

## **Teamsters Local 346 Savings & 401(k) Plan**

This document contains important information concerning our retirement Plan. The first section provides you with information about the Plan in general, including any expenses you might incur through participation in the Plan or through taking advantage of different Plan features. The second section provides information about the Plan's investment alternatives, including any fees or expenses associated with those investments.

If you have questions concerning any of this information, contact the Teamsters Local 346 Savings & 401(k) Plan at 2002 London Road, Suite 300, Duluth, MN 55812 or by calling (218) 727-7929.

### **Plan Information**

The Plan is intended to be an ERISA Section 404(c) plan. 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 Alerus Retirement Solutions, Suite 400, Two Pine Tree Drive, Arden Hills, MN 55112, Phone: 800-433-1685. This information includes: annual operating expenses of the Plan investments; copies of prospectuses, financial statements, reports, or other materials relating to Plan investments provided to the Plan; a list of assets contained in each Plan investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each Plan investment.

You may direct the investment of your account by logging in to your account at [www.alerusrb.com](http://www.alerusrb.com) or using the plan's Voice Response Unit by calling 1-800-795-2697. You must have a user identification number and password to access these systems. Generally, investment directions submitted by 3:00 p.m. Central Time on days when the major stock exchanges are open for business will be reflected in your account based upon the value of the investment as of market close. Generally, investment directions submitted after 3:00 p.m. Central Time, on weekends or holidays will be reflected based upon the next business day's value.

### **Other Plan Information**

Alerus shall execute and deliver to the Plan Sponsor, any vote or proxy relating to securities held by the Plan's trust. Alerus shall vote such securities only to the extent and as directed by the Plan Sponsor or, if applicable by an appointed investment manager.

### **Other Plan-Related Expenses**

Retirement plans have different types of expenses.

**Administration expenses** – These are charges for services such as legal, accounting, investment consulting and recordkeeping services and other administrative services necessary to operate the Plan. These charges to the Plan include an annual administration fee of \$4,500 plus a participant recordkeeping fee of \$42 per year per participant paid to the Plan's recordkeeper Alerus. RBC Wealth Management is paid \$41,500 per year to provide investment services to the Fund. These expenses and other administrative fees are charged against individual participant account balances on both a pro-rata and per capita basis. One half of the Plan expenses are raised by charging a pro-rata share of the expenses based upon the amount that each account bears to the total of all participant account balances, this fee is estimated at 0.23% per year. The other one-half of the Plan expenses are raised by charging each account on a per capita basis, where each account is charged the same monthly amount, this fee is estimated at \$108.00 per year. Terminated participants with balances smaller than the current distribution fee may be charged a small account balance fee equal to the current distribution fee listed in this disclosure.

**Individual expenses** – These are expenses you may incur if you take advantage of certain Plan features.

*Qualified Domestic Relations Order (QDRO)* – The following QDRO-related expenses will be charged to your account:

- A \$250 processing fee for each domestic relations order

*Distributions* – The following distribution-related expenses will be charged to your account:

- A \$50 processing fee for each type of distribution requested

*Other Expenses* – You may incur certain charges for:

- Additional overnight charge: \$35.00
- Wire transfer fee: \$20.00

## Teamsters Local 346 Savings & 401(k) Plan

Investment Options • 09/30/2021

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to the specific Internet Web site address shown below or you can contact your Plan Administrator. A free paper copy of the information available on the Web site[s] can be obtained by contacting Plan Administrator, Teamsters Local 346 2002 London Road, Suite 300, Duluth, MN 55812.

### Document Summary

This section has two parts. Part I consists of performance information for Plan investment options. This part shows you how well the investments have performed in the past. Part II shows you the fees and expenses you will pay if you invest in an option.

### Part I. Performance Information

**Table 1** focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the website[s].

Each investment in the table also has a "benchmark". The benchmark allows you to compare an investment's performance to the performance of a widely used collection of investments. While you cannot invest in a benchmark, the performance of the benchmark will give you an idea of how well the investment did in the same time period.

<b>Table 1 – Variable Return Investments</b>							
Name	Average Annual Total Return as of 09/30/2021				Benchmark		
	1 yr.	5 yr.	10 yr./ Since Inception*	Inception Date	1 yr.	5 yr.	10 yr./ Since Inception*
<b>STOCK</b>							
Am. Funds Wash. Mutual Investors Fund (R6)/Large Blend	28.35%	14.21%	14.57%	07/31/1952	30.00%	16.90%	16.63%
					S&P 500 Index		
					30.00%	16.90%	16.63%
					S&P 500 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3185">www.dolfeedisclosure.com?c=alorus&amp;f=X3185</a>							
American Funds EuroPacific Growth Fund (R6)/Foreign Large Growth	24.76%	12.17%	10.63%	04/16/1984	23.92%	8.94%	7.48%
					MSCI All Country World ex•US NR Index		
					23.92%	8.94%	7.48%
					MSCI All Country World ex•US NR Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3181">www.dolfeedisclosure.com?c=alorus&amp;f=X3181</a>							
American Funds New Perspective Fund (R6)/World Large•Stock Growth	29.71%	18.28%	15.77%	03/13/1973	27.44%	13.20%	11.90%
					MSCI All Country World NR Index		
					23.92%	8.94%	7.48%
					MSCI All Country World ex•US NR Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3232">www.dolfeedisclosure.com?c=alorus&amp;f=X3232</a>							
Artisan Mid Cap Value Fund (I)/Mid•Cap Value	45.22%	10.21%	11.38%	03/28/2001	55.72%	11.45%	14.36%
					S&P MidCap 400 Value Index		
					43.68%	12.97%	14.72%
					S&P MidCap 400 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X9565">www.dolfeedisclosure.com?c=alorus&amp;f=X9565</a>							
<b>Note on Performance:</b> Performance for this investment for the period prior to 02/01/2012 is based on a different share class for the investment.							
Fidelity 500 Index Fund/Large Blend	29.99%	16.88%	16.62%	05/04/2011	30.00%	16.90%	16.63%
					S&P 500 Index		
					30.00%	16.90%	16.63%
					S&P 500 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X7700">www.dolfeedisclosure.com?c=alorus&amp;f=X7700</a>							

**Table 1 – Variable Return Investments**

Name	Average Annual Total Return as of 09/30/2021				Benchmark		
	1 yr.	5 yr.	10 yr./ Since Inception*	Inception Date	1 yr.	5 yr.	10 yr./ Since Inception*
Fidelity International Index Fund/Foreign Large Blend	25.11%	8.81%	8.27%	09/08/2011	23.92%	8.94%	7.48%
					MSCI All Country World ex•US NR Index		
					23.92% 8.94% 7.48%		
					MSCI All Country World ex•US NR Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X8477">www.dolfeedisclosure.com?c=alorus&amp;f=X8477</a>							
Fidelity Mid Cap Index Fund/Mid•Cap Blend	38.06%	14.37%	15.51%	09/08/2011	43.68%	12.97%	14.72%
					S&P MidCap 400 Index		
					43.68% 12.97% 14.72%		
					S&P MidCap 400 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X8479">www.dolfeedisclosure.com?c=alorus&amp;f=X8479</a>							
Fidelity Small Cap Index Fund/Small Blend	47.50%	13.56%	14.76%	09/08/2011	57.64%	13.57%	15.69%
					S&P SmallCap 600 Index		
					57.64% 13.57% 15.69%		
					S&P SmallCap 600 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X8483">www.dolfeedisclosure.com?c=alorus&amp;f=X8483</a>							
Franklin Small Cap Value Fund (R6)/Small Value	51.95%	11.29%	13.76%	03/11/1996	66.65%	11.91%	14.96%
					S&P SmallCap 600 Value Index		
					57.64% 13.57% 15.69%		
					S&P SmallCap 600 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=XC306">www.dolfeedisclosure.com?c=alorus&amp;f=XC306</a>							
<b>Note on Performance:</b> Performance for this investment for the period prior to 05/01/2013 is based on a different share class for the investment.							
Goldman Sachs Growth Opportunities Fund (R6)/Mid•Cap Growth	29.82%	19.97%	17.37%	05/24/1999	33.26%	13.96%	14.78%
					S&P MidCap 400 Growth Index		
					43.68% 12.97% 14.72%		
					S&P MidCap 400 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=XK773">www.dolfeedisclosure.com?c=alorus&amp;f=XK773</a>							
<b>Note on Performance:</b> Performance for this investment for the period prior to 07/31/2015 is based on a different share class for the investment.							
MFS Growth Fund (R6)/Large Growth	23.59%	22.40%	19.30%	12/29/1986	28.86%	21.15%	18.96%
					S&P 500 Growth Index		
					30.00% 16.90% 16.63%		
					S&P 500 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X8250">www.dolfeedisclosure.com?c=alorus&amp;f=X8250</a>							
T. Rowe Price QM US Sm•Cap Gr Eq Fund (I)/Small Growth	31.30%	15.91%	16.76%	06/30/1997	48.99%	14.96%	16.29%
					S&P SmallCap 600 Growth Index		
					57.64% 13.57% 15.69%		
					S&P SmallCap 600 Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=XM475">www.dolfeedisclosure.com?c=alorus&amp;f=XM475</a>							
<b>Note on Performance:</b> Performance for this investment for the period prior to 03/23/2016 is based on a different share class for the investment.							
<b>BOND</b>							
Fidelity US Bond Index Fund/Intermediate Core Bond	•0.94%	2.89%	2.97%	05/04/2011	•0.90%	2.94%	3.01%
					Bloomberg U.S. Aggregate Bond Index		
					•1.13% 3.24% 3.24%		
					Bloomberg U.S. Government/Credit Index		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X7821">www.dolfeedisclosure.com?c=alorus&amp;f=X7821</a>							
JPMorgan Core Bond Fund (R6)/Intermediate Core Bond	0.30%	3.33%	3.33%	05/31/1991	•0.90%	2.94%	3.01%
					Bloomberg U.S. Aggregate Bond Index		
					•1.13% 3.24% 3.24%		
					Bloomberg U.S. Government/Credit Index		

**Table 1 – Variable Return Investments**

Name	Average Annual Total Return as of 09/30/2021				Benchmark		
	1 yr.	5 yr.	10 yr./ Since Inception*	Inception Date	1 yr.	5 yr.	10 yr./ Since Inception*
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=32127">www.dolfeedisclosure.com?c=alorus&amp;f=32127</a> <b>BLENDED</b> Am. Funds 2010 Target Date Retire. Fund (R6)/Target•Date 2000•2010	11.52%	7.11%	7.72%	02/01/2007	10.20%	6.78%	6.84%
					S&P Target Date 2010 Index •0.90% 2.94% 3.01%		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3186">www.dolfeedisclosure.com?c=alorus&amp;f=X3186</a> Am. Funds 2015 Target Date Retire. Fund (R6)/Target•Date 2015	13.04%	7.68%	8.48%	02/01/2007	11.93%	7.46%	7.77%
					Bloomberg U.S. Aggregate Bond Index S&P Target Date 2015 Index 27.44% 13.20% 11.90%		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3241">www.dolfeedisclosure.com?c=alorus&amp;f=X3241</a> Am. Funds 2020 Target Date Retire. Fund (R6)/Target•Date 2020	13.39%	8.36%	9.36%	02/01/2007	12.92%	7.98%	8.51%
					MSCI All Country World NR Index S&P Target Date 2020 Index 27.44% 13.20% 11.90%		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3245">www.dolfeedisclosure.com?c=alorus&amp;f=X3245</a> Am. Funds 2025 Target Date Retire. Fund (R6)/Target•Date 2025	15.29%	9.73%	10.87%	02/01/2007	16.17%	9.01%	9.42%
					MSCI All Country World NR Index S&P Target Date 2025 Index 27.44% 13.20% 11.90%		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3202">www.dolfeedisclosure.com?c=alorus&amp;f=X3202</a> Am. Funds 2030 Target Date Retire. Fund (R6)/Target•Date 2030	18.14%	11.12%	11.94%	02/01/2007	19.16%	9.93%	10.25%
					MSCI All Country World NR Index S&P Target Date 2030 Index 27.44% 13.20% 11.90%		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3203">www.dolfeedisclosure.com?c=alorus&amp;f=X3203</a> Am. Funds 2035 Target Date Retire. Fund (R6)/Target•Date 2035	22.19%	12.79%	12.85%	02/01/2007	22.56%	10.88%	11.01%
					MSCI All Country World NR Index S&P Target Date 2035 Index 27.44% 13.20% 11.90%		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3242">www.dolfeedisclosure.com?c=alorus&amp;f=X3242</a> Am. Funds 2040 Target Date Retire. Fund (R6)/Target•Date 2040	24.39%	13.52%	13.30%	02/01/2007	24.96%	11.54%	11.55%
					MSCI All Country World NR Index S&P Target Date 2040 Index 27.44% 13.20% 11.90%		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3244">www.dolfeedisclosure.com?c=alorus&amp;f=X3244</a> Am. Funds 2045 Target Date Retire. Fund (R6)/Target•Date 2045	25.02%	13.79%	13.45%	02/01/2007	26.36%	11.93%	11.90%
					MSCI All Country World NR Index S&P Target Date 2045 Index 27.44% 13.20% 11.90%		
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3212">www.dolfeedisclosure.com?c=alorus&amp;f=X3212</a> Am. Funds 2050 Target Date Retire. Fund (R6)/Target•Date 2050	25.44%	13.99%	13.56%	02/01/2007	27.11%	12.19%	12.16%
					MSCI All Country World NR Index S&P Target Date 2050 Index 27.44% 13.20% 11.90%		
					MSCI All Country World NR Index		

Additional information may be found at: [www.dolfeedisclosure.com?c=alorus&f=X3243](http://www.dolfeedisclosure.com?c=alorus&f=X3243)

<b>Table 1 – Variable Return Investments</b>									
Name	Average Annual Total Return as of 09/30/2021				Benchmark				
	1 yr.	5 yr.	10 yr./ Since Inception*	Inception Date	1 yr.	5 yr.	10 yr./ Since Inception*		
Am. Funds 2055 Target Date Retire. Fund (R6)/Target•Date 2055	25.54%	13.98%	13.55%	02/01/2010	27.47%	12.33%	12.33%	S&P Target Date 2055 Index	
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X4802">www.dolfeedisclosure.com?c=alorus&amp;f=X4802</a>									
Am. Funds 2060 Target Date Retire. Fund (R6)/Target•Date 2060	25.65%	13.97%	11.55%	03/27/2015	27.47%	12.33%	9.99%	S&P Target Date 2055 Index	
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=XJ349">www.dolfeedisclosure.com?c=alorus&amp;f=XJ349</a>									
American Funds 2065 Tgt Dt Retire Fund (R6)/Target•Date 2065+	25.67%	N/A	38.09%	03/27/2020	27.47%	12.33%	36.82%	S&P Target Date 2055 Index	
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=XT922">www.dolfeedisclosure.com?c=alorus&amp;f=XT922</a>									
American Funds American Balanced Fund (R6)/Allocation••50% to 70% Equity	17.40%	10.77%	11.62%	07/25/1975	16.65%	9.20%	9.24%	S&P Target Risk Growth Index	
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=X3201">www.dolfeedisclosure.com?c=alorus&amp;f=X3201</a>									
<b>CASH/STABLE VALUE</b>									
Vanguard Federal Money Market Fund (Inv)/Money Market Taxable	0.02%	1.05%	0.55%	07/13/1981	0.05%	1.09%	0.58%	Bloomberg U.S. Treasury Bill 1•3 Month Index	
Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=alorus&amp;f=07350">www.dolfeedisclosure.com?c=alorus&amp;f=07350</a>									

\*Fund and benchmark returns are from the fund' s inception for funds less than 10 years old.

## Part II. Fee and Expense Information

**Table 2** shows fee and expense information for the investment options listed in Table 1. Table 2 shows the Total Annual Operating Expenses of the options in Table 1. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 2 may also show Shareholder•type Fees. These fees are in addition to Total Annual Operating Expenses.

**Table 2 – Fees and Expenses**

Name / Type of Option	Total Annual Gross Operating Expense As a % Per \$1000	Shareholder•Type Fees
<b>STOCK</b>		
Am. Funds Wash. Mutual Investors Fund (R6)	0.27%     \$2.70	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
American Funds EuroPacific Growth Fund (R6)	0.46%     \$4.60	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
American Funds New Perspective Fund (R6)	0.42%     \$4.20	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Artisan Mid Cap Value Fund (I)	1.00%     \$10.00	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Fidelity 500 Index Fund	0.02%     \$0.20	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Fidelity International Index Fund	0.04%     \$0.40	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Fidelity Mid Cap Index Fund	0.03%     \$0.30	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Fidelity Small Cap Index Fund	0.03%     \$0.30	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Franklin Small Cap Value Fund (R6)	0.69%     \$6.90	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Goldman Sachs Growth Opportunities Fund (R6)	1.01%     \$10.10	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: Cannot exceed 1 round trip(s) (redeem shares in the fund following the purchase of shares) in a rolling 90•day period.
MFS Growth Fund (R6)	0.53%     \$5.30	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
T. Rowe Price QM US Sm•Cap Gr Eq Fund (I)	0.65%     \$6.50	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

**Table 2 – Fees and Expenses**

Name / Type of Option	Total Annual Gross Operating Expense As a %            Per \$1000	Shareholder•Type Fees
<b>BOND</b>		
Fidelity US Bond Index Fund	0.03%      \$0.30	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
JPMorgan Core Bond Fund (R6)	0.35%      \$3.50	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase and redeem shares within the fund' s short•term trading period) in a rolling 60•day period may result in restricted trading for 90 days.
<b>BLENDED</b>		
Am. Funds 2010 Target Date Retire. Fund (R6)	0.30%      \$3.00	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2015 Target Date Retire. Fund (R6)	0.30%      \$3.00	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2020 Target Date Retire. Fund (R6)	0.31%      \$3.10	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2025 Target Date Retire. Fund (R6)	0.33%      \$3.30	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2030 Target Date Retire. Fund (R6)	0.35%      \$3.50	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2035 Target Date Retire. Fund (R6)	0.37%      \$3.70	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2040 Target Date Retire. Fund (R6)	0.38%      \$3.80	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2045 Target Date Retire. Fund (R6)	0.39%      \$3.90	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2050 Target Date Retire. Fund (R6)	0.39%      \$3.90	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
Am. Funds 2055 Target Date Retire. Fund (R6)	0.39%      \$3.90	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.



<b>Table 2 – Fees and Expenses</b>		
Name / Type of Option	Total Annual Gross Operating Expense As a % Per \$1000	Shareholder•Type Fees
Am. Funds 2060 Target Date Retire. Fund (R6)	0.40% \$4.00	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
American Funds 2065 Tgt Dt Retire Fund (R6)	0.45% \$4.50	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
American Funds American Balanced Fund (R6)	0.26% \$2.60	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.
<b>CASH/STABLE VALUE</b>		
Vanguard Federal Money Market Fund (Inv)	0.11% \$1.10	Redemption fee: 0% Purchase fee: 0% Excessive trading policy: Exceeding 1 round trip(s) (purchase shares within 30 days of redemption) in a rolling 30•day period may result in restricted trading for 30 days.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor’s Web site for an example showing the long•term effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about•ebsa/our•activities/resource•center/publications/a•look•at•401k•plan•fees.pdf>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

**Please visit <http://www.investmentterms.com/> for a glossary of investment terms relevant to the investment options under this Plan. This glossary is intended to help you better understand your options.**