advisor and address any potential adverse tax consequences before withdrawing any money from your Plan account.

LOANS

The Plan is intended to help you put aside money for your retirement. However your employer has included a Plan feature that lets you borrow money from the Plan.

You can have 1 loan outstanding at a time. The minimum loan amount is \$1,000.

Loans may be taken from:

- All Sources

The amount you may borrow is limited by rules under the tax laws. In general, all loans will be limited to the lesser of one-half of your vested account balance or \$50,000.

All loans must generally be repaid within five years. A longer term may be available if the loan is to be used to purchase your primary residence.

Other requirements and limits must be met, and certain fees may apply. Refer to the Summary Plan Description for more details about this participant loan feature.

HARDSHIP WITHDRAWALS

If you have an immediate financial need created by severe hardship and you lack other reasonably available resources to meet that need, you may be eligible to receive a hardship withdrawal from your Plan. Hardship withdrawals may be taken from selected accounts. See your Summary Plan Description for more details.

The ABC Company

ABC 401(k) Plan DEMO Highlights

A hardship, as defined by the government, can include:

- Purchase of your primary residence
- Payment of tuition and related costs for the employee, spouse, dependents, or children who are no longer dependents for post-secondary education
- Payment of certain medical expenses
- Prevention of eviction from, or foreclosure on, your primary residence
- Funeral/burial expenses for a parent, spouse, child or dependent
- Repair of damages to employee's primary residence that qualifies for casualty deduction
- Expenses and losses incurred by the employee on account of a disaster declared by the Federal Emergency Management Agency (FEMA)

ROLLOVERS

You are allowed to roll over money into your account. See your Summary Plan Description or Plan Administrator for roll over details.

404(c) STATEMENT

The Plan is intended to comply with ERISA Section 404(c) regulations. This simply means that you "exercise control" over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions. As a Plan participant, you may request certain information from

The ABC Company
Leslie Smith
408 Main Street
Buffalo, NY 14201
(716) 340-8888
lsmith@abc.com

CONTACT INFORMATION

Financial Advisor

Bob Smith
A1 Advisors
7878 Holly Street
Buffalo, NY 14201
bob.smith@a-advisors.com
(888) 777-7777

**The ABC Company
ABC 401(k) Plan DEMO Highlights**

**ACCOUNT
INFORMATION**

Participant Web Site

www.julyservices.com

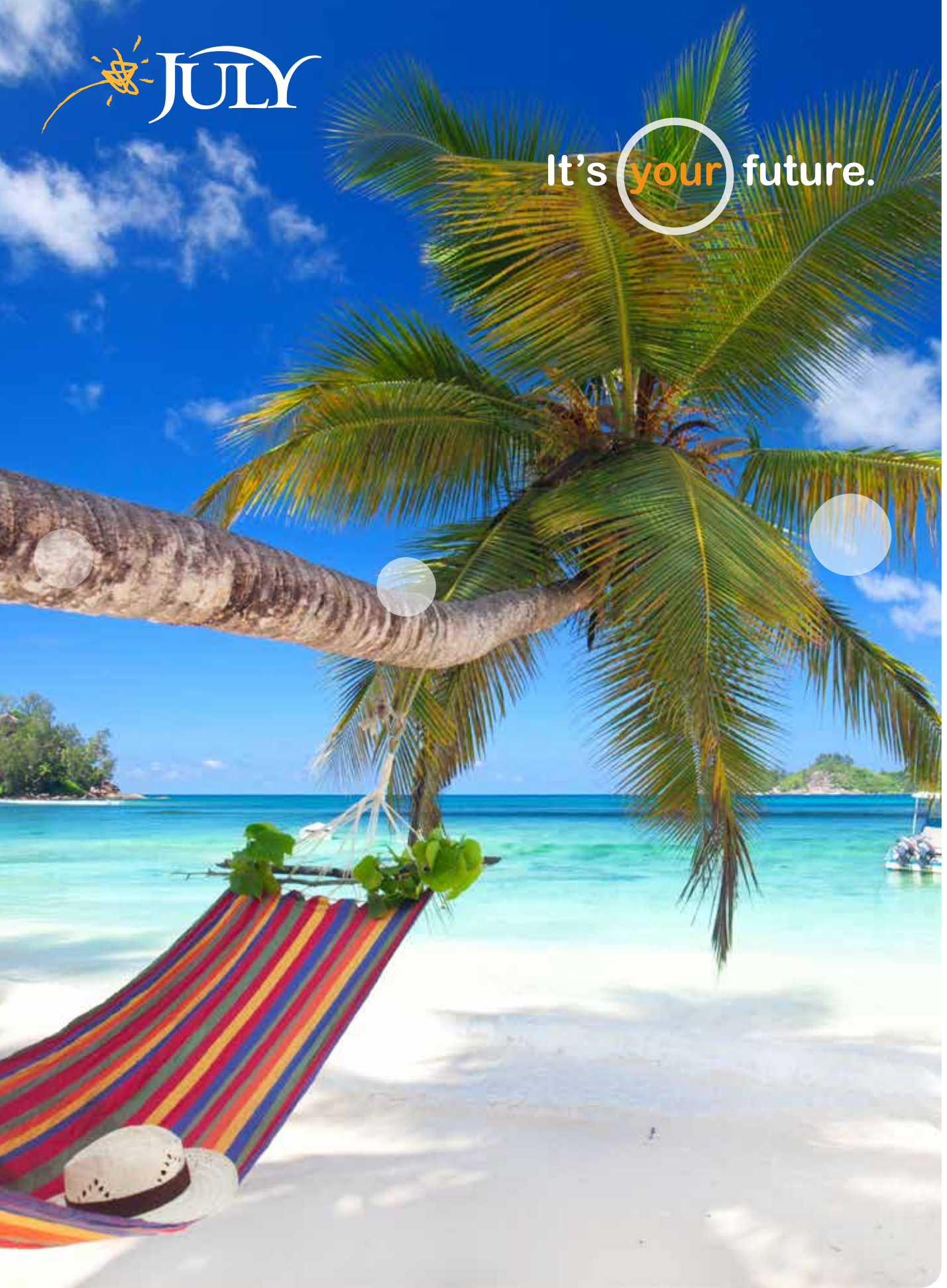
Customer Service Number

(888) 333-5859, Option 1

JULY

It's **your** future.

Retirement Education Guide



Getting Started | Plan Basics | Investment Education | Put Your Plan to Work

Enrolling is Easy!

JULY supports your retirement plan provided through your employer. We provide a dedicated Participant Services team to help you understand and make the most of your retirement plan...after all, it's your future.

Participant Website - www.julyservices.com



Follow 4 easy steps to enroll online:

1. Set up your account online.

1. Click on **Participants** located on the top menu bar of the JULY home page.
2. Click **Enroll Now!** located to the right of the **Login** button.
3. Enter Plan Password: **ABC401-KDEMO**
4. Enter your Social Security number.

2. Designate beneficiaries.

A beneficiary is the person who will inherit your account in the event of your death. Online prompts and instructions are available for designating beneficiaries.

3. Select your contribution rate.

Follow the online prompts to select the amount you wish to contribute to the Plan each pay period.

4. Select your investments.

Follow the online prompts to review and select your investments.

Questions?

Call Participant Services - 888.333.5859, option 1

The Participant Services team is available to assist you Monday – Friday, from 8:15 a.m. – 5:15 p.m. CST.

It's your future. Look here for help on making it bright!

Climbing Mount Retirement

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Picture Your Future

Taking time to envision a successful retirement will increase your chance of success. Whether it's traveling, reading at home, or spending time with family, envisioning a successful future and writing down your goals can provide the inspiration needed to take action that leads to success.

Climbing Mount Retirement

Mountain climbers rely on their equipment and supplies. But to reach a summit, they also need perseverance — the commitment to stay with the climb *despite the difficulties*. You're in a similar situation as you look ahead to your eventual retirement. You have the right equipment — your retirement savings plan. Your payday contributions and any potential investment returns supply the upward push. And to reach your retirement savings summit, you have to persevere throughout your career.

Contribution Gaps

- Make a steady effort to increase your savings.
- Don't suspend contributions when market values drop.
- Continuous savings can make a big difference in your account balance by the time you retire.

Investment Retreat

- Low market returns might tempt you to select low-risk investments.
- However, low-risk investments may mean that your balance at retirement may be short of your needs.
- A well-diversified investment mix may be your best long-term investment strategy.

Loans

- Your plan may allow you to borrow from your account; avoid this path if you can.
- Unless you can keep contributing while you repay a plan loan, you create another potentially costly gap in your savings effort.
- Your loan amount will cost you tax money, since your loan repayments will be taxed twice — first, when you earn the loan payment amount, then again when that money is paid out at retirement.

Early Withdrawals

- Withdrawing savings before you retire is like stopping halfway up the mountain, going down partway, and then restarting your climb.
- Any early withdrawal creates a gap in your retirement savings effort.
- Replacing part or all of a withdrawal with new contributions won't be easy, and you'll never recover the time lost for compound growth to work its magic.



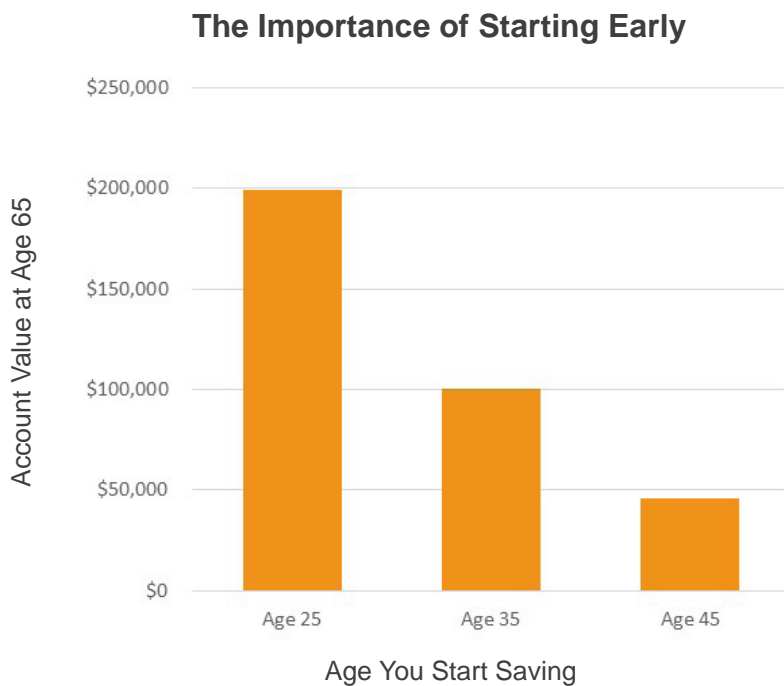
Save Early for Maximum Success

Life can get in the way of saving for your future. It's hard to set money aside for "someday" when you have expenses right now. Yet, the reality is that if you don't save for your retirement, you may not have enough money to live comfortably.

The sooner you start saving for retirement, the earlier your money can potentially benefit from compounding. Compounding occurs when investments generate earnings and those earnings are added to the account balance and reinvested. You can then earn a return on your investment and the earnings. The longer the compounding process repeats itself, the more money you can potentially accumulate.

Time Is on Your Side

The earlier you start saving for a goal, the more you may potentially benefit from compounding.



This is a hypothetical example used for illustrative purposes only. It is not representative of any investment vehicle. It assumes monthly compounding. Your investment results will be different.

Start Saving Now

Time is on your side when you save more for retirement early. The earlier you start saving for a goal, the more you may potentially benefit from compounding.

How Much is Enough?

How much money should you save for retirement? It's not easy to determine exactly how much will be enough. But you can set a savings goal based on how long you expect to be retired and how much income you think you might need.

Realistic Expectations

When do you anticipate retiring? If you hope to retire early, obviously you should plan for a longer retirement. If you expect to work past retirement age, keep in mind that a number of factors could make it difficult to continue working as long as you'd like. Even if you retire on schedule, your retirement may last a long time. The life expectancy of a 65-year-old is currently more than 20 years, according to the Social Security Administration. The longer your retirement, the more savings you probably will need.

Income Projections

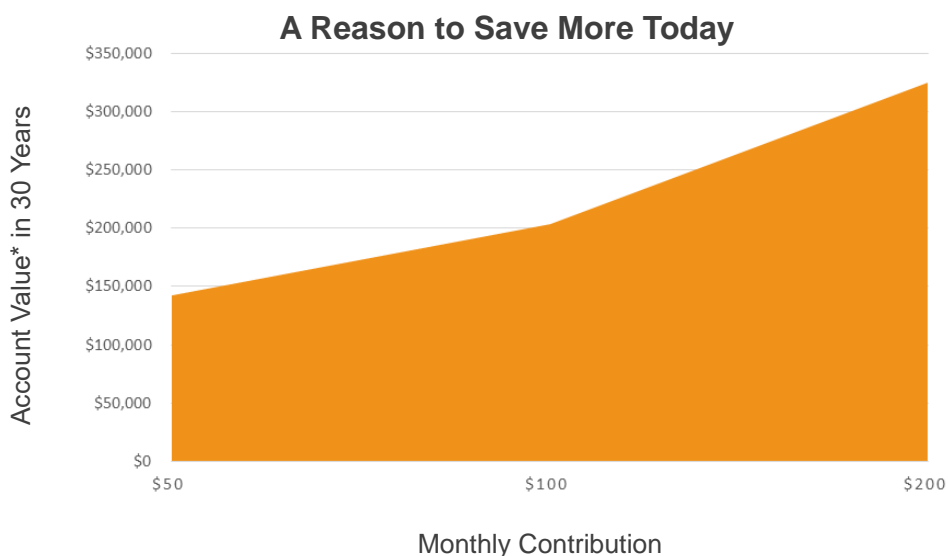
What are your retirement income needs? A precise projection is impossible, but looking at your current lifestyle and spending patterns can give you a good idea of what you might need in the future.

Sources of Income

Have you looked at your potential sources of retirement income? Consider any pensions you may be eligible to receive, employer-provided retirement plans, individual retirement accounts, and personal savings. Some retirees have earnings from part-time work, and Social Security may be a source of income. Keep in mind, however, that the current average monthly benefit is \$1,360¹, and Social Security represents about 33% of the income of the elderly.²

More Each Month

Saving more each month now may increase monthly income during retirement.



* Account values assume 7% average annual total return, compounded monthly.

This is a hypothetical example used for illustrative purposes only. It is not representative of any particular investment vehicle. Your investment results will be different. Numbers reflected above are based on a preliminary existing investment of \$10,000.

¹ Fact Sheet, 2017 Social Security Changes, Social Security Administration

² Fast Facts & Figures About Social Security, 2016

Steps to Saving

Most experts recommend saving 10% to 20% of your annual income; however, the amount you should save is personal and depends on factors such when you start saving, your current age, the age at which you want to retire, your desired lifestyle in retirement, your existing savings and assets, how you choose to invest your savings, and your salary.

Create and Maintain a Financial Plan

To ensure the highest probability of success, we recommend working with your financial advisor to create a savings plan and update it annually to make sure you stay on track. JULY includes a comprehensive retirement planning tool called MyFuture Retirement that you can use to help.

Consider Your Employer Match

One important consideration is to elect a savings rate high enough to get the full benefit of any employer match. For example, if your plan provides a 100% match up to 4% of pay, you should try to save at least 4% - anything less means you are passing up free money.

Some Rules of Thumb

Below are some rules of thumb to help you decide how much to save.

How Much Should I Save? Rules of Thumb			
Probability of a Successful Retirement			
Company Match	Get Started	Good	Best
You Started Saving Prior to Age 25			
0% Match	6%	8%	10%
4% Match	4%	6%	8%
You Started Saving Between 25 and 30			
0% Match	6%	10%	12%
4% Match	4%	8%	10%
You Started Saving After Age 30			
0% Match	6%	12%	14%
4% Match	4%	10%	12%

Increase Annually

If you feel the amounts in the *Good* and *Best* columns are too high, it's still important to get started at a lower amount then increase the amount you save by 1% each year until you reach the savings percentage in the *Good* or *Best* column.

Asset Allocation for the Ages

When you participate in your employer's retirement plan, you get to choose the investments for your account from the plan's investment lineup. But which investments should you choose and why?

Consider the Asset Classes

Your retirement plan likely offers funds or portfolios that hold investments in the three main asset classes.

Stocks	A stock gives investors shares of ownership in the issuing company. The value of a company's stock will fluctuate. Historically, stocks have provided the highest potential long-term returns. However, stocks also have the greatest risk of short-term losses.
Bonds	A bond is essentially a loan to a company or government for a specific period at a specific interest rate. Bonds tend to provide more modest returns than stocks, but they are generally less volatile.
Cash	These are short-term investments, such as money market securities, that can easily be turned into cash without losing much, if any, of their value. Considered the least risky of the three main asset classes, cash investments offer the lowest potential returns.

How you allocate your assets among these three asset classes should reflect how long you have before you plan to retire and how comfortable you are with risk.

Take a Look at Your Time Frame

The longer you have before you will reach retirement, the more comfortable you may be with the risk that your investments could lose money. But, as you get closer to your retirement date, you may want to choose investments that will help you preserve the value of your portfolio.

Early in your career — When you have many working years ahead of you, you may want to consider investing a significant portion of your portfolio in stock investments to increase the potential for long-term growth.

During the middle years — At the midway point of your career, consider maintaining a portion of your portfolio in stock investments for their growth potential, since you still have time to recover from any market downturns.

Nearing retirement — As you draw closer to retirement, you may want to shift more of your investments into bond and cash investments to reduce the risk of loss and help maintain the value of your portfolio.

The asset allocation that you choose today for your plan account might not work in a few years. Regularly check your investments and adjust your asset allocation as needed.

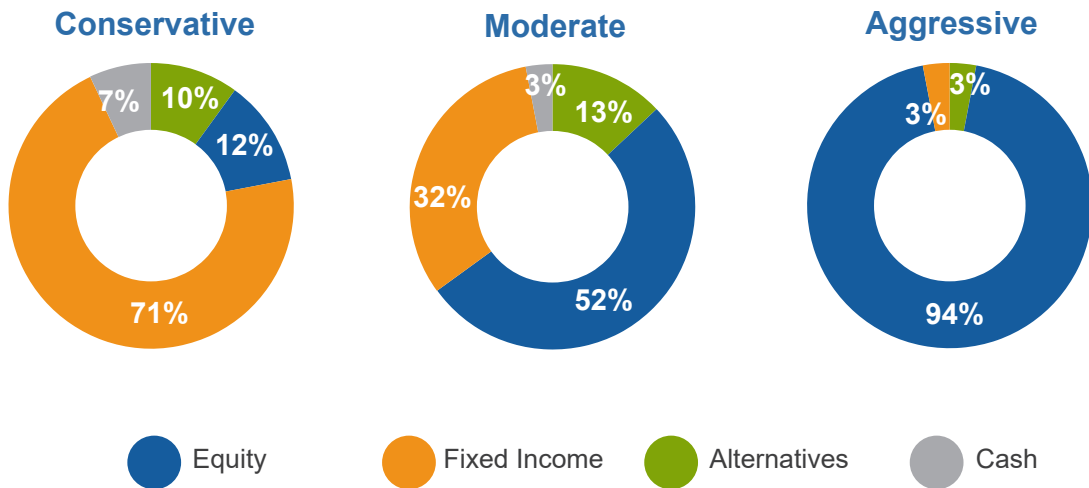
More About Asset Allocation

Before you begin to invest in your company’s retirement plan, it’s important to understand your feelings toward investment risk as well as to allocate your assets in a way that best meets your retirement goals.

Complete the *Risk Profile Questionnaire* accompanying this guide to determine an asset allocation solution best suited to your needs. Additional calculators on risk and asset allocation can be found on the participant website.

Basic Asset Allocation Strategies

While you are encouraged to complete a *Risk Profile Questionnaire* to determine your unique tolerance for losing money, following are basic asset allocation recommendations for different types of investors.



Past performance is no guarantee of future results. Investments are subject to risk, and any investment strategies may lose money.



Manage Your Risk

Review your investment allocation regularly to ensure your fund choices are in line with your risk comfort level, positioning you to achieve your picture of success.

Mini Guide to Investments


Growth? Income? Tax-exempt? The most important part of investing just might be sorting through all the different fund types to find one with an investment strategy that matches your own goals. Browse through these brief descriptions of a few common fund types to see which ones match your objectives.

Growth Funds	Buy stocks of small, medium-sized, or large companies with the potential for increasing in value.
Aggressive Growth Funds	Invest in higher risk companies that are positioned for sudden rapid growth. Stock prices may be volatile.
Growth & Income Funds	Generally hold stocks of established companies and look for modest growth and high dividend earnings.
International Funds	Buy foreign — or a mix of foreign and domestic — securities. The risks of investing internationally include changes in currency rates, foreign taxation, differences in auditing and financial standards, and other risks.
Sector Funds	Invest in companies in a specific industry, such as pharmaceuticals, technology, etc. They may be subject to greater volatility than funds that invest more broadly.
Value Funds	Invest in stocks of companies whose stock prices are “undervalued” (lower than the stock seems to be worth) in the expectation that prices may rise in time.
Corporate Bond Funds*	Usually buy bonds issued by different companies, with the goal of generating income.
Municipal Bond Funds*	Buy bonds issued by one or more states or localities. Income is generally exempt from federal taxes. However, interest income from certain municipal securities must be included when calculating the alternative minimum tax.
High Yield Funds	Invest in low-rated or unrated “junk bonds” that may produce high income but have a greater likelihood of default than bonds with higher ratings.
Income Funds	Hold investments that generate current income. They may be stock or bond funds, or balanced funds that invest in both.

You should consider the fund's investment objectives, charges, expenses, and risks carefully before you invest. The fund's prospectus, available by logging in to the participant website at www.july.com, contains this and other information about the fund. Read the prospectus carefully before you invest or send money. Shares, when redeemed, may be worth more or less than their original cost.

**Prices of fixed income securities may fluctuate due to interest rate changes. Investors may lose money if bonds are sold before maturity.*

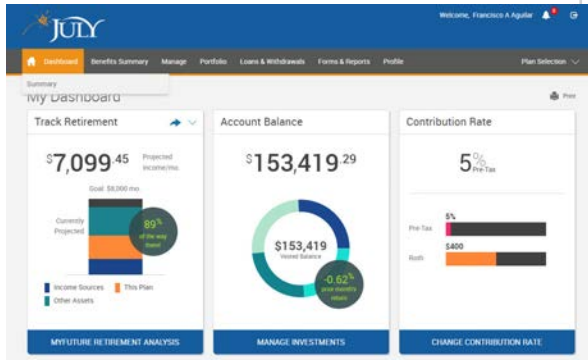
To learn more about investing for retirement as well as access specific information on investments available to you within your retirement plan, you are a few clicks away. To access a handy glossary of investment terminology, go to www.julyservices.com > **Participants** > **Glossary**. Understanding these terms will be helpful as you explore a fund's fact sheet and prospectus, available once you log in to your account (see *inside front cover of this guide for details*).



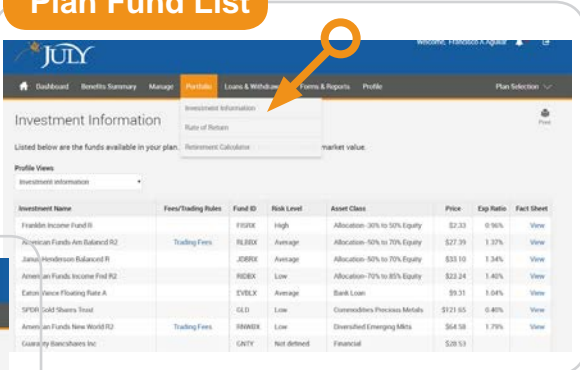
**Savings
Toolbox**

**Plan-level Participant Site:
Investment Information for Your Plan**

Account Homepage

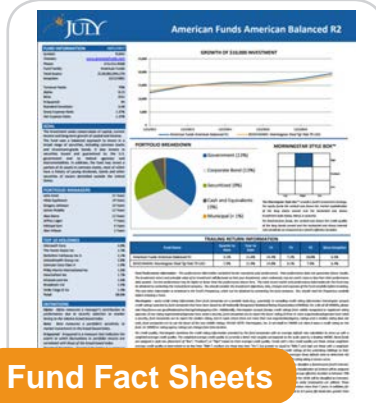


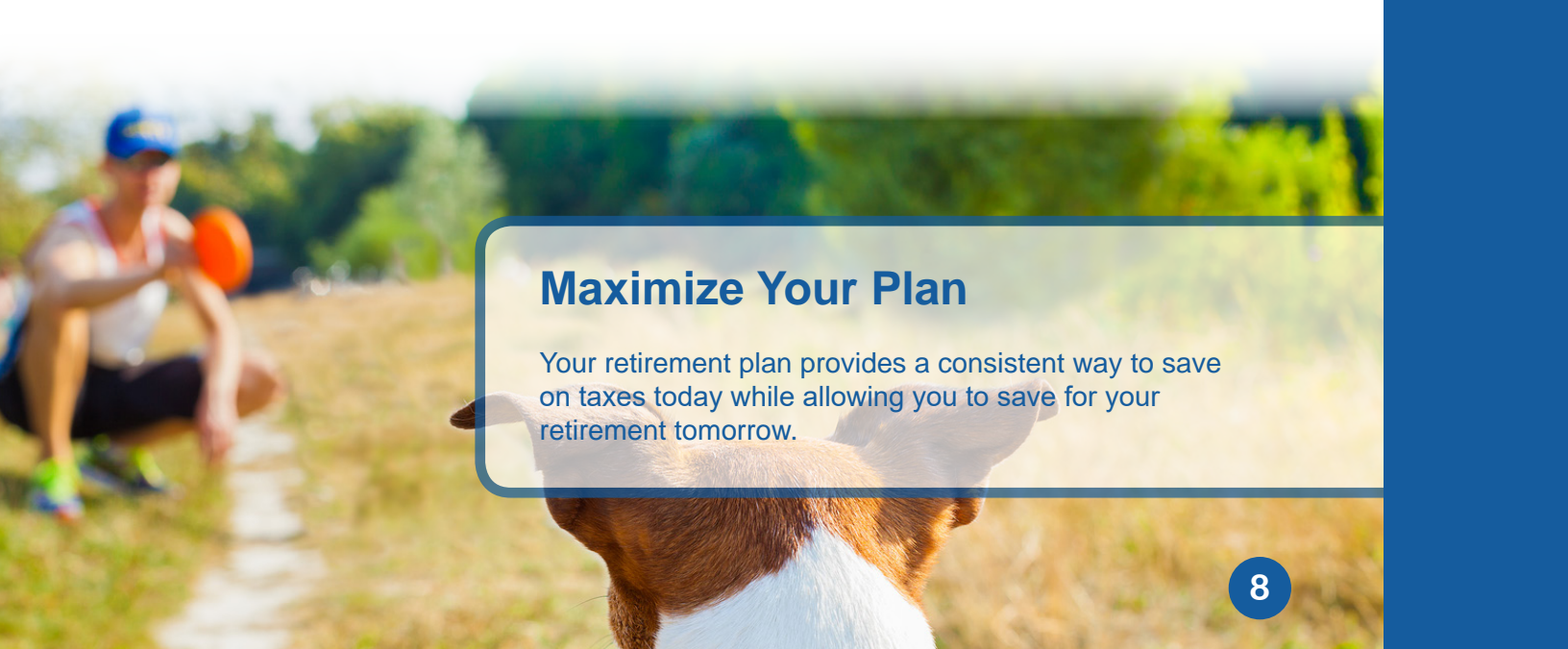
Plan Fund List



Investment Name	Fees/Trading Rules	Fund ID	Risk Level	Asset Class	Price	Exp. Ratio	Fact Sheet
Franklin Income Fund II		FRDIX	High	Allocation: 30% to 50% Equity	\$2.33	0.96%	View
American Funds Am Balanced R2	Trading Fees	RLBFX	Average	Allocation: 50% to 70% Equity	\$27.29	1.37%	View
Janus Henderson Balanced R1		JDRBX	Average	Allocation: 50% to 70% Equity	\$33.10	1.34%	View
American Funds Income Prod R2		RDBFX	Low	Allocation: 70% to 95% Equity	\$32.24	1.45%	View
Easton Voice Floating Rate A		EVBLX	Average	Bank Loan	\$9.31	1.04%	View
SPDR Gold Shares Trust		GLD	Low	Commodities Precious Metals	\$121.65	0.48%	View
American Funds New World R2	Trading Fees	BNWRX	Low	Diversified Emerging Mkts	\$64.58	1.79%	View
Goldman Sachs Inc		GNTRY	Not defined	Financial	\$28.53		

Fund Fact Sheets





Maximize Your Plan

Your retirement plan provides a consistent way to save on taxes today while allowing you to save for your retirement tomorrow.

Making Up for Lost Time

Afraid you may not be saving enough for retirement? You're not alone. In a recent survey, more than half of (57%) of workers said they felt they didn't have enough in retirement savings.* If your savings aren't where they should be, it's time to be proactive. Here are a few ways to build up your nest egg.

Rein in Your Spending

If you don't already have one, create a budget to track your expenses. Cutting back on unnecessary costs will free up money to add to your retirement savings. Small changes in your spending habits, such as eating out less frequently, can make a difference in your budget. But also look at larger expenditures. For example, downsizing to a less expensive home may lower your monthly expenses significantly. And, if past spending has left you with credit card balances, aim to pay them off as quickly as possible to eliminate costly interest charges.

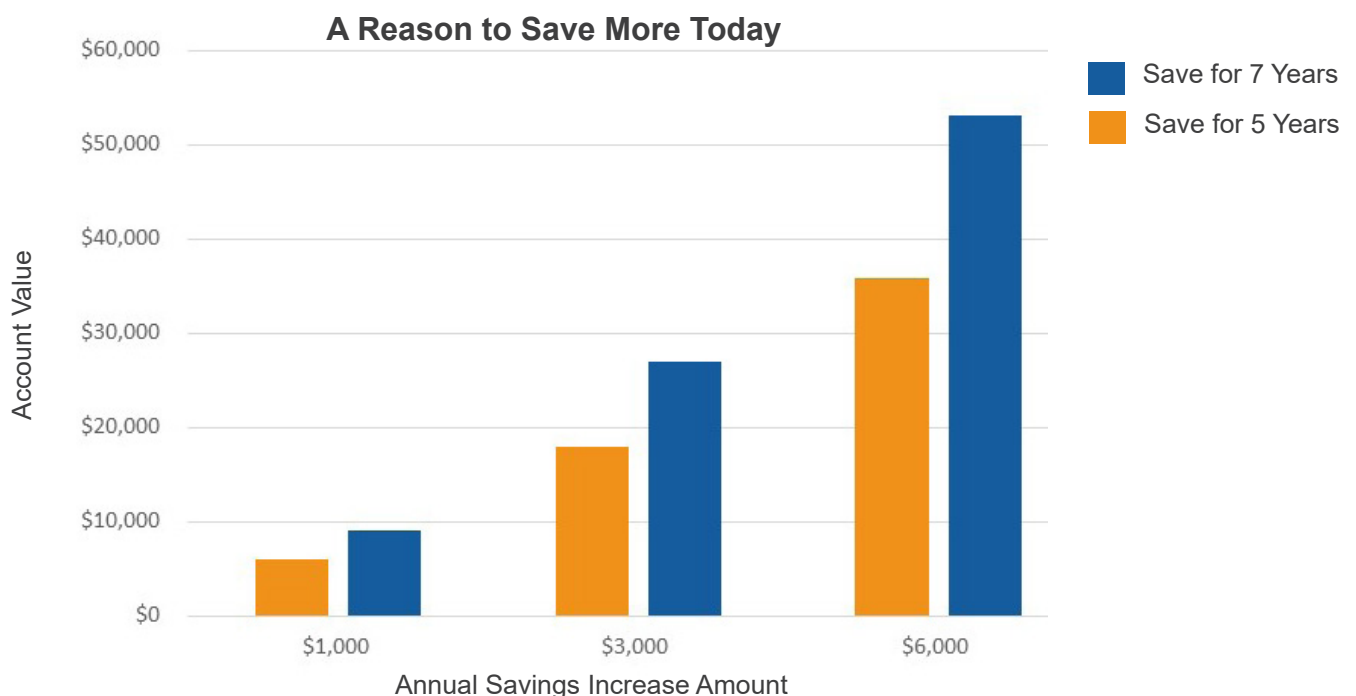
Contribute the Max

The next time you get a pay raise or receive a tax refund, consider contributing a portion of it to a tax-favored retirement account. For 2020 you can contribute up to \$19,500 to a 401(k) plan (subject to plan limits). If you're age 50 or older, you may also be able to take advantage of catch-up contributions, allowing you to contribute as much as \$26,000 to your 401(k) plan.

Work a Little Longer

If you still don't think you'll have enough, you may want to consider delaying your retirement date. Continuing to work can provide you with the extra time you need to increase your savings. Not only will you still receive a regular paycheck, you'll also be able to make ongoing contributions to your retirement account, which can potentially continue to grow tax deferred. In addition, if you can postpone receiving your Social Security benefits, your eventual monthly benefit will be larger.

* The 2017 Retirement Confidence Survey, Employee Benefit Research Institute, Greenwald & Associates




One of the best ways to rein in your spending is know how much you are spending and where. From the JULY website, www.julyservices.com, go to **Participants > Calculators > How Much am I Spending?** for a handy calculator to get this process started.

What to Track


The spending tracker allows you to track monthly or annual expenses and includes line items for many different spending categories.

The results will show you what you need to maintain your current standard of living and should paint an accurate picture of where you can cut back and how you can save more. Once you complete the spending tracker, you can print a pdf assessment of what you spend.



Savings Toolbox

Step 2: Analyze Results



\$63,840

Step 1: Enter Expenses

Assumptions	Expenses
Mortgage payment or rent (\$)	Vacation home (mortgage) (\$)
1,200	0
Automobile loan(s) (\$)	Personal loan(s) (\$)
400	0
Charge accounts (\$)	Federal income taxes (\$)
120	200
State income taxes (\$)	FICA (social security taxes) (\$)
0	100
Real estate taxes (\$)	Other taxes (\$)
0	0
Utilities (\$)	Household repairs and maintenance (\$)
100	100

Summary Table

Category	Amount	Percent
Mortgage payment or rent	\$14,400	38.7%
Vacation home mortgage	\$0	0%
Automobile loan(s)	\$4,800	12.9%
Personal loan(s)	\$1,200	3.2%
Charge accounts	\$2,400	6.5%
Federal income taxes	\$0	0%
State income taxes	\$0	0%
FICA (social security taxes)	\$1,200	3.2%
Real estate taxes	\$4,800	12.9%
Other taxes	\$0	0%
Utilities (electricity, heat, water, telephone, etc.)	\$2,400	6.5%
Household repairs and maintenance	\$1,200	3.2%
Food	\$1,200	3.2%
Clothing and laundry	\$1,200	3.2%



Track Your Spending

Tracking your spending is the easiest way to see where you can cut back (i.e. lattes) and save more. By forgoing two \$4 lattes a week, you could save \$37,250!

(Example assumes 6% interest, 30 years, compounded annually.)

Stay on Course

Nobody likes it when stock prices go haywire. Up substantially one day; down precipitously the next. It's enough to make even seasoned investors sweat. But instead of getting jumpy when volatility picks up, stay calm and review the basics. Knowing what to do — and what not to do — will help you make better decisions about your retirement investments.

Stay in the Game

If you're uncomfortable with falling stock prices, remember that selling may do more harm than good. Although past performance doesn't guarantee future results, history shows that market declines have often been followed by periods of price gains. In fact, over the long haul, the stock market has always eventually recovered from its losses. If you move out of stocks, you won't be able to benefit from potential upswings in the market.

Manage Risk

Diversifying* your portfolio by investing in a range of investments in several different asset classes helps control risk. If one investment type loses value, the others may gain or hold steady. If your retirement account isn't well-diversified, think about making some changes.

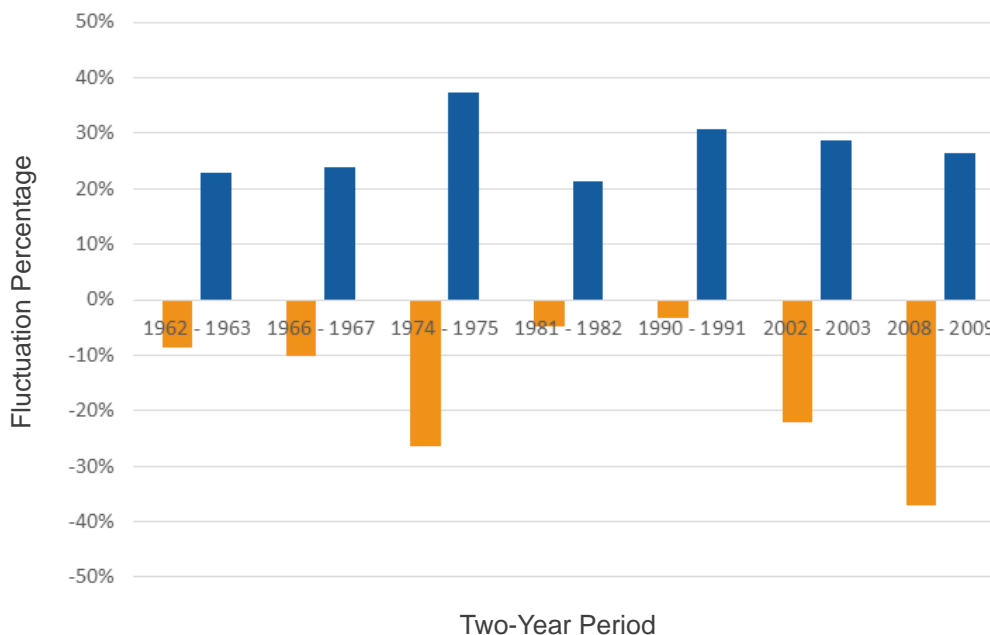
Go Long

Investing for retirement is a long-term goal. Although there are no guarantees, stocks have the potential to provide inflation-beating returns over the long term. As you get closer to retirement, however, you may want to adjust your asset allocation to reduce risk in your portfolio.

Stay Focused

Regardless of what the market is doing, stay focused on why you're investing in the first place. By focusing on your goal, you'll be more likely to make the right moves.

Downs & Ups - S&P 500 Annual Returns¹



* Diversification does not ensure a profit or protect against loss in a declining market.

¹The S&P 500 index is an unmanaged index of the stocks of 500 major U.S. corporations.

Past performance is no guarantee of future returns.

Staying on course and remembering that retirement planning is for the long term is one of the keys to success. The JULY website includes a growing suite of references and calculators to make planning and staying on course easier. From the JULY website, www.julyresources.com, go to **Participants**. From here you have access to a host of helpful tools and information including enrollment support, account access information, newsletters, FAQs, glossary, calculators, educational articles and easy access to plan-related forms.



Savings Toolbox

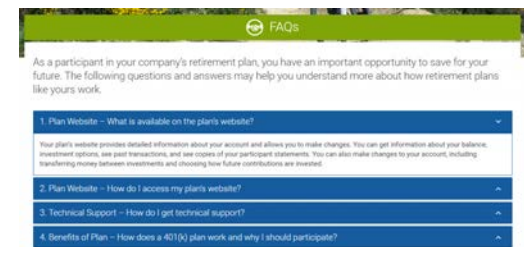
Read: Newsletters

Experiment: Calculators





Get Answers: FAQs



Access: Important Forms



Stay the Course

Market ups and downs are to be expected. Staying invested and making regular contributions to your retirement account are two actions that may best position you to achieve your picture of success.

12

JULY

It's **your** future.



Plan Investments

Explore Your Options | Find the Right Fit | Review Performance Over Time

Investor Profile Questionnaire

When it comes to investing, knowing your tolerance for risk (i.e. how you respond to losing money) is an important component to a successful investment strategy.

Answer the Questions Below

The following questions will help you estimate your tolerance for risk and will provide information needed to give you basic investing guidelines. Circle your answers and tally your results at the bottom of the page.

1 What is your goal for your 401(k) plan?

To not lose money	1
Cautious growth	2
Moderate growth	3
Substantial growth	4
Aggressive growth	5

2 What is your age?

Older than 75	1
66 to 75	2
56 to 65	3
45 to 55	4
Less than 45	5

3 When do you plan to start drawing from your retirement income?

Now	1
Within 5 years	2
In 6 to 10 years	3
In 11 - 20 years	4
In 20+ years	5

4 Which word best represents your feelings when thinking about the word "risk"?

Fear	1
Instability	2
Uncertainty	3
Opportunity	4
Excitement	5

5 It's worth taking some risk to increase the amount of money you may earn. Do you agree?

Strongly disagree	1
Disagree	2
Neutral	3
Agree	4
Strongly agree	5

6 It's better to know your money is secure than to take investing risks. Do you agree?

Strongly agree	1
Agree	2
Neutral	3
Disagree	4
Strongly disagree	5

7 How are you affected emotionally by short-term movements in your investments and the market?

I'm extremely affected	1
I'm highly affected	2
I'm moderately affected	3
I'm minimally affected	4
I'm not affected at all	5

Tally Your Results

Add your numerical selections from questions 1 - 7 and record your Investor Risk Score. Turn the page to learn how to put your score to work.

My Investor Risk Score is

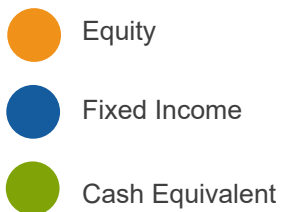
Record your score in box.

Asset Allocation Recommendations

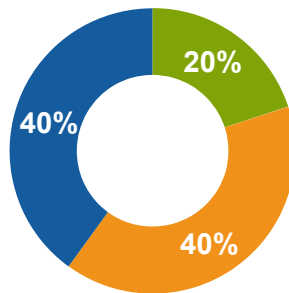
Your Risk Tolerance Shapes Your Investment Strategy

Based on the answers to the questions on the opposite page, you should have calculated a risk score that falls somewhere between 7 and 35. See the charts below for guidelines on where to consider investing for retirement based on your personal score. Know that your risk tolerance will change over time and you should take a look at your risk profile and how you are invested at least annually.

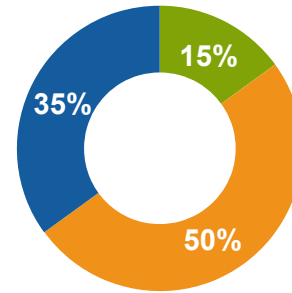
Put Your Investor Risk Score into Action



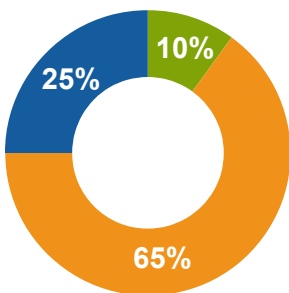
Conservative
Risk Score < 10



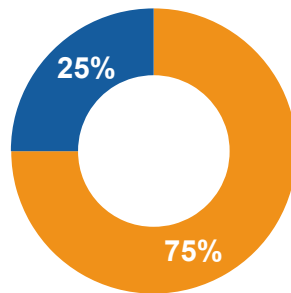
Moderate Conservative
Risk Score 10 - 17



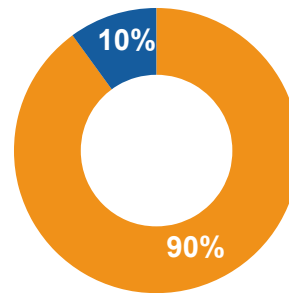
Moderate
Risk Score 18 - 24



Moderate Aggressive
Risk Score 25 - 32



Aggressive
Risk Score 33 - 35



The allocations above are general guidelines based on your answers to the Risk Tolerance Questionnaire. If you feel the percentages shown above do not align with your personal tolerance for risk, adjusting your asset allocation percentages to be more conservative or more aggressive may be appropriate. For more detailed answers to questions related to the investments offered within your plan, please contact your plan's investment advisor.

AllianzGI NFJ Large-Cap Value R ANLRX

Benchmark

Russell 1000 Value TR USD

Overall Morningstar Rating™

★★★

Out of 1090 Large Value funds. An investment's overall Morningstar Rating, based on its risk-adjusted return, is a weighted average of its applicable 3-, 5-, and 10-year Ratings. See disclosure for details.

Morningstar Return

Average

Morningstar Risk

Average

Investment Objective & Strategy

From investment's prospectus

The investment seeks long-term growth of capital and income.

The fund normally invests at least 80% of its net assets (plus borrowings made for investment purposes) in common stocks and other equity securities of companies with large market capitalizations. It normally invests significantly in securities that the portfolio managers expect will generate income (for example, by paying dividends). In addition to common stocks and other equity securities, the fund may invest in real estate investment trusts (REITs) and in non-U.S. securities (including through American Depositary Receipts (ADRs)), including emerging market securities.

Fees and Expenses as of 08-28-19

Prospectus Net Expense Ratio	1.37%
Total Annual Operating Expense	1.37%
Maximum Sales Charge	—
12b-1 Fee	0.50%
Redemption Fee/Term	—

Waiver Data

Type	Exp. Date	%
—	—	—

Operations and Management

Initial Class Inception Date	05-08-00
Fund Inception Date	01-10-06
Portfolio Manager(s)	Thomas W. Oliver, CPA Jeff N. Reed, CFA
Name of Issuer	Allianz Funds
Telephone	800-988-8380
Web Site	us.allianzgi.com

Benchmark Description: Russell 1000 Value TR USD

The index measures the performance of the large-cap value segment of the US equity securities. It includes the Russell 1000 index companies with lower price-to-book ratios and lower expected growth values. It is market-capitalization weighted. Russell Investment Group is the source and owner of the trademarks, service marks and copyrights related to the Russell Indexes. Russell® is a trademark of Russell Investment Group.

Category Description: Large Value

Large-value portfolios invest primarily in big U.S. companies that are less expensive or growing more slowly than other large-cap stocks. Stocks in the top 70% of the capitalization of the U.S. equity market are defined as large cap. Value is defined based on low valuations (low price ratios and high dividend yields) and slow growth (low growth rates for earnings, sales, book value, and cash flow).

Performance



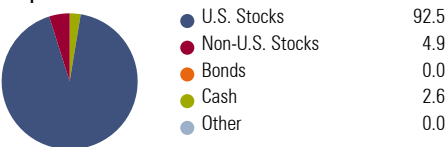
	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception	
Fund Return %	14.77	-1.68	10.85	6.70	10.31	5.44	Fund Return %
Standardized Return %	14.77	-1.68	10.85	6.70	10.31	5.44	Load-Adj. Return %
							Benchmark Return %
							Category Average %
			★★★★	★★★	★★★	—	Morningstar Rating™
			1090	944	693	—	# of Funds in Category

Quarter End Returns as of 09-30-19	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Fund Return %	14.77	-1.68	10.85	6.70	10.31	5.44
Standardized Return %	14.77	-1.68	10.85	6.70	10.31	5.44

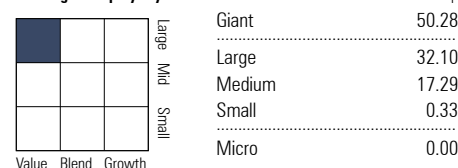
Performance Disclosure: The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate; thus an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end please visit the website listed under Operations and Management on this page.

Portfolio Analysis as of 07-31-19

Composition as of 07-31-19



Morningstar Equity Style Box™ as of 07-31-19



Top 10 Holdings as of 07-31-19

Company	% Assets
JPMorgan Chase & Co	3.98
Johnson & Johnson	2.99
Chevron Corp	2.51
Bank of America Corporation	2.40
US Bancorp	2.14
Citigroup Inc	2.07
AT&T Inc	2.03
Intel Corp	2.01
Comcast Corp Class A	2.00
Lowe's Companies Inc	1.98
Total Number of Stock Holdings	82
Total Number of Bond Holdings	0
Annual Turnover Ratio %	68.00
Total Fund Assets (\$mil)	345.26

Morningstar Sectors as of 07-31-19

Sector	% Fund	S&P 500 %
Cyclical	40.56	33.06
Basic Materials	4.18	2.40
Consumer Cyclical	9.10	11.76
Financial Services	24.66	15.68
Real Estate	2.62	3.22
Sensitive	34.77	41.65
Communication Services	5.13	3.41
Energy	11.04	4.52
Industrials	11.24	10.39
Technology	7.36	23.33
Defensive	24.66	25.28
Consumer Defensive	7.77	8.12
Healthcare	13.07	13.57
Utilities	3.82	3.59

Principal Risks as of 07-31-19

Credit and Counterparty, Currency, Emerging Markets, Foreign Securities, Loss of Money, Not FDIC Insured, High Portfolio Turnover, Issuer, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Management, Portfolio Diversification, Real Estate/REIT Sector

American Funds Capital Income Bldr R2 RIRBX

Benchmark

Morningstar Gbl Allocation TR USD

Overall Morningstar Rating™

★★★

Out of 376 World Allocation funds. An investment's overall Morningstar Rating, based on its risk-adjusted return, is a weighted average of its applicable 3-, 5-, and 10-year Ratings. See disclosure for details.

Morningstar Return

Average

Morningstar Risk

Average

Investment Objective & Strategy

From investment's prospectus

The investment seeks (1) to provide a level of current income that exceeds the average yield on U.S. stocks generally and (2) to provide a growing stream of income over the years.

The fund normally will invest at least 90% of its assets in income-producing securities (with at least 50% of its assets in common stocks and other equity securities). It invests primarily in a broad range of income-producing securities, including common stocks and bonds. In seeking to provide the investors with a level of current income that exceeds the average yield on U.S. stocks, the fund generally looks to the average yield on stocks of companies listed on the S&P 500 Index.

Fees and Expenses as of 01-01-19

Prospectus Net Expense Ratio	1.39%
Total Annual Operating Expense	1.39%
Maximum Sales Charge	—
12b-1 Fee	0.75%
Redemption Fee/Term	—

Waiver Data	Type	Exp. Date	%
—	—	—	—

Operations and Management

Fund Inception Date	05-31-02
Portfolio Manager(s)	James B. Lovelace, CFA Joyce E. Gordon
Name of Issuer	American Funds
Telephone	800-421-4225
Web Site	www.americanfunds.com

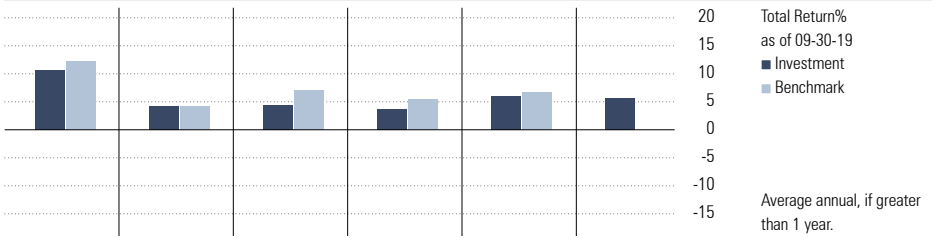
Benchmark Description: Morningstar Gbl Allocation TR USD

The index measures the performance of a multi-asset class portfolio of global equities, global bonds and cash. This portfolio is held in a static allocation that is appropriate for investors who seek average exposure to global equity market risk and returns.

Category Description: World Allocation

World-allocation portfolios seek to provide both capital appreciation and income by investing in three major areas: stocks, bonds, and cash. While these portfolios do explore the whole world, most of them focus on the U.S., Canada, Japan, and the larger markets in Europe. It is rare for such portfolios to invest more than 10% of their assets in emerging markets. These portfolios typically have at least 10% of assets in bonds, less than 70% of assets in stocks, and at least 40% of assets in non-U.S. stocks or bonds.

Performance



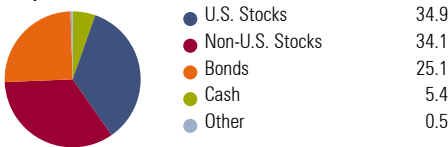
	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception	
Fund Return %	10.69	4.23	4.45	3.63	6.05	5.66	Fund Return %
Standardized Return %	10.69	4.23	4.45	3.34	5.90	5.22	Load-Adj. Return %
			★★★	★★★	★★★	—	Benchmark Return %
			376	307	179	—	Category Average %
							Morningstar Rating™
							# of Funds in Category

Quarter End Returns as of 09-30-19	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Fund Return %	10.69	4.23	4.45	3.63	6.05	5.66
Standardized Return %	10.69	4.23	4.45	3.63	6.05	5.66

Performance Disclosure: The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate; thus an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end please visit the website listed under Operations and Management on this page.

Portfolio Analysis as of 06-30-19

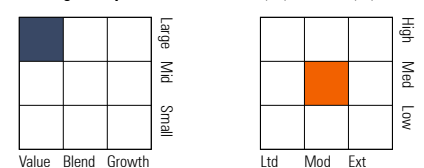
Composition as of 06-30-19



Top 10 Holdings as of 06-30-19

Company	% Assets
Capital Group Central Cash Fund	5.17
AbbVie Inc	2.04
Broadcom Inc	1.90
Novartis AG	1.82
Coca-Cola Co	1.79
Microsoft Corp	1.58
Royal Dutch Shell PLC B	1.53
Crown Castle International Corp	1.37
Amgen Inc	1.34
Philip Morris International Inc	1.30
Total Number of Stock Holdings	248
Total Number of Bond Holdings	1047
Annual Turnover Ratio %	73.00
Total Fund Assets (\$mil)	104,356.52

Morningstar Style Box™ as of 06-30-19(EQ) ; 06-30-19(F-I)



Morningstar Sectors as of 06-30-19

Sector	% Fund	S&P 500 %
Cyclical	30.37	33.06
Basic Materials	3.06	2.40
Consumer Cyclical	5.50	11.76
Financial Services	13.91	15.68
Real Estate	7.90	3.22
Sensitive	34.74	41.65
Communication Services	6.44	3.41
Energy	9.98	4.52
Industrials	7.66	10.39
Technology	10.66	23.33
Defensive	34.89	25.28
Consumer Defensive	13.47	8.12
Healthcare	12.81	13.57
Utilities	8.61	3.59

Principal Risks as of 06-30-19

Foreign Securities, Long-Term Outlook and Projections, Loss of Money, Not FDIC Insured, Active Management, Issuer, Market/Market Volatility, Equity Securities, Fixed-Income Securities

American Funds Capital World Gr&Inc R2 RWIBX

Benchmark
MSCI ACWI Large Cap NR USD

Overall Morningstar Rating™
★★
Out of 727 World Large Stock funds. An investment's overall Morningstar Rating, based on its risk-adjusted return, is a weighted average of its applicable 3-, 5-, and 10-year Ratings. See disclosure for details.

Morningstar Return
Below Average

Morningstar Risk
Below Average

Investment Objective & Strategy

From investment's prospectus

The investment seeks long-term growth of capital while providing current income.

The fund invests primarily in common stocks of well-established companies located around the world, many of which have the potential to pay dividends. It invests, on a global basis, in common stocks that are denominated in U.S. dollars or other currencies. Under normal market circumstances, the fund will invest a significant portion of its assets in securities of issuers domiciled outside the United States, including those based in developing countries.

Fees and Expenses as of 02-01-19

Prospectus Net Expense Ratio	1.55%
Total Annual Operating Expense	1.55%
Maximum Sales Charge	—
12b-1 Fee	0.75%
Redemption Fee/Term	—

Waiver Data	Type	Exp. Date	%
—	—	—	—

Operations and Management

Fund Inception Date	06-07-02
Portfolio Manager(s)	Sung Lee
	David M. Riley
Name of Issuer	American Funds
Telephone	800-421-4225
Web Site	www.americanfunds.com

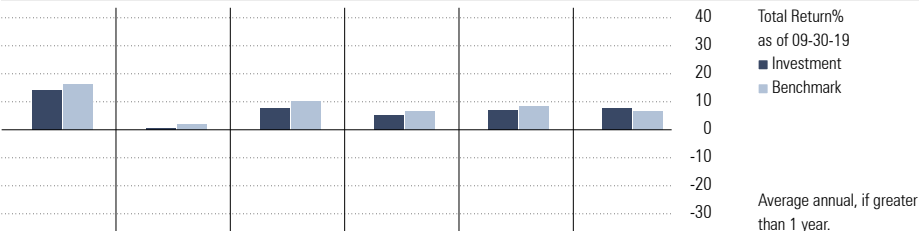
Benchmark Description: MSCI ACWI Large Cap NR USD

The index measures the performance of large cap representation across Developed Markets (DM) and Emerging Markets (EM) countries equity securities. The index is free float-adjusted market capitalization weighted, and covers about 70% of the free float-adjusted market capitalization in each country.

Category Description: World Large Stock

World Large Stock portfolios invest in a variety of international stocks that are larger. World-stock portfolios have few geographical limitations. It is common for these portfolios to invest the majority of their assets in developed markets, with the remainder divided among the globe's smaller markets. These portfolios typically have 20%-60% of assets in U.S. stocks.

Performance



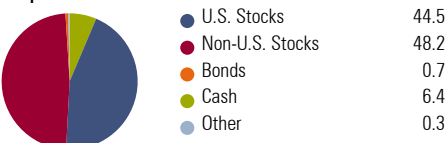
	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception	
Fund Return %	14.02	0.51	7.74	5.16	7.11	7.67	Fund Return %
Load-Adj. Return %	14.02	0.51	7.74	5.16	7.11	7.67	Load-Adj. Return %
Benchmark Return %	16.16	1.82	10.11	6.75	8.29	6.60	Benchmark Return %
Category Average %	16.14	1.14	9.10	6.49	8.38	6.90	Category Average %
Morningstar Rating™	—	—	★★★	★★	★★	—	Morningstar Rating™
# of Funds in Category	—	—	727	599	368	—	# of Funds in Category

Quarter End Returns as of 09-30-19	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Fund Return %	14.02	0.51	7.74	5.16	7.11	7.67
Standardized Return %	14.02	0.51	7.74	5.16	7.11	7.67

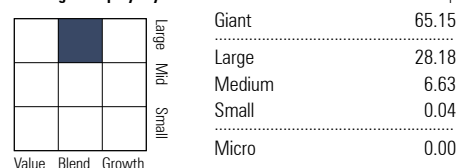
Performance Disclosure: The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate; thus an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end please visit the website listed under Operations and Management on this page.

Portfolio Analysis as of 06-30-19

Composition as of 06-30-19



Morningstar Equity Style Box™ as of 06-30-19



Top 10 Holdings as of 06-30-19

Holder	% Assets
Capital Group Central Cash Fund	5.95
Broadcom Inc	2.70
Microsoft Corp	2.01
Facebook Inc A	1.61
UnitedHealth Group Inc	1.58
Netflix Inc	1.53
AbbVie Inc	1.49
Novartis AG	1.41
AIA Group Ltd	1.35
Airbus SE	1.35
Total Number of Stock Holdings	320
Total Number of Bond Holdings	22
Annual Turnover Ratio %	49.00
Total Fund Assets (\$mil)	95,370.65

Morningstar World Regions as of 06-30-19

Region	% Fund	S&P 500
Americas	53.18	99.01
North America	50.34	99.01
Latin America	2.83	0.00
Greater Europe	28.38	0.94
United Kingdom	9.61	0.55
Europe Developed	16.94	0.35
Europe Emerging	1.49	0.04
Africa/Middle East	0.34	0.00
Greater Asia	18.44	0.05
Japan	3.82	0.00
Australasia	0.34	0.00
Asia Developed	7.43	0.05
Asia Emerging	6.85	0.00

Principal Risks as of 06-30-19

Emerging Markets, Foreign Securities, Long-Term Outlook and Projections, Loss of Money, Not FDIC Insured, Growth Investing, Active Management, Issuer, Market/Market Volatility, Equity Securities

Victory Sycamore Established Value R GETGX

Benchmark

Russell Mid Cap Value TR USD

Overall Morningstar Rating™

★★★★★

Out of 366 Mid-Cap Value funds. An investment's overall Morningstar Rating, based on its risk-adjusted return, is a weighted average of its applicable 3-, 5-, and 10-year Ratings. See disclosure for details.

Morningstar Return

High

Morningstar Risk

Below Average

Investment Objective & Strategy

From investment's prospectus

The investment seeks long-term capital growth by investing primarily in common stocks.

The fund pursues its investment objective by investing, under normal circumstances, at least 80% of its assets in equity securities of companies with market capitalizations, at the time of purchase, within the range of companies comprising the Russell MidCap® Value Index. The fund may invest a portion of its assets in equity securities of foreign companies traded in the U.S., including American Depositary Receipts and Global Depositary Receipts (ADRs and GDRs).

Fees and Expenses as of 03-01-19

Prospectus Net Expense Ratio	1.10%
Total Annual Operating Expense	1.10%
Maximum Sales Charge	—
12b-1 Fee	0.50%
Redemption Fee/Term	—

Waiver Data	Type	Exp. Date	%
—	—	—	—

Operations and Management

Fund Inception Date	08-16-83
Portfolio Manager(s)	Gary H. Miller Gregory M. Conners
Name of Issuer	Victory
Telephone	800-539-3863
Web Site	www.VictoryFunds.com

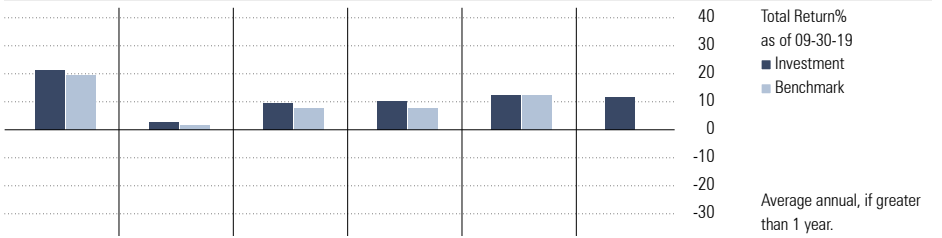
Benchmark Description: Russell Mid Cap Value TR USD

The index measures the performance of the mid-cap value segment of the US equity universe. It includes Russell midcap index companies with lower price-to-book ratios and lower forecasted growth values. It is market-capitalization weighted.

Category Description: Mid-Cap Value

Some mid-cap value portfolios focus on medium-size companies while others land here because they own a mix of small-, mid-, and large-cap stocks. All look for U.S. stocks that are less expensive or growing more slowly than the market. The U.S. mid-cap range for market capitalization typically falls between \$1 billion and \$8 billion and represents 20% of the total capitalization of the U.S. equity market. Value is defined based on low valuations (low price ratios and high dividend yields) and slow growth (low growth rates for earnings, sales, book value, and cash flow).

Performance

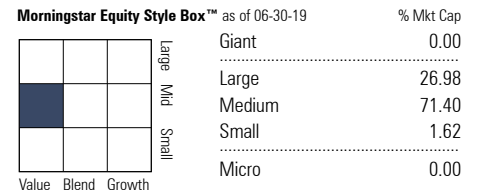
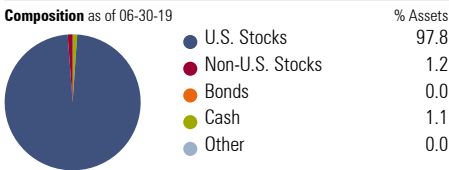


	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception	
Fund Return %	21.12	2.57	9.63	10.30	12.49	11.61	Fund Return %
Load-Adj. Return %	21.12	2.57	9.63	10.30	12.49	11.61	Load-Adj. Return %
Benchmark Return %	19.47	1.60	7.82	7.55	12.29	—	Benchmark Return %
Category Average %	16.26	-2.14	7.04	6.26	10.65	10.53	Category Average %
Morningstar Rating™	—	—	★★★★★	★★★★★	★★★★★	—	Morningstar Rating™
# of Funds in Category	—	—	366	324	226	—	# of Funds in Category

Quarter End Returns as of 09-30-19	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Fund Return %	21.12	2.57	9.63	10.30	12.49	11.61
Standardized Return %	21.12	2.57	9.63	10.30	12.49	11.61

Performance Disclosure: The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate; thus an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end please visit the website listed under Operations and Management on this page.

Portfolio Analysis as of 06-30-19



Top 10 Holdings as of 06-30-19

Company	% Assets
Reliance Steel & Aluminum Co	2.53
Archer-Daniels Midland Co	2.27
Eastman Chemical Co	2.21
Alleghany Corp	2.09
Carter's Inc	2.05
Quest Diagnostics Inc	2.05
Allstate Corp	1.91
Aflac Inc	1.89
The Travelers Companies Inc	1.78
Textron Inc	1.76

Total Number of Stock Holdings	74
Total Number of Bond Holdings	0
Annual Turnover Ratio %	36.00
Total Fund Assets (\$mil)	11,540.06

Morningstar Sectors as of 06-30-19

Sector	% Fund	S&P 500 %
Cyclical	49.57	33.06
Basic Materials	7.26	2.40
Consumer Cyclical	15.17	11.76
Financial Services	20.01	15.68
Real Estate	7.13	3.22
Sensitive	34.44	41.65
Communication Services	0.02	3.41
Energy	4.65	4.52
Industrials	16.56	10.39
Technology	13.21	23.33
Defensive	15.99	25.28
Consumer Defensive	7.73	8.12
Healthcare	4.36	13.57
Utilities	3.90	3.59

Principal Risks as of 06-30-19

Foreign Securities, Long-Term Outlook and Projections, Loss of Money, Not FDIC Insured, Market/Market Volatility, Equity Securities, Restricted/Illiquid Securities, Management, Mid-Cap

Victory Sycamore Small Company Opp R GOGFX

Benchmark
Russell 2000 Value TR USD

Overall Morningstar Rating™
★★★★★
Out of 384 Small Value funds. An investment's overall Morningstar Rating, based on its risk-adjusted return, is a weighted average of its applicable 3-, 5-, and 10-year Ratings. See disclosure for details.

Morningstar Return
High

Morningstar Risk
Below Average

Investment Objective & Strategy

From investment's prospectus

The investment seeks capital appreciation.

The fund invests primarily in the equity securities of smaller companies that the Adviser believes to be undervalued relative to the underlying earnings potential of the company. Under normal circumstances, the fund will invest at least 80% of its assets in equity securities of small companies. "Small companies" are companies that at the time of purchase have market capitalizations within the range of companies comprising the Russell 2000® Value Index.

Fees and Expenses as of 03-01-19

Prospectus Net Expense Ratio	1.44%
Total Annual Operating Expense	1.44%
Maximum Sales Charge	—
12b-1 Fee	0.50%
Redemption Fee/Term	—

Waiver Data	Type	Exp. Date	%
—	—	—	—

Operations and Management

Fund Inception Date	08-16-83
Portfolio Manager(s)	Gary H. Miller Gregory M. Conners
Name of Issuer	Victory
Telephone	800-539-3863
Web Site	www.VictoryFunds.com

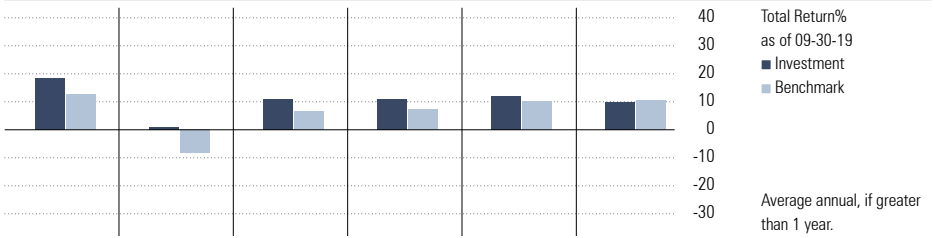
Benchmark Description: Russell 2000 Value TR USD

The index measures the performance of small-cap value segment of the US equity universe. It includes those Russell 2000 companies with lower price-to-book ratios and lower forecasted growth values. It is market-capitalization weighted. Russell Investment Group is the source and owner of the trademarks, service marks and copyrights related to the Russell Indexes. Russell® is a trademark of Russell Investment Group.

Category Description: Small Value

Small-value portfolios invest in small U.S. companies with valuations and growth rates below other small-cap peers. Stocks in the bottom 10% of the capitalization of the U.S. equity market are defined as small cap. Value is defined based on low valuations (low price ratios and high dividend yields) and slow growth (low growth rates for earnings, sales, book value, and cash flow).

Performance

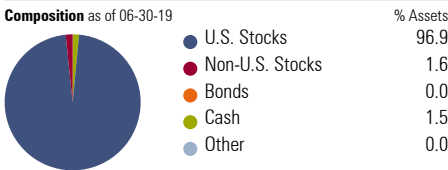


	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception	
Fund Return %	18.54	0.80	10.99	10.90	11.95	9.81	Fund Return %
Load-Adj. Return %	18.54	0.80	10.99	10.90	11.95	9.81	Load-Adj. Return %
Benchmark Return %	12.82	-8.24	6.54	7.17	10.06	10.36	Benchmark Return %
Category Average %	12.30	-9.38	4.92	5.03	9.36	9.71	Category Average %
Morningstar Rating™	—	—	★★★★★	★★★★★	★★★★★	—	Morningstar Rating™
# of Funds in Category	—	—	384	341	235	—	# of Funds in Category

Quarter End Returns as of 09-30-19	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception
Fund Return %	18.54	0.80	10.99	10.90	11.95	9.81
Standardized Return %	18.54	0.80	10.99	10.90	11.95	9.81

Performance Disclosure: The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate; thus an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end please visit the website listed under Operations and Management on this page.

Portfolio Analysis as of 06-30-19



Top 10 Holdings as of 06-30-19

Company	% Assets
EMCOR Group Inc	1.62
Avanos Medical Inc	1.58
UniFirst Corp	1.53
Axis Capital Holdings Ltd	1.46
Pinnacle Financial Partners Inc	1.45
Bank of Hawaii Corp	1.43
Washington REIT	1.41
First American Financial Corp	1.40
Horace Mann Educators Corp	1.40
South State Corp	1.39
Total Number of Stock Holdings	105
Total Number of Bond Holdings	0
Annual Turnover Ratio %	43.00
Total Fund Assets (\$mil)	5,572.03

Morningstar Equity Style Box™ as of 06-30-19

Style	% Mkt Cap
Giant	0.00
Large	0.00
Medium	28.04
Small	69.84
Micro	2.13

Morningstar Sectors as of 06-30-19

Sector	% Fund	S&P 500 %
Cyclical	50.86	33.06
Basic Materials	9.15	2.40
Consumer Cyclical	13.51	11.76
Financial Services	23.66	15.68
Real Estate	4.54	3.22
Sensitive	33.77	41.65
Communication Services	0.01	3.41
Energy	3.17	4.52
Industrials	21.36	10.39
Technology	9.23	23.33
Defensive	15.36	25.28
Consumer Defensive	7.80	8.12
Healthcare	4.39	13.57
Utilities	3.17	3.59

Principal Risks as of 06-30-19

Foreign Securities, Long-Term Outlook and Projections, Loss of Money, Not FDIC Insured, Market/Market Volatility, Equity Securities, Industry and Sector Investing, Restricted/Illiquid Securities, Management, Small Cap, Financials Sector

Important Disclosures

The Investment Profile is supplemental sales literature and must be preceded or accompanied by the fund's current prospectus as well as this disclosure statement. The performance data given represents past performance and should not be considered indicative of future results. Principal value and investment return will fluctuate, so that an investor's shares when redeemed may be worth more or less than the original investment. Fund portfolio statistics change over time. The fund is not FDIC-insured, may lose value and is not guaranteed by a bank or other financial institution.

Performance

Total return reflects performance without adjusting for sales charges or the effects of taxation, but is adjusted to reflect all actual ongoing fund expenses and assumes reinvestment of dividends and capital gains. If adjusted, sales charges would reduce the performance quoted.

Standardized Total Return is total return adjusted for sales charges.

NAV Return is based on net asset value for a fund. Net asset value is calculated by dividing the total net assets of the fund by the total number of shares. NAVs come directly from the fund company. ETF investors purchase shares on an exchange at the market price, which may be different than the NAV.

Market Return is the price at which an exchange-traded fund (ETF) may be bought or sold. The price listed may or may not be the same as the fund's NAV.

The fund's performance is compared with that of an index. The index is an unmanaged portfolio of specified securities and the index does not reflect any initial or ongoing expenses. The index cannot be invested in directly. A fund's portfolio may differ significantly from the securities in the index. The index is chosen by Morningstar.

Morningstar Category

Morningstar Category is assigned by placing funds into peer groups based on their underlying holdings. The underlying securities in each portfolio are the primary factor in our analysis as the investment objective and investment strategy stated in a fund's prospectus may not be sufficiently detailed for our proprietary classification methodology. Funds are placed in a category based on their portfolio statistics and compositions over the past three years. Analysis of performance and other indicative facts are also considered. If the fund is new and has no portfolio history, Morningstar estimates where it will fall before giving it a permanent category assignment. Categories may be changed based on recent changes to the portfolio.

Total Annual Operating Expense

This is the percentage of fund assets paid for operating expenses and management fees. The expense ratio typically includes the following types of fees: accounting, administrator, advisor, auditor, board of directors, custodial, distribution (12b-1), legal, organizational, professional, registration, shareholder reporting, sub-advisor, and transfer agency. The expense ratio does not reflect the fund's brokerage costs or any investor sales charges. In contrast to the net expense ratio, the gross expense ratio does not reflect any fee waivers in effect during the time period.

Also known as the Prospectus Gross Expense Ratio, Morningstar pulls the prospectus gross expense ratio from the fund's most recent prospectus.

Expense Ratio %

The expense ratio is the annual fee that all funds charge their

shareholders. It expresses the percentage of assets deducted each fiscal year for fund expenses, including 12b-1 fees, management fees, administrative fees, operating costs, and all other asset-based costs incurred by the fund. Portfolio transaction fees, or brokerage costs, as well as front-end or deferred sales charges are not included in the expense ratio. The expense ratio, which is deducted from the fund's average net assets, is accrued on a daily basis. The gross expense ratio, in contrast to the net expense ratio, does not reflect any fee waivers in effect during the time period.

Sales Fees

Also known as loads, sales fees list the maximum level of initial (front-end) and deferred (back-end) sales charges imposed by a fund. The scales of minimum and maximum charges are taken from a fund's prospectus. Because fees change frequently and are sometimes waived, it is wise to examine the fund's prospectus carefully for specific information before investing.

12b1 Expense %

A 12b-1 fee is a fee used to pay for a mutual fund's distribution costs. It is often used as a commission to brokers for selling the fund. The amount of the fee is taken from a fund's returns.

Maximum Redemption Fee %

The Maximum Redemption Fee is the maximum amount a fund may charge if redeemed in a specific time period after the fund's purchase (for example, 30, 180, or 365 days).

Asset Allocation

Asset Allocation reflects asset class weightings of the portfolio. The "Other" category includes security types that are not neatly classified in the other asset classes, such as convertible bonds and preferred stocks, or cannot be classified by Morningstar as a result of missing data. Morningstar may display asset allocation data in several ways, including tables or pie charts. In addition, Morningstar may compare the asset class breakdown of the fund against its three-year average, category average, and/or index proxy.

Asset allocations shown in tables may include a breakdown among the long, short, and net (long positions net of short) positions. These statistics summarize what the fund's managers are buying and how they are positioning the fund's portfolio. When short positions are captured in these portfolio statistics, investors get a more robust description of the fund's exposure and risk. Long positions involve buying the security outright and selling it later, with the hope the security's price rises over time. Short positions are taken with the hope of benefitting from anticipated price declines. The investor borrows the security from another investor, sells it and receives cash, and then is obligated to buy it back at some point in the future. If the price falls after the short sale, the investor will have sold high and can buy low to close the short position and lock in a profit. However, if the price of the security increases after the short sale, the investor will experience a loss buying it at a higher price than the sale price.

Most fund portfolios hold fairly conventional securities, such as long positions in equities and bonds. Morningstar may generate a colored pie chart for these portfolios. Other portfolios use other investment strategies or securities, such as short positions or derivatives, in an attempt to reduce transaction costs, enhance returns, or reduce risk. Some of these securities and strategies behave like conventional securities, while other have unique return and

risk characteristics. Portfolios that incorporate investment strategies resulting in short positions or portfolio with relatively exotic derivative positions often report data to Morningstar that does not meet the parameters of the calculation underlying a pie chart's generation. Because of the nature of how these securities are reported to Morningstar, we may not always get complete portfolio information to report asset allocation. Morningstar, at its discretion, may determine if unidentified characteristics of fund holdings are material. Asset allocation and other breakdowns may be rescaled accordingly so that percentages total to 100 percent. (Morningstar used discretion to determine if unidentified characteristics of fund holdings are material, pie charts and other breakdowns may rescale identified characteristics to 100% for more intuitive presentation.)

Note that all other portfolio statistics presented in this report are based on the long (or long rescaled) holdings of the fund only.

Sector Weightings

Super Sectors represent Morningstar's broadest classification of equity sectors by assigning the 11 equity sectors into three classifications. The Cyclical Super Sector includes industries significantly impacted by economic shifts, and the stocks included in these sectors generally have betas greater than 1. The Defensive Super Sector generally includes industries that are relatively immune to economic cycles, and the stocks in these industries generally have betas less than 1. The Sensitive Super Sector includes industries that ebb and flow with the overall economy, but not severely so. Stocks in the Sensitive Super Sector generally have betas that are close to 1.

Morningstar Rating™

The Morningstar Rating™ for funds, or "star rating", is calculated for managed products (including mutual funds, variable annuity and variable life subaccounts, exchange-traded funds, closed-end funds, and separate accounts) with at least a three-year history. Exchange-traded funds and open-ended mutual funds are considered a single population for comparative purposes. It is calculated based on a Morningstar Risk-Adjusted Return measure that accounts for variation in a managed product's monthly excess performance, placing more emphasis on downward variations and rewarding consistent performance. The Morningstar Rating does not include any adjustment for sales loads. The top 10% of products in each product category receive 5 stars, the next 22.5% receive 4 stars, the next 35% receive 3 stars, the next 22.5% receive 2 stars, and the bottom 10% receive 1 star. The Overall Morningstar Rating for a managed product is derived from a weighted average of the performance figures associated with its three-, five-, and 10-year (if applicable) Morningstar Rating metrics. The weights are: 100% three-year rating for 36-59 months of total returns, 60% five-year rating/40% three-year rating for 60-119 months of total returns, and 50% 10-year rating/30% five-year rating/20% three-year rating for 120 or more months of total returns. While the 10-year overall star rating formula seems to give the most weight to the 10-year period, the most recent three-year period actually has the greatest impact because it is included in all three rating periods.

For private funds, the Morningstar Rating presented is hypothetical, because Morningstar does not independently analyze private funds. Rather, the rating is assigned as a means to compare these funds with the universe of mutual funds that Morningstar rates. The evaluation of this

Important Disclosures

investment does not affect the retail mutual fund data published by Morningstar.

Morningstar Return

The Morningstar Return rates a fund's performance relative to other managed products in its Morningstar Category. It is an assessment of a product's excess return over a risk-free rate (the return of the 90-day Treasury Bill) in comparison with the products in its Morningstar category. In each Morningstar category, the top 10% of products earn a High Morningstar Return (High), the next 22.5% Above Average (+Avg), the middle 35% Average (Avg), the next 22.5% Below Average (-Ave), and the bottom 10% Low (Low). Morningstar Return is measured for up to three time periods (three, five, and 10 years). These separate measures are then weighted and averaged to produce an overall measure for the product. Products with less than three years of performance history are not rated.

Morningstar Risk

Morningstar Risk evaluates a fund's downside volatility relative to that of other products in its Morningstar Category. It is an assessment of the variations in monthly returns, with an emphasis on downside variations, in comparison with the products in its Morningstar category. In each Morningstar category, the 10% of products with the lowest measured risk are described as Low Risk (Low), the next 22.5% Below Average (-Avg), the middle 35% Average (Avg), the next 22.5% Above Average (+Avg), and the top 10% High (High). Morningstar Risk is measured for up to three time periods (three, five, and 10 years). These separate measures are then weighted and averaged to produce an overall measure for the product. Products with less than three years of performance history are not rated.

Morningstar Style Box™

The Morningstar Style Box reveals a fund's investment strategy as of the date noted on this report.

For equity funds the vertical axis shows the market capitalization of the long stocks owned and the horizontal axis shows investment style (value, blend, or growth).

For fixed-income funds, the vertical axis shows the credit quality of the long bonds owned and the horizontal axis shows interest rate sensitivity as measured by a bond's effective duration.

Morningstar seeks credit rating information from fund companies on a periodic basis (e.g., quarterly). In compiling credit rating information, Morningstar instructs fund companies to only use ratings that have been assigned by a Nationally Recognized Statistical Rating Organization (NRSRO). If two NRSROs have rated a security, fund companies are to report the lowest rating; if three or more NRSROs have rated the same security differently, fund companies are to report the rating that is in the middle. For example, if NRSRO X rates a security AA-, NRSRO Y rates the same security an A and NRSRO Z rates it a BBB+, the fund company should use the credit rating of 'A' in its reporting to Morningstar. PLEASE NOTE: Morningstar, Inc. is not itself an NRSRO nor does it issue a credit rating on the fund. An NRSRO rating on a fixed-income security can change from time-to-time.

For credit quality, Morningstar combines the credit rating information provided by the fund companies with an average default rate calculation to come up with a weighted-average credit quality. The weighted-average credit quality is currently a letter that roughly corresponds to the scale used by a leading NRSRO. Bond funds are assigned a style box

placement of "low", "medium", or "high" based on their average credit quality. Funds with a low credit quality are those whose weighted-average credit quality is determined to be less than "BBB-"; medium are those less than "AA-", but greater or equal to "BBB-"; and high are those with a weighted-average credit quality of "AA-" or higher. When classifying a bond portfolio, Morningstar first maps the NRSRO credit ratings of the underlying holdings to their respective default rates (as determined by Morningstar's analysis of actual historical default rates). Morningstar then averages these default rates to determine the average default rate for the entire bond fund. Finally, Morningstar maps this average default rate to its corresponding credit rating along a convex curve.

For interest-rate sensitivity, Morningstar obtains from fund companies the average effective duration. Generally, Morningstar classifies a fixed-income fund's interest-rate sensitivity based on the effective duration of the Morningstar Core Bond Index (MCBI), which is currently three years. The classification of Limited will be assigned to those funds whose average effective duration is between 25% to 75% of MCBI's average effective duration; funds whose average effective duration is between 75% to 125% of the MCBI will be classified as Moderate; and those that are at 125% or greater of the average effective duration of the MCBI will be classified as Extensive.

For municipal bond funds, Morningstar also obtains from fund companies the average effective duration. In these cases static breakpoints are utilized. These breakpoints are as follows: (i) Limited: 4.5 years or less; (ii) Moderate: more than 4.5 years but less than 7 years; and (iii) Extensive: more than 7 years. In addition, for non-US taxable and non-US domiciled fixed income funds static duration breakpoints are used: (i) Limited: less than or equal to 3.5 years; (ii) Moderate: greater than 3.5 and less than equal to 6 years; (iii) Extensive: greater than 6 years.

Principal Risks

The specific risks associated with investing in this fund. Please see the Risk Definitions document for more information on each type of risk.

Investment Risk

Foreign Securities Funds/Emerging Markets Funds: The investor should note that funds that invest in foreign securities involve special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging markets may accentuate these risks.

Specialty/Sector Funds: The investor should note that funds that invest exclusively in one sector or industry involve additional risks. The lack of industry diversification subjects the investor to increased industry-specific risks.

Non-Diversified Funds: The investor should note that funds that invest more of their assets in a single issuer involve additional risks, including share price fluctuations, because of the increased concentration of investments.

Small Cap Funds: The investor should note that funds that invest in stocks of small companies involve additional risks. Smaller companies typically have a higher risk of failure, and are not as well established as larger blue-chip companies. Historically, smaller-company stocks have experienced a greater degree of market volatility than the overall market average.

Mid Cap Funds: The investor should note that funds that invest in companies with market capitalizations below \$10 billion involve additional risks. The securities of these

companies may be more volatile and less liquid than the securities of larger companies.

High-Yield Bond Funds: The investor should note that funds that invest in lower-rated debt securities (commonly referred to as junk bonds) involve additional risks because of the lower credit quality of the securities in the portfolio. The investor should be aware of the possible higher level of volatility, and increased risk of default.

Tax-Free Municipal Bond Funds: The investor should note that the income from tax-free municipal bond funds may be subject to state and local taxation and the Alternative Minimum Tax.

Investment Performance Summary

Investment Name	Performance As of Date	Year to Date	3 Month	1 Year	3 Year	5 Year	10 Year	Since Inception Fund Return	Gross Expense Ratio	Net Expense Ratio
AllianzGI NFJ Large-Cap Value R	09/30/2019	14.77%	1.17%	-1.68%	10.85%	6.70%	10.31%	5.44%	1.370%	1.370%
American Funds Capital Income Bldr R2	09/30/2019	10.69%	0.75%	4.23%	4.45%	3.63%	6.05%	5.66%	1.390%	1.390%
American Funds Capital World Gr&Inc R2	09/30/2019	14.02%	-0.84%	0.51%	7.74%	5.16%	7.11%	7.67%	1.550%	1.550%
American Funds Europacific Growth R2	09/30/2019	14.77%	-1.88%	0.04%	6.20%	3.87%	4.91%	6.30%	1.590%	1.590%
American Funds Fundamental Invs R2	09/30/2019	14.33%	-0.28%	-0.15%	10.40%	8.81%	11.01%	7.97%	1.410%	1.410%
American Funds Growth Fund of Amer R2	09/30/2019	14.52%	-2.34%	-3.00%	11.87%	9.78%	11.56%	8.03%	1.420%	1.420%
American Funds Income Fund of Amer R2	09/30/2019	12.02%	1.62%	4.59%	6.36%	5.28%	8.12%	6.28%	1.370%	1.370%
American Funds Invmt Co of Amer R2	09/30/2019	13.04%	-0.27%	-1.30%	8.59%	7.21%	10.21%	6.57%	1.390%	1.390%
American Funds New World R2	09/30/2019	16.41%	-1.02%	6.68%	8.37%	4.32%	5.21%	8.33%	1.730%	1.730%
American Funds US Government MMkt R2	09/30/2019	0.69%	0.19%	0.89%	0.36%	0.22%	0.11%	0.11%	1.440%	1.440%
American Funds American Balanced R2	09/30/2019	11.87%	1.23%	4.28%	7.91%	6.75%	9.18%	6.40%	1.370%	1.370%
American Funds American Mutual R3	09/30/2019	14.87%	2.44%	5.59%	10.63%	8.84%	11.23%	7.52%	0.950%	0.950%
Columbia Acorn International A	09/30/2019	14.62%	-3.17%	-3.44%	5.05%	3.43%	6.48%	6.43%	1.260%	1.240%
Columbia Total Return Bond A	09/30/2019	8.75%	1.73%	9.77%	3.28%	3.54%	4.23%	5.01%	0.920%	0.750%
Davis NY Venture R	09/30/2019	19.72%	1.84%	-1.10%	10.08%	8.47%	10.16%	7.76%	1.170%	1.170%
Eaton Vance Floating Rate A	09/30/2019	5.23%	0.68%	1.65%	4.12%	3.61%	4.59%	3.87%	1.020%	1.020%
Franklin Income R	09/30/2019	11.73%	0.36%	4.20%	5.83%	3.51%	7.12%	6.74%	0.970%	0.970%
Invesco International Growth R	09/30/2019	19.09%	-0.33%	5.60%	5.82%	3.25%	5.84%	6.47%	1.570%	1.560%
Invesco Oppenheimer International Bd C	09/30/2019	4.31%	-2.97%	3.55%	0.80%	1.33%	1.71%	6.07%	1.660%	1.650%
Invesco Oppenheimer MainStrtAllCap R	09/30/2019	23.33%	1.78%	2.75%	10.15%	7.01%	10.04%	7.12%	1.370%	1.370%
Invesco Oppenheimer Mid Cap Value C	09/30/2019	17.67%	-0.98%	-5.61%	4.55%	4.99%	8.17%	7.61%	1.940%	1.900%
Invesco Small Cap Growth R	09/30/2019	13.87%	-5.07%	-10.29%	9.81%	8.17%	12.34%	8.56%	1.430%	1.430%
iShares TIPS Bond ETF	09/30/2019	7.49%	1.39%	6.94%	2.08%	2.31%	3.32%	3.97%	0.190%	0.190%
iShares Core US Aggregate Bond ETF	09/30/2019	8.51%	2.27%	10.27%	2.89%	3.33%	3.64%	4.10%	0.060%	0.050%
Janus Henderson Balanced R	09/30/2019	15.72%	2.87%	7.29%	11.85%	7.88%	8.62%	9.62%	1.320%	1.320%
Janus Henderson Forty R	09/30/2019	25.94%	2.52%	7.36%	17.21%	14.55%	12.68%	11.05%	1.400%	1.400%
PIMCO Total Return R	09/30/2019	8.11%	2.21%	9.44%	2.92%	2.93%	3.65%	4.49%	1.300%	1.300%
Pioneer High Yield R	09/30/2019	10.23%	1.47%	5.01%	4.94%	3.65%	6.70%	6.59%	1.500%	1.500%
Pioneer Mid Cap Value R	09/30/2019	21.19%	1.74%	-0.57%	5.48%	4.60%	8.35%	8.53%	1.480%	1.480%
Principal MidCap A	09/30/2019	34.28%	3.20%	16.37%	16.34%	13.14%	15.75%	11.56%	0.960%	0.960%
SPDR® Blmbg Barclays 1-3 Mth T-Bill ETF	09/30/2019	1.65%	0.50%	2.19%	1.35%	0.80%	0.38%	0.66%	0.136%	0.136%
SPDR® Gold Shares	09/30/2019	15.55%	5.31%	24.61%	3.53%	3.66%	3.67%	8.07%	0.400%	0.400%
SPDR® S&P 500 ETF	09/30/2019	20.42%	1.67%	4.19%	13.27%	10.73%	13.12%	9.50%	0.095%	0.095%
Thornburg International Value R3	09/30/2019	18.54%	-1.63%	2.25%	5.10%	3.60%	4.44%	7.49%	1.640%	1.450%
Victory Integrity Small-Cap Value A	09/30/2019	13.47%	-1.67%	-9.66%	5.53%	5.23%	10.29%	7.80%	1.540%	1.500%
Victory Munder Mid-Cap Core Growth A	09/30/2019	20.73%	-0.39%	-0.10%	9.81%	6.87%	11.33%	8.10%	1.280%	1.280%
Victory Sycamore Established Value R	09/30/2019	21.12%	1.98%	2.57%	9.63%	10.30%	12.49%	11.61%	1.100%	1.100%
Victory Sycamore Small Company Opp R	09/30/2019	18.54%	1.74%	0.80%	10.99%	10.90%	11.95%	9.81%	1.440%	1.440%

For more information about any investment option available in your Retirement Plan, please request a prospectus. A prospectus contains more information regarding risks, fees, and expenses. You should read and consider information in a prospectus carefully before investing. Investment returns will fluctuate, cannot be guaranteed and do not predict the future performance of any investment.

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INVESTMENT MODEL ALLOCATION REPORT

PLAN NAME: ABC 401(k) Plan DEMO

REPORTING PERIOD: January 1, 2019 - December 31, 2019

INVESTMENT MODELS

	JULY Conservative Model	JULY Conservative/ Moderate Model	JULY Moderate Model	JULY Moderate/ Aggressive Model	JULY Aggressive Model
AllianzGI NFJ Large-Cap Value Fund R	0.00%	0.00%	0.00%	15.00%	20.00%
American Funds EuroPacific R2	0.00%	0.00%	5.00%	0.00%	0.00%
American Funds Fdmntl Inv R2	10.00%	10.00%	10.00%	0.00%	0.00%
American Funds Growth Fnd R2	0.00%	5.00%	5.00%	0.00%	0.00%
American Funds Invt Co Am R2	0.00%	0.00%	0.00%	5.00%	0.00%
American Funds US Government MMkt R2	25.00%	15.00%	10.00%	10.00%	10.00%
American Funds-Amer Mtual R3	5.00%	0.00%	10.00%	5.00%	0.00%
Davis New York Venture R	0.00%	0.00%	0.00%	0.00%	5.00%
Eaton Vance Floating Rate A	0.00%	0.00%	5.00%	5.00%	0.00%
Franklin Income Fund R	0.00%	0.00%	0.00%	0.00%	0.00%
Invesco International Growth R	0.00%	0.00%	0.00%	5.00%	5.00%
Invesco Oppenheimer Main Str All Cap R	0.00%	0.00%	0.00%	0.00%	0.00%
Invesco Small Cap Growth Fund R	0.00%	0.00%	0.00%	5.00%	10.00%
Janus Henderson Balanced R	10.00%	25.00%	0.00%	0.00%	0.00%
Janus Henderson Forty R	5.00%	0.00%	10.00%	20.00%	20.00%
PIMCO Total Return R	40.00%	40.00%	30.00%	10.00%	5.00%



INVESTMENT MODEL ALLOCATION REPORT

PLAN NAME: ABC 401(k) Plan DEMO
REPORTING PERIOD: January 1, 2019 - December 31, 2019

INVESTMENT MODELS

	JULY Conservative Model	JULY Conserv/M oderate Model	JULY Moderate Model	JULY Moderate/A ggressive Model	JULY Aggressive Model
Pioneer High Yield Fund R	0.00%	0.00%	5.00%	10.00%	5.00%
Pioneer Mid Cap Value Fund R	0.00%	0.00%	0.00%	0.00%	0.00%
Thornburg International Value Fund R3	5.00%	5.00%	5.00%	5.00%	10.00%
Victory Integrity Small-Cap Value A	0.00%	0.00%	5.00%	5.00%	10.00%
Victory Munder Mid-Cap Core Growth A	0.00%	0.00%	0.00%	0.00%	0.00%
Total	100.00%	100.00%	100.00%	100.00%	100.00%



ENROLLMENT FORM

ABC 401(k) Plan DEMO

PERSONAL INFORMATION

Name _____ Soc. Sec. #: _____
 Address _____ Date of Birth _____
 City _____ State _____ Zip _____ Date of Hire _____
 Work Phone _____ Cell Phone _____ Text Enabled? Yes No
 Email _____ Division _____ Marital Status Married Single

PARTICIPANT ELECTION

- I elect to contribute _____ % or \$ _____ per pay period on a **Pre-tax** basis via payroll deduction.
- I elect to contribute _____ % or \$ _____ per pay period on a **Post-tax/Roth** basis via payroll deduction.
- I will have attained age 50 (or older) prior to the end of the current plan year and wish to make an additional "catch-up" contribution in the amount of \$ _____ equal to the maximum permissible amount. I understand that this amount will also be contributed on a pre-tax basis through payroll deduction.
- I will have attained age 50 (or older) prior to the end of the current plan year and wish to make an additional "catch-up" contribution in the amount of \$ _____ equal to the maximum permissible amount. I understand that this amount will also be contributed on a Post-tax/Roth basis through payroll deduction.
- Rollover Contribution - Prior to Eligibility to participate in the plan (if plan allows).
- I do not wish to contribute at this time.

SELECT YOUR INVESTMENTS

To invest in a particular fund, simply enter an amount from 1% to 100%, in the row associated with that fund. The percentage allocations must total 100%. **Any percentage remaining will automatically be allocated to the default**

<u>Fund Name</u>	<u>Category Risk Level</u>	<u>Category</u>	<u>Ticker</u>	<u>Percent</u>
AllianzGI NFJ Large-Cap Value Fund R	Average	Large Value	ANLRX	_____ %
American Funds Cap In Bld R2	Average	World Allocation	RIRBX	_____ %
American Funds CapWld G&I R2	Below Average	World Large Stock	RWIBX	_____ %
American Funds EuroPacific R2	Average	Foreign Large Growth	RERBX	_____ %
American Funds Fdmntl Inv R2	Average	Large Blend	RFNBX	_____ %
American Funds Growth Fnd R2	Below Average	Large Growth	RGABX	_____ %
American Funds Income Fnd R2	Low	Allocation--70% to 85% Equity	RIDBX	_____ %
American Funds Invst Co Am R2	Below Average	Large Blend	RICBX	_____ %
American Funds New World R2	Low	Diversified Emerging Mkts	RNWBX	_____ %
American Funds US Government MMkt R2	None	Money Market	RABXX	_____ %
American Funds-Am Balancd R2	Average	Allocation--50% to 70% Equity	RLBBX	_____ %
American Funds-Amer Mtual R3	Low	Large Value	RMFCX	_____ %
Columbia Acorn International A	Below Average	Foreign Small/Mid Growth	LAIAX	_____ %
Columbia Total Return Bond A	Average	Intermediate Core-Plus Bond	LIBAX	_____ %
Davis New York Venture R	High	Large Blend	NYVRX	_____ %
Eaton Vance Floating Rate A	Average	Bank Loan	EVBLX	_____ %
Franklin Income Fund R	High	Allocation--30% to 50% Equity	FISRX	_____ %
Invesco International Growth R	Below Average	Foreign Large Growth	AIERX	_____ %
Invesco Oppenheimer International Bond	Above Average	World Bond	OIBCX	_____ %
Invesco Oppenheimer Main Str All Cap R	Average	Large Blend	OMSNX	_____ %
Invesco Oppenheimer Mid Cap Value Fund	Average	Mid-Cap Value	QSCCX	_____ %
Invesco Small Cap Growth Fund R	Average	Small Growth	GTSRX	_____ %
Janus Henderson Balanced R	Average	Allocation--50% to 70% Equity	JDBRX	_____ %
Janus Henderson Forty R	Average	Large Growth	JDCRX	_____ %
PIMCO Total Return R	Above Average	Intermediate Core-Plus Bond	PTRRX	_____ %
Pioneer High Yield Fund R	Above Average	High Yield Bond	TYHRX	_____ %
Pioneer Mid Cap Value Fund R	Average	Mid-Cap Value	PCMRX	_____ %
Principal MidCap A	Below Average	Mid-Cap Growth	PEMGX	_____ %

Please complete both, the Beneficiary Election Form and Enrollment Form, and return to your designated employer representative.

ABC 401(k) Plan DEMO

SPDR Barclays 1-3 Month T-Bill ETF	Low	Ultrashort Bond	BIL _____ %
SPDR Gold Shares Trust	Low	Commodities Precious Metals	GLD _____ %
SPDR S&P 500 ETF	Average	Large Blend	SPY _____ %
Thornburg International Value Fund R3	Above Average	Foreign Large Blend	TGVRX _____ %
Victory Integrity Small-Cap Value A	Above Average	Small Value	VSCVX _____ %
Victory Munder Mid-Cap Core Growth A	Below Average	Mid-Cap Growth	MGOAX _____ %
Victory Sycamore Established Value R	Below Average	Mid-Cap Value	GETGX _____ %
Victory Sycamore Small Co Opp Fund	Below Average	Small Value	GOGFX _____ %
iShares Barclays TIPS Bond Fund	Average	Inflation-Protected Bond	TIP _____ %
iShares Core Total US Bond Market ETF	Average	Intermediate Core Bond	AGG _____ %
		TOTAL (must equal 100%)	===== %

If you do not wish to create your own investment allocation above you may elect to invest in a predefined model allocation portfolio. You may elect only one model allocation and the default percentage is automatically 100%.

JULY Conservative Model	_____ %
JULY Conserv/Moderate Model	_____ %
JULY Moderate Model	_____ %
JULY Moderate/Aggressive Model	_____ %
JULY Aggressive Model	_____ %

If you do not provide investment directions for your contributions, they will be defaulted to the *Fund Portfolio* until you provide other investment instructions.

It is your responsibility to review account information on statements and the participant website for accuracy. To rebalance or transfer existing investments, please visit the participant website. You should report any discrepancies within 30 days of receipt of quarterly statement to the plan sponsor, investment consultant, or the recordkeeper.

AUTHORIZATION

I, the undersigned, consent to making the preceding salary deferral election and Investment election. I understand that payroll will begin processing my elections and/or changes as soon as possible, unless otherwise noted.

Participant Signature

Date

Plan Name _____

1. Participant Information

First Name _____ Middle Name _____ Last Name _____ Social Security Number _____ Date of Birth _____

2. Marital Status

I am **NOT** married. (Check this box if you are single, divorced, legally separated, or widowed.)

I understand that if I should become married, any beneficiary designation under this *Beneficiary Designation Form* becomes null and void to the extent my spouse is not the designated beneficiary. I understand that if I should become married, I will inform the Plan Administrator of my change in marital status.

I am married. (Check this box and complete the following information if you are married.)

Spouse Name (First, Middle, Last) _____ Spouse Social Security Number _____ Spouse Date of Birth _____

I understand that my spouse is the automatic beneficiary of my entire vested benefit under the Plan, unless my spouse affirmatively elects to waive his/her rights within the *Spousal Consent to Beneficiary Designation* section of this form. Any designation of a beneficiary other than my spouse under this *Beneficiary Designation Form* will be null and void, to the extent my spouse does not consent to the naming of such alternate beneficiary within the *Spousal Consent to Beneficiary Designation* section of this form.

3. Primary Beneficiary(ies)

I hereby designate the following person(s) as the primary beneficiary(ies) of my vested benefit under the above-named Plan upon my death. This designation revokes any prior beneficiary designation and will control over any other beneficiary designation made outside of the Plan. I understand that if I am married, my spouse must consent to any designation of a Primary Beneficiary other than my spouse.

My spouse is the 100% death beneficiary under the Plan upon my death.

I name the following person(s) as my primary death beneficiary(ies):

Name (First, Middle, Last)	Date of Birth	Relationship	Social Security Number	Percentage Share
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
				Total = 100%

4. Contingent Beneficiary(ies) (Optional)

I hereby name the following person(s) as Contingent Beneficiary(ies) in the event **none** of the Primary Beneficiaries named above survive me:

Name (First, Middle, Last)	Date of Birth	Relationship	Social Security Number	Percentage Share
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
				Total = 100%

5. Authorization

I hereby acknowledge that I have read and understand my rights, and my spouse's rights, with respect to death benefits under the Plan, as described in the *Explanation of Death Benefits and Designated Beneficiaries* located on the Participant Website. I understand that if any designated beneficiary predeceases me, that individual's share of benefits will be allocated to the remaining beneficiaries in the manner described in the *Explanation of Death Benefits and Designated Beneficiaries*.

I understand that if I am married and I wish to name a designated beneficiary other than my spouse, my spouse must agree to such designation by completing the *Spousal Consent to Beneficiary Designation* section of this form. I understand that any change in my marital status may affect the validity and legal effect of my designated beneficiary elections. I agree to notify the Plan Administrator of any change in my marital status.

I understand I am solely responsible for the effect and validity of this form. Neither the Plan Administrator nor any other Plan representative is responsible for the elections I have made under this form. I understand that I should seek legal counsel if I wish to ensure that this form accomplishes my intentions and will be upheld upon my death. I understand that I may submit an alternate form if necessary.

6. Signatures

Participant Signature

Date

Employer Signature

Date

Spousal Consent to Beneficiary Designation

This *Spousal Consent to Beneficiary Designation* is to be used if a Participant is married and wishes to name a designated beneficiary other than the Participant's spouse to receive death benefits under the Plan. This section need not be completed if the Participant's spouse is named as the 100% Primary Beneficiary on the first page of this form. (For more information regarding death benefits under the Plan, see the *Summary Plan Description (SPD)*, the *Explanation of Death Benefits and Designated Beneficiaries* located on the Participant Website, or contact the Plan Administrator or other Plan representative.)

7. Consent to Alternate Beneficiary

By signing this *Spousal Consent to Beneficiary Designation*, I acknowledge that I am married to the above-named Participant and I understand that, as the Participant's surviving spouse, I would be entitled to 100% of the Participant's vested benefits under the Plan upon his/her death. I have read and understand the *Explanation of Death Benefits and Designated Beneficiaries*, which explains my rights to death benefits under the Plan.

I understand that by signing this *Spousal Consent to Beneficiary Designation*, I am agreeing to the designation of an alternate beneficiary to receive death benefits under the Plan upon the death of the above-named Participant. I have reviewed the *Beneficiary Designation Form* and agree to the designation of the alternate beneficiary(ies) stated therein. I understand that by signing this *Spousal Consent to Beneficiary Designation*, I am waiving my rights to receive death benefits under the Plan in favor of the alternate beneficiary(ies) named in this *Beneficiary Designation Form*.

I understand and acknowledge that I am completely responsible for understanding my legal rights under the Plan and that I have the right to seek legal counsel to ensure that my consent accomplishes my intentions. I understand that I do NOT have to complete this form. If I do not complete this form, I will receive 100% of the death benefits under the Plan upon the Participant's death. I understand that I cannot revoke this form once I sign and date it unless the Participant completes a new *Beneficiary Designation Form*.

Spouse Signature

Date

8. Notarization

State of _____ County of _____

BEFORE ME, the undersigned, a Notary Public, personally appeared _____ (Spouse), who signed the above *Spousal Consent to Beneficiary Designation* as a free and voluntary act.

IN WITNESS WHEREOF, I have signed my name and affixed my official notarial seal this _____ day of _____, 20_____

Notary Public

(SEAL)

My Commission Expires