

# Insperity 401(k) Plan

## Plan Expenses and Investment Option Disclosure

The Insperity 401(k) Plan can help you save for your financial future. This disclosure describes important plan information, expenses that may apply, and investments available.

### PLAN INFORMATION

The plan is designed to give you an opportunity to exercise control over the investment of your account and to be an ERISA Section 404(c) plan. As a participant in the plan, you have the right to direct the investment of future contributions and your existing balance among the currently available investments under the plan.

You can make or change your investment elections at any time by accessing your account online. If you do not make an investment election, the plan provides for your contributions and other money in your account to be invested in the plan's default investment. The fiduciaries of the plan are not liable for losses that you may experience as a direct result of your investment decisions or investment in the plan's default investment.

Generally, you may select or change your investment elections at any time from the investments made available under the plan. Goldman Sachs Asset Management, the plan's investment manager, selects the investments available under the plan. Some investments may limit or prohibit market timing or excessive trading to protect long-term interests of shareholders. Frequent or excessive trading can result in restrictions to your account.

The plan's fiduciaries are responsible for exercising voting, tender or similar rights in a manner consistent with the long-term interest and objectives of the plan.

For more information about the designated investment options, access your account online. You may also request information:

- By phone at 866-715-3552, option #3
- By mail to Insperity Retirement Services, Attention: Compliance, 19001 Crescent Springs Drive, Kingwood, TX 77339.

### FEES AND EXPENSES

To cover plan expenses, the following fees will be calculated and applied to your account balance.

#### INDIVIDUAL EXPENSES

If you choose to take advantage of certain plan features or services, your account will be charged a fee as follows:

| TYPE OF INDIVIDUAL FEE                  | FEE AMOUNT | FREQUENCY CHARGED   |
|---|------------|---------------------|
| Loan Maintenance Fee                    | \$12.50    | Quarterly per loan  |
| Lump Sum Distribution Fee               | \$50.00    | Per distribution    |
| Partial Distribution                    | \$50.00    | Per distribution    |
| Hardship Withdrawal Fee                 | \$50.00    | Per withdrawal      |
| Minimum Required Distribution (RMD) Fee | \$50.00    | Per RMD             |
| Check Reissuance Fee                    | \$50.00    | Per reissue         |
| Expedited Check Fee                     | \$50.00    | Per check expedited |

## **ADMINISTRATIVE EXPENSES**

Administrative expenses include recordkeeping, participant website access, participant statements, plan compliance services, and professional services. A fee of \$3.50 will be deducted from your account each month to help cover these expenses. This amount is reviewed and may be adjusted periodically.

You may also be charged an additional special projects fee, if applicable. If the total collected fees are insufficient to cover administrative expenses, additional fees may be charged. If the total administrative expenses exceed collected fees, the monthly fee may be reduced or refunded. Your quarterly account statement will show the dollar amount charged to your account.

Please Note: None of the plan's investment options include revenue sharing.

## **MANAGED ACCOUNT SERVICES**

You may choose to enroll in the Managed by Morningstar professional managed account service for your account. This service is provided by Morningstar Investment Management LLC, the designated investment manager for the plan. The Managed by Morningstar service is offered at an annual fee of 0.20% of your account balance (i.e., 0.05% of your account balance charged in arrears on a quarterly basis). If you are enrolled for less than an entire quarter, you will only be charged fees for the days you are enrolled in the service.

## **INVESTMENT OPTIONS**

This section contains important information designed to help you compare investment options under the plan. If you want additional information about your investment options, including offering statements, fund fact sheets and prospectuses, please log in to your account. You can also go to the Internet website shown below each investment option or contact the Insperity Contact Center at 866-715-3552, option 3 for a free paper copy.

## **HOW TO USE THE PERFORMANCE AND EXPENSE COMPARISON TABLE**

The below table shows you the name and category of each investment option available under the plan, along with information about the performance, operating expenses, and fees you will pay if you invest in that investment option. The table also references limitations and restrictions, as applicable.

## **PERFORMANCE INFORMATION**

The table includes the historical average annual rates of return and a comparison with the returns of an appropriate benchmark for the same time periods. A benchmark is a tool used to help you evaluate the performance of the plan's investments. An index measures the performance of a group of stocks chosen to reflect a certain segment of the financial market. Many indices have been created to track many different market segments. Indices cannot be purchased directly. They are simply measures of market performance. Well-known market indices include the Dow Jones Industrial Average, the S&P 500, and the NASDAQ Composite.

All investing involves risk, including the risk of loss. Past performance does not guarantee how the investment option will perform in the future. Investment return and principal will fluctuate, so you may have a gain or loss when shares are sold. Current performance may be higher or lower than that quoted. To obtain current performance and further information about principal risks, please log in to your account.

## **EXPENSE INFORMATION**

The expense for each investment option includes the total annual operating expense (annual gross expense ratio) and any associated shareholder-type fees. The cumulative effect of these fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website at <http://www.dol.gov/ebsa/publications/401kemployee.html> for an example showing the long-term effect of fees and expenses. 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.

# Insperity 401(k) Plan

## Investment Options - 09/30/2025

This document includes important information to help you compare the investment options under the Plan. If you want additional information about your investment options, you can go to the specific Internet Web site address shown below for each investment option or you can contact the Insperity Contact Center at 866-715-3553, Option 3. A free paper copy of the information available on the Web sites can be obtained by contacting the Insperity Contact Center at 866-715-3553, Option 3.

### 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 Web sites.

| <b>Table 1 – Variable Return Investments</b>   |   |        |                                |                   |           |        |                                |                                       |
|--|---|--------|--------------------------------|-------------------|-----------|--------|--------------------------------|---------------------------------------|
| Name   | Average Annual Total Return<br>as of 09/30/2025 |        |                                |                   | Benchmark |        |                                |                                       |
|  | 1 yr.   | 5 yr.  | 10 yr./<br>Since<br>Inception* | Inception<br>Date | 1 yr.     | 5 yr.  | 10 yr./<br>Since<br>Inception* |                                       |
| <b>STOCK</b>   |   |        |                                |                   |           |        |                                |                                       |
| American Funds EUPAC Fund (R6)   | 14.79%  | 7.49%  | 8.28%                          | 04/16/1984        | 16.45%    | 10.26% | 8.23%                          | MSCI All Country World ex-US NR Index |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=X3181">www.dolfeedisclosure.com?c=insperity&amp;f=X3181</a> |   |        |                                |                   |           |        |                                |                                       |
| Capital Group EUPAC Trust (U2)   | 14.96%  | 7.51%  | 7.41%                          | 05/10/2019        | 16.45%    | 10.26% | 7.81%                          | MSCI All Country World ex-US NR Index |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZQ963">www.dolfeedisclosure.com?c=insperity&amp;f=ZQ963</a> |   |        |                                |                   |           |        |                                |                                       |
| Dodge & Cox Stock Fund (X)   | 9.29%   | 17.19% | 13.05%                         | 01/04/1965        | 6.76%     | 15.33% | 12.04%                         | S&P 500 Value Index                   |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=XY139">www.dolfeedisclosure.com?c=insperity&amp;f=XY139</a> |   |        |                                |                   |           |        |                                |                                       |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 05/02/2022 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |                                       |
| Harbor Small Cap Growth Fund (Ret)   | 5.08%   | 7.98%  | 11.23%                         | 11/01/2000        | 2.55%     | 11.18% | 10.22%                         | S&P SmallCap 600 Growth Index         |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=XM356">www.dolfeedisclosure.com?c=insperity&amp;f=XM356</a> |   |        |                                |                   |           |        |                                |                                       |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 03/01/2016 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |                                       |
| State St Gbl All Cp Eq Ex-US Idx NL Fund (K)   | 16.90%  | 10.40% | 8.47%                          | 03/16/2011        | 16.45%    | 10.26% | 8.23%                          | MSCI All Country World ex-US NR Index |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZJ934">www.dolfeedisclosure.com?c=insperity&amp;f=ZJ934</a> |   |        |                                |                   |           |        |                                |                                       |
| State St Russell Sm/Mid Cap Index NL Fund (K)  | 16.90%  | 11.88% | 11.64%                         | 08/01/1997        | 6.13%     | 13.61% | 10.82%                         | S&P MidCap 400 Index                  |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZJ907">www.dolfeedisclosure.com?c=insperity&amp;f=ZJ907</a> |   |        |                                |                   |           |        |                                |                                       |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 01/04/2016 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |                                       |
| State Street S&P 500 Index Fund NL SF (M)  | 17.57%  | 16.31% | 15.14%                         | 02/28/1996        | 17.60%    | 16.47% | 15.30%                         | S&P 500 Index                         |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZAZ26">www.dolfeedisclosure.com?c=insperity&amp;f=ZAZ26</a> |   |        |                                |                   |           |        |                                |                                       |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 10/17/2024 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |                                       |

**Table 1 – Variable Return Investments**

| Name  | Average Annual Total Return<br>as of 09/30/2025 |        |                                |                   | Benchmark |        |                                |
|---|---|--------|--------------------------------|-------------------|-----------|--------|--------------------------------|
|   | 1 yr.   | 5 yr.  | 10 yr./<br>Since<br>Inception* | Inception<br>Date | 1 yr.     | 5 yr.  | 10 yr./<br>Since<br>Inception* |
| State Street S&P 500 Index NL<br>Fund (K)   | 17.58%  | 16.45% | 15.29%                         | 02/28/1996        | 17.60%    | 16.47% | 15.30%                         |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZJ906">www.dolfeedisclosure.com?c=insperity&amp;f=ZJ906</a><br>S&P 500 Index   |   |        |                                |                   |           |        |                                |
| T. Rowe Price Blue Chip Growth<br>Tr Fund (T7)  | 23.64%  | 13.52% | 16.88%                         | 09/30/2009        | 26.91%    | 16.88% | 17.62%                         |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZS687">www.dolfeedisclosure.com?c=insperity&amp;f=ZS687</a><br><b>Note on Performance:</b> Performance for this investment for the period prior to 10/07/2020 is based on a different share class for the investment.<br>S&P 500 Growth Index                |   |        |                                |                   |           |        |                                |
| T. Rowe Price Mid-Cap Growth<br>Fund (I)  | 2.74%   | 7.21%  | 10.54%                         | 06/30/1992        | 5.26%     | 11.01% | 10.61%                         |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=XL060">www.dolfeedisclosure.com?c=insperity&amp;f=XL060</a><br>S&P MidCap 400 Growth Index   |   |        |                                |                   |           |        |                                |
| Victory Sycamore Established<br>Value Fund (R6)   | -0.69%  | 14.24% | 11.25%                         | 08/16/1983        | 7.04%     | 16.28% | 10.71%                         |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=XE363">www.dolfeedisclosure.com?c=insperity&amp;f=XE363</a><br>S&P MidCap 400 Value Index  |   |        |                                |                   |           |        |                                |
| William Blair Small Cap Value<br>Fund (R6)  | -2.21%  | 11.26% | 8.46%                          | 04/19/1989        | 4.64%     | 14.58% | 9.66%                          |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=XV909">www.dolfeedisclosure.com?c=insperity&amp;f=XV909</a><br><b>Note on Performance:</b> Performance for this investment for the period prior to 07/19/2021 is based on a different share class for the investment.<br>S&P SmallCap 600 Value Index        |   |        |                                |                   |           |        |                                |
| <b>BOND</b>   |   |        |                                |                   |           |        |                                |
| PIMCO Income Fund (I)   | 7.24%   | 4.28%  | 4.88%                          | 03/30/2007        | 2.88%     | -0.45% | 1.84%                          |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=34561">www.dolfeedisclosure.com?c=insperity&amp;f=34561</a><br>Bloomberg U.S. Aggregate Bond Index   |   |        |                                |                   |           |        |                                |
| State Street US Bond Index NL<br>Fund (M)   | 2.91%   | -0.46% | 1.84%                          | 10/01/1997        | 2.88%     | -0.45% | 1.84%                          |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZN038">www.dolfeedisclosure.com?c=insperity&amp;f=ZN038</a><br><b>Note on Performance:</b> Performance for this investment for the period prior to 03/16/2018 is based on a different share class for the investment.<br>Bloomberg U.S. Aggregate Bond Index |   |        |                                |                   |           |        |                                |
| TCW MetWest Total Return<br>Bond Fund (C)   | 2.39%   | -0.52% | 1.95%                          | 04/15/2015        | 2.88%     | -0.45% | 1.84%                          |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZL673">www.dolfeedisclosure.com?c=insperity&amp;f=ZL673</a><br>Bloomberg U.S. Aggregate Bond Index   |   |        |                                |                   |           |        |                                |
| <b>BLENDED</b>  |   |        |                                |                   |           |        |                                |
| PIMCO All Asset Fund (I)  | 7.69%   | 7.65%  | 6.76%                          | 07/31/2002        | 17.25%    | 14.41% | 12.43%                         |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=20924">www.dolfeedisclosure.com?c=insperity&amp;f=20924</a><br>MSCI World NR Index   |   |        |                                |                   |           |        |                                |
| State St Target Ret 2025 NL SF<br>Fund (P)  | 9.46%   | 7.24%  | 8.07%                          | 09/29/2009        | 9.41%     | 7.47%  | 7.66%                          |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM735">www.dolfeedisclosure.com?c=insperity&amp;f=ZM735</a><br><b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.<br>S&P Target Date 2025 Index          |   |        |                                |                   |           |        |                                |
| State St Target Ret 2030 NL SF<br>Fund (P)  | 11.15%  | 8.31%  | 8.98%                          | 06/17/2009        | 10.37%    | 8.74%  | 8.53%                          |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM733">www.dolfeedisclosure.com?c=insperity&amp;f=ZM733</a><br><b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.<br>S&P Target Date 2030 Index          |   |        |                                |                   |           |        |                                |
| State St Target Ret 2035 NL SF<br>Fund (P)  | 12.41%  | 9.11%  | 9.57%                          | 09/29/2009        | 11.72%    | 10.16% | 9.45%                          |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM737">www.dolfeedisclosure.com?c=insperity&amp;f=ZM737</a><br><b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.<br>S&P Target Date 2035 Index          |   |        |                                |                   |           |        |                                |

| Table 1 – Variable Return Investments  |   |        |                                |                   |           |        |                                |   |
|--|---|--------|--------------------------------|-------------------|-----------|--------|--------------------------------|---|
| Name   | Average Annual Total Return<br>as of 09/30/2025 |        |                                |                   | Benchmark |        |                                |   |
|  | 1 yr.   | 5 yr.  | 10 yr./<br>Since<br>Inception* | Inception<br>Date | 1 yr.     | 5 yr.  | 10 yr./<br>Since<br>Inception* |   |
| State St Target Ret 2040 NL SF<br>Fund (P)   | 13.39%  | 9.87%  | 10.08%                         | 06/17/2009        | 12.96%    | 11.34% | 10.18%                         | S&P Target Date 2040 Index                      |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM736">www.dolfeedisclosure.com?c=insperity&amp;f=ZM736</a> |   |        |                                |                   |           |        |                                |   |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |   |
| State St Target Ret 2045 NL SF<br>Fund (P)   | 14.22%  | 10.53% | 10.50%                         | 09/29/2009        | 13.84%    | 12.10% | 10.66%                         | S&P Target Date 2045 Index                      |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM738">www.dolfeedisclosure.com?c=insperity&amp;f=ZM738</a> |   |        |                                |                   |           |        |                                |   |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |   |
| State St Target Ret 2050 NL SF<br>Fund (P)   | 14.94%  | 11.02% | 10.73%                         | 10/13/2009        | 14.15%    | 12.47% | 10.93%                         | S&P Target Date 2050 Index                      |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM732">www.dolfeedisclosure.com?c=insperity&amp;f=ZM732</a> |   |        |                                |                   |           |        |                                |   |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |   |
| State St Target Ret 2055 NL SF<br>Fund (P)   | 15.29%  | 11.12% | 10.78%                         | 04/25/2011        | 14.47%    | 12.63% | 11.06%                         | S&P Target Date 2055 Index                      |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM739">www.dolfeedisclosure.com?c=insperity&amp;f=ZM739</a> |   |        |                                |                   |           |        |                                |   |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |   |
| State St Target Ret 2060 NL SF<br>Fund (P)   | 15.29%  | 11.13% | 10.78%                         | 04/06/2015        | 14.47%    | 12.63% | 11.06%                         | S&P Target Date 2055 Index                      |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM740">www.dolfeedisclosure.com?c=insperity&amp;f=ZM740</a> |   |        |                                |                   |           |        |                                |   |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |   |
| State St Target Ret 2065 NL SF<br>Fund (P)   | 15.30%  | 11.13% | 10.77%                         | 12/31/2019        | 14.47%    | 12.63% | 10.78%                         | S&P Target Date 2055 Index                      |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZR219">www.dolfeedisclosure.com?c=insperity&amp;f=ZR219</a> |   |        |                                |                   |           |        |                                |   |
| State St Target Ret NL SF Fund<br>(P)  | 7.97%   | 5.61%  | 5.66%                          | 06/17/2009        | 7.53%     | 4.81%  | 5.26%                          | S&P Target Date Retirement Income Index         |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZM734">www.dolfeedisclosure.com?c=insperity&amp;f=ZM734</a> |   |        |                                |                   |           |        |                                |   |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 12/15/2017 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |   |
| State Street Target Retirement<br>2070 NL SF (P)   | N/A   | N/A    | 17.08%                         | 01/02/2025        | 14.47%    | 12.63% | 13.25%                         | S&P Target Date 2055 Index                      |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZBH34">www.dolfeedisclosure.com?c=insperity&amp;f=ZBH34</a> |   |        |                                |                   |           |        |                                |   |
| <b>Note on Performance:</b> Performance for this investment for the period prior to 01/03/2025 is based on a different share class for the investment.         |   |        |                                |                   |           |        |                                |   |
| <b>CASH/STABLE VALUE</b>   |   |        |                                |                   |           |        |                                |   |
| New York Life Ins Co Anchor<br>Account Fund (35)   | N/A   | N/A    | N/A                            | 01/03/1995        | 4.47%     | 3.04%  | N/A                            | Bloomberg U.S. Treasury Bill 1-3 Month<br>Index |
| Additional information may be found at: <a href="http://www.dolfeedisclosure.com?c=insperity&amp;f=ZC084">www.dolfeedisclosure.com?c=insperity&amp;f=ZC084</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.

| <b>Table 2 – Fees and Expenses</b>               |   |   |
|--|---|---|
| Name /<br>Type of Option                         | Total Annual Gross<br>Operating Expense<br>As a            Per<br>%            \$1000 | Shareholder-Type Fees   |
| <b>STOCK</b>                                     |   |   |
| American Funds EUPAC Fund<br>(R6)                | 0.47%      \$4.70   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%<br>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. |
| Capital Group EUPAC Trust (U2)                   | 0.43%      \$4.30   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| Dodge & Cox Stock Fund (X)                       | 0.46%      \$4.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%<br>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. |
| Harbor Small Cap Growth Fund<br>(Ret)            | 0.80%      \$8.00   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%<br>Excessive trading policy: Exceeding 4 round trip(s) (redeem shares within 30 days of purchase) in a rolling 12-month period may result in restricted trading for 60 days.    |
| State St Gbl All Cp Eq Ex-US Idx<br>NL Fund (K)  | 0.08%      \$0.78   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Russell Sm/Mid Cap<br>Index NL Fund (K) | 0.04%      \$0.40   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State Street S&P 500 Index Fund<br>NL SF (M)     | 0.01%      \$0.08   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State Street S&P 500 Index NL<br>Fund (K)        | 0.01%      \$0.13   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| T. Rowe Price Blue Chip Growth<br>Tr Fund (T7)   | 0.33%      \$3.30   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| T. Rowe Price Mid-Cap Growth<br>Fund (I)         | 0.63%      \$6.30   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%<br>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. |
| Victory Sycamore Established<br>Value Fund (R6)  | 0.54%      \$5.40   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%<br>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 /<br>Type of Option                         | Total Annual Gross<br>Operating Expense<br>As a                      Per<br>%                      \$1000 | Shareholder-Type Fees   |
| William Blair Small Cap Value<br>Fund (R6)       | 0.79%      \$7.90   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%<br>Excessive trading policy: The fund may restrict or reject purchases<br>or redemptions that appear to be excessive in frequency or<br>otherwise potentially disruptive to the fund. |
| <b>BOND</b>                                      |   |   |
| PIMCO Income Fund (I)                            | 0.54%      \$5.40   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%<br>Excessive trading policy: The fund may restrict or reject purchases<br>or redemptions that appear to be excessive in frequency or<br>otherwise potentially disruptive to the fund. |
| State Street US Bond Index NL<br>Fund (M)        | 0.03%      \$0.25   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| TCW MetWest Total Return<br>Bond Fund (C)        | 0.30%      \$3.00   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| <b>BLENDED</b>                                   |   |   |
| PIMCO All Asset Fund (I)                         | 1.92%      \$19.15  | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%<br>Excessive trading policy: The fund may restrict or reject purchases<br>or redemptions that appear to be excessive in frequency or<br>otherwise potentially disruptive to the fund. |
| State St Target Ret 2025 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret 2030 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret 2035 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret 2040 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret 2045 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret 2050 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret 2055 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret 2060 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret 2065 NL SF<br>Fund (P)       | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State St Target Ret NL SF Fund<br>(P)            | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| State Street Target Retirement<br>2070 NL SF (P) | 0.06%      \$0.60   | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |
| <b>CASH/STABLE VALUE</b>                         |   |   |
| New York Life Ins Co Anchor<br>Account Fund (35) | N/A      N/A  | Sales charge: 0% Redemption fee: 0% Deferred sales charge: 0%<br>Purchase fee: 0%   |

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 [www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees](http://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees). 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.**