

# Notice of Investment Returns & Fee Comparison

384315-01 Stottler Henke Associates, Inc. 401(k) Plan  
[www.empower-retirement.com/participant](http://www.empower-retirement.com/participant)

Your employer's retirement plan may be one of the most valuable investments you'll make for your future. It may be a large part of the retirement income you'll need to help keep your current lifestyle. For most people, it will need to last at least 20 years.

It is important to remember that your retirement account has the potential to grow over time and benefit from being in a tax-deferred plan. In traditional retirement plans you benefit from saving money out of your paycheck before taxes are taken out. Taxes are paid later when you take the money out of the account. Another benefit is that you are paying yourself first and investing for your future by automatically contributing from your paycheck where allowed by your plan.

The goal is to build your account through additional contributions and investment returns in your plan. Fees and expenses related to your plan can affect the overall long-term value of your account. The investment options you choose also affect your account. It is important for you to have a clear understanding of the investment options available through your plan and the fees and expenses that are part of your plan.

This notice includes important information to help you compare your Plan investment options and expenses. For more investment information including investment objectives or goals, principal strategies, risks, portfolio turnover rate, returns and expenses, please visit your Plan's website listed above. The website also includes education and tools designed to help you with making investment decisions. An online calculator is also available and it can assist you in determining the long-term effect of fees and expenses. A free paper copy of this disclosure is available by calling the Voice Response System at 1-800-338-4015.

SECTION	Document Summary
1	<b>Investment Rate of Return and Expense Information</b> - Shows investment return information for your plan's investment options. It shows past performance, investment management expenses and General Administrative Services Expenses. The General Administrative Services Expenses table shows non-investment expenses that pay for operating your Plan.
2	<b>Other Investment-Related Fees, Expense Information and Transfer Restrictions</b> - Shows any fees and expenses that are in addition to the investment management expenses in Section 1. This section also shows any investment restrictions.
3	<b>Plan-Related Information</b> - Shows your Plan Related information and Participant Elected Services Expenses tables. The Participant Elected Services Expenses table shows expenses for optional services available through your Plan that may be charged to your individual account for the services you use.

## 1 – Investment Rate of Return and Expense Information

### Variable Rate of Return Investments Table

This table looks at the rates of return from investments that increase and decrease in value. The table shows how these investments have performed over time. You can compare each investment option to a benchmark. 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 investment option's principal risks is available on the Web site listed above.

Variable Return Investments									
Averaged Annualized Total Return as of 03/31/2016									
Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
<b>Asset Allocation</b>									
Russell LifePoints Eq Growth Strat R5 <sup>2</sup>	RELVX	0.28%	0.28%	-5.73%	3.74%	3.72%	2.42%	03/24/1998	1.81%/1.58%
							\$24.20 per \$1,000		\$18.10 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	6.95%	03/24/1998	
							\$69.50 per \$1,000		

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Vanguard Target Retirement Income Inv <sup>1,2</sup>	VTINX	2.35%	2.35%	0.41%	3.64%	4.95%	5.22%	10/27/2003	0.14%/0.14%
							\$52.20 per \$1,000		\$1.40 per \$1,000 Gross
Barclays US Aggregate Bond TR USD**		3.03%	3.03%	1.96%	2.50%	3.78%	4.90%	10/27/2003	
							\$49.00 per \$1,000		
Vanguard Target Retirement 2010 Inv <sup>1,2</sup>	VTENX	2.21%	2.21%	0.14%	4.42%	5.45%	5.42%	06/07/2006	0.14%/0.14%
							\$54.20 per \$1,000		\$1.40 per \$1,000 Gross
Barclays US Aggregate Bond TR USD**		3.03%	3.03%	1.96%	2.50%	3.78%	4.96%	06/07/2006	
							\$49.60 per \$1,000		
Vanguard Target Retirement 2015 Inv <sup>1,2</sup>	VTXVX	1.90%	1.90%	-0.59%	5.29%	6.02%	5.30%	10/27/2003	0.14%/0.14%
							\$53.00 per \$1,000		\$1.40 per \$1,000 Gross
Barclays US Aggregate Bond TR USD**		3.03%	3.03%	1.96%	2.50%	3.78%	4.90%	10/27/2003	
							\$49.00 per \$1,000		
Vanguard Target Retirement 2020 Inv <sup>1,2</sup>	VTWNX	1.73%	1.73%	-1.12%	5.98%	6.45%	5.77%	06/07/2006	0.14%/0.14%
							\$57.70 per \$1,000		\$1.40 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	7.45%	06/07/2006	
							\$74.50 per \$1,000		
Vanguard Target Retirement 2025 Inv <sup>1,2</sup>	VTTVX	1.54%	1.54%	-1.53%	6.33%	6.70%	5.37%	10/27/2003	0.15%/0.15%
							\$53.70 per \$1,000		\$1.50 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	6.95%	10/27/2003	
							\$69.50 per \$1,000		
Vanguard Target Retirement 2030 Inv <sup>1,2</sup>	VTHR X	1.30%	1.30%	-2.01%	6.68%	6.93%	5.78%	06/07/2006	0.15%/0.15%
							\$57.80 per \$1,000		\$1.50 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	7.45%	06/07/2006	
							\$74.50 per \$1,000		
Vanguard Target Retirement 2035 Inv <sup>1,2</sup>	VTTHX	1.07%	1.07%	-2.50%	7.00%	7.14%	5.40%	10/27/2003	0.15%/0.15%
							\$54.00 per \$1,000		\$1.50 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	6.95%	10/27/2003	
							\$69.50 per \$1,000		
Vanguard Target Retirement 2040 Inv <sup>1,2</sup>	VFORX	0.84%	0.84%	-3.07%	7.11%	7.28%	5.89%	06/07/2006	0.16%/0.16%
							\$58.90 per \$1,000		\$1.60 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	7.45%	06/07/2006	
							\$74.50 per \$1,000		

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Vanguard Target Retirement 2045 Inv <sup>1,2</sup>	VTIVX	0.79%	0.79%	-3.14%	7.10%	7.27%	5.48%	10/27/2003	0.16%/0.16%
							\$54.80 per \$1,000		\$1.60 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	6.95%	10/27/2003	
							\$69.50 per \$1,000		
Vanguard Target Retirement 2050 Inv <sup>1,2</sup>	VFIFX	0.77%	0.77%	-3.10%	7.09%	7.26%	5.93%	06/07/2006	0.16%/0.16%
							\$59.30 per \$1,000		\$1.60 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	7.45%	06/07/2006	
							\$74.50 per \$1,000		
<b>International Funds</b>									
American Funds EuroPacific Gr R3 <sup>1,2</sup>	RERCX	-2.47%	-2.47%	-8.87%	2.96%	2.12%	3.28%	05/21/2002	1.14%/1.14%
							\$32.80 per \$1,000		\$11.40 per \$1,000 Gross
Morningstar Global Markets ex-US GR USD**		0.47%	0.47%	-3.61%	2.69%	2.09%	3.45%	05/21/2002	
							\$34.50 per \$1,000		
Artisan International Value Investor <sup>2</sup>	ARTKX	0.79%	0.79%	-4.46%	6.10%	7.39%	6.68%	09/23/2002	1.20%/1.20%
							\$66.80 per \$1,000		\$12.00 per \$1,000 Gross
Morningstar Global Markets ex-US GR USD**		0.47%	0.47%	-3.61%	2.69%	2.09%	3.45%	09/23/2002	
							\$34.50 per \$1,000		
Delaware Emerging Markets A <sup>2</sup>	DEMAX	5.49%	5.49%	-5.46%	-2.54%	-3.41%	4.00%	06/10/1996	1.73%/1.70%
							\$40.00 per \$1,000		\$17.30 per \$1,000 Gross
Morningstar Emerging Markets GR USD**		5.14%	5.14%	-11.08%	-3.56%	-3.13%	4.21%	06/10/1996	
							\$42.10 per \$1,000		
Vanguard Total Intl Stock Index Admiral <sup>1,2</sup>	VTIAX	-0.17%	-0.17%	-8.18%	0.82%	0.67%	1.91%	11/29/2010	0.12%/0.12%
							\$19.10 per \$1,000		\$1.20 per \$1,000 Gross
Morningstar Global Markets ex-US GR USD**		0.47%	0.47%	-3.61%	2.69%	2.09%	3.45%	11/29/2010	
							\$34.50 per \$1,000		
<b>Specialty</b>									
Vanguard REIT Index Adm <sup>1,2</sup>	VGSLX	6.27%	6.27%	3.91%	10.35%	11.76%	6.74%	11/12/2001	0.12%/0.12%
							\$67.40 per \$1,000		\$1.20 per \$1,000 Gross
Morningstar US Real Estate Sector PR USD**		4.03%	4.03%	-2.05%	4.55%	6.08%	0.86%	11/12/2001	
							\$8.60 per \$1,000		
Virtus Real Estate Securities A <sup>1,2</sup>	PHRAX	5.20%	5.20%	3.16%	10.35%	11.09%	6.19%	03/01/1995	1.36%/1.36%
							\$61.90 per \$1,000		\$13.60 per \$1,000 Gross
Morningstar US Real Estate Sector PR USD**		4.03%	4.03%	-2.05%	4.55%	6.08%	0.86%	03/01/1995	
							\$8.60 per \$1,000		

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
<b>Small Cap Funds</b>									
<b>Baron Small Cap Retail</b> <sup>1,2</sup>	BSCFX	-2.84%	-2.84%	-12.85%	4.64%	6.36%	5.31% \$53.10 per \$1,000	09/30/1997	1.30%/1.30% \$13.00 per \$1,000 Gross
Morningstar US Small Growth TR USD**		-3.95%	-3.95%	-10.15%	7.67%	7.60%	5.93% \$59.30 per \$1,000	09/30/1997	
<b>Vanguard Small Cap Index Adm</b> <sup>1,2</sup>	VSMAX	1.00%	1.00%	-7.14%	8.51%	8.80%	6.81% \$68.10 per \$1,000	11/13/2000	0.09%/0.09% \$.90 per \$1,000 Gross
Morningstar US Small Cap TR USD**		1.37%	1.37%	-7.62%	7.87%	8.22%	6.50% \$65.00 per \$1,000	11/13/2000	
<b>Vanguard Small Cap Value Index Admiral</b> <sup>1,2</sup>	VSIAX	3.49%	3.49%	-4.67%	9.56%	9.69%	6.47% \$64.70 per \$1,000	09/27/2011	0.09%/0.09% \$.90 per \$1,000 Gross
Morningstar US Small Value TR USD**		4.49%	4.49%	-6.79%	7.49%	9.18%	7.11% \$71.10 per \$1,000	09/27/2011	
<b>Mid Cap Funds</b>									
<b>Alger SMid Cap Growth A</b> <sup>1,2</sup>	ALMAX	-5.34%	-5.34%	-13.07%	4.92%	4.86%	5.44% \$54.40 per \$1,000	05/08/2002	1.30%/1.30% \$13.00 per \$1,000 Gross
Morningstar US Mid Core TR USD**		2.05%	2.05%	-3.60%	11.02%	11.36%	8.12% \$81.20 per \$1,000	05/08/2002	
<b>Columbia Mid Cap Value A</b> <sup>2</sup>	CMUAX	0.96%	0.96%	-5.71%	8.83%	8.55%	5.94% \$59.40 per \$1,000	11/20/2001	1.17%/1.17% \$11.70 per \$1,000 Gross
Morningstar US Mid Value TR USD**		5.30%	5.30%	0.90%	12.06%	11.63%	7.51% \$75.10 per \$1,000	11/20/2001	
<b>Fidelity Advisor Leveraged Co Stk T</b> <sup>2</sup>	FLSTX	-2.23%	-2.23%	-11.66%	5.06%	6.96%	5.72% \$57.20 per \$1,000	12/27/2000	1.31%/1.31% \$13.10 per \$1,000 Gross
Morningstar US Mid Value TR USD**		5.30%	5.30%	0.90%	12.06%	11.63%	7.51% \$75.10 per \$1,000	12/27/2000	
<b>Victory Munder Mid-Cap Core Growth A</b> <sup>1,2</sup>	MGOAX	1.01%	1.01%	-9.09%	7.81%	8.45%	6.26% \$62.60 per \$1,000	07/03/2000	1.32%/1.32% \$13.20 per \$1,000 Gross
Morningstar US Mid Core TR USD**		2.05%	2.05%	-3.60%	11.02%	11.36%	8.12% \$81.20 per \$1,000	07/03/2000	
<b>Vanguard Mid Cap Index Fund - Admiral</b> <sup>1,2</sup>	VIMAX	1.17%	1.17%	-4.29%	10.78%	10.03%	7.24% \$72.40 per \$1,000	11/12/2001	0.09%/0.09% \$.90 per \$1,000 Gross
Morningstar US Mid Cap TR USD**		2.22%	2.22%	-3.68%	10.84%	10.46%	7.51% \$75.10 per \$1,000	11/12/2001	

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
<b>Large Cap Funds</b>									
Calvert Equity Portfolio A <sup>1,2</sup>	CSIEX	0.35%	0.35%	1.38%	11.47%	9.74%	7.19%	08/24/1987	1.07%/1.07%
							\$71.90 per \$1,000		\$10.70 per \$1,000 Gross
Morningstar US Large Growth TR USD**		-1.36%	-1.36%	1.29%	14.48%	13.13%	7.89%	08/24/1987	
							\$78.90 per \$1,000		
Janus Forty S <sup>2</sup>	JARTX	-3.35%	-3.35%	0.29%	13.63%	11.82%	8.08%	05/01/1997	1.19%/1.19%
							\$80.80 per \$1,000		\$11.90 per \$1,000 Gross
Morningstar US Large Growth TR USD**		-1.36%	-1.36%	1.29%	14.48%	13.13%	7.89%	05/01/1997	
							\$78.90 per \$1,000		
MFS Value A <sup>1,2</sup>	MEIAX	2.17%	2.17%	0.66%	10.57%	10.62%	6.94%	01/02/1996	0.90%/0.87%
							\$69.40 per \$1,000		\$9.00 per \$1,000 Gross
Morningstar US Large Value TR USD**		3.44%	3.44%	3.44%	9.05%	9.02%	4.85%	01/02/1996	
							\$48.50 per \$1,000		
T. Rowe Price Blue Chip Growth Adv <sup>1,2</sup>	PABGX	-5.56%	-5.56%	-1.12%	14.24%	12.77%	8.17%	03/31/2000	0.98%/0.98%
							\$81.70 per \$1,000		\$9.80 per \$1,000 Gross
Morningstar US Large Growth TR USD**		-1.36%	-1.36%	1.29%	14.48%	13.13%	7.89%	03/31/2000	
							\$78.90 per \$1,000		
Vanguard 500 Index Admiral <sup>1,2</sup>	VFIAX	1.34%	1.34%	1.76%	11.78%	11.54%	7.00%	11/13/2000	0.05%/0.05%
							\$70.00 per \$1,000		\$0.50 per \$1,000 Gross
Morningstar US Large Cap TR USD**		0.75%	0.75%	1.81%	11.70%	11.63%	7.00%	11/13/2000	
							\$70.00 per \$1,000		
Vanguard Total Stock Mkt Idx Adm <sup>1,2</sup>	VTSAX	0.94%	0.94%	-0.45%	11.11%	10.99%	7.04%	11/13/2000	0.05%/0.05%
							\$70.40 per \$1,000		\$0.50 per \$1,000 Gross
Morningstar US Large Cap TR USD**		0.75%	0.75%	1.81%	11.70%	11.63%	7.00%	11/13/2000	
							\$70.00 per \$1,000		
<b>Balanced Funds</b>									
Oakmark Equity & Income II <sup>2</sup>	OARBX	0.67%	0.67%	-5.04%	6.00%	5.67%	6.14%	07/13/2000	1.09%/1.09%
							\$61.40 per \$1,000		\$10.90 per \$1,000 Gross
Wilshire 5000 Total Market TR USD**		1.17%	1.17%	0.23%	11.26%	11.01%	6.95%	07/13/2000	
							\$69.50 per \$1,000		
<b>Bond Funds</b>									
PIMCO Income D <sup>2</sup>	PONDY	1.69%	1.69%	2.13%	4.20%	7.66%	8.71%	03/30/2007	0.79%/0.79%
							\$87.10 per \$1,000		\$7.90 per \$1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Barclays US Universal TR USD**		3.07%	3.07%	1.75%	2.51%	3.95%	4.80%	03/30/2007	
							\$48.00 per \$1,000		
PIMCO Total Return Admin <sup>2</sup>	PTRAX	1.73%	1.73%	0.06%	1.27%	3.40%	5.74%	09/08/1994	0.71%/0.71%
							\$57.40 per \$1,000		\$7.10 per \$1,000 Gross
Morningstar US Core Bond TR USD**		3.06%	3.06%	2.40%	2.71%	4.01%	5.12%	09/08/1994	
							\$51.20 per \$1,000		
Vanguard Total Bond Market Index Admiral <sup>1,2</sup>	VBTLX	3.09%	3.09%	1.82%	2.38%	3.71%	4.86%	11/12/2001	0.07%/0.07%
							\$48.60 per \$1,000		\$7.70 per \$1,000 Gross
Morningstar US Core Bond TR USD**		3.06%	3.06%	2.40%	2.71%	4.01%	5.12%	11/12/2001	
							\$51.20 per \$1,000		

### Fixed Rate of Return Investments Table

This table looks at the investment options that have a fixed or set rate of return. It shows the current annual rate of return and the minimum annual rate or return. The table also shows how often the rate of return may change and the term or length of time you will earn this rate of return, if applicable. The investment provider of the fixed account may change the rate in the future. You may visit the Web site listed above or call the Voice Response System to find the current rate.

Fixed Return Investments as of 04/26/2016					
Investment Option	Current Fixed Rate	Gross/Net Investment Expenses~	Minimum Rate	Frequency of Fixed Rate Setting	Term
Key Guaranteed Portfolio Fund	1.20%	0.35%/0.35%	0.00%	Quarterly	06/30/2016
	\$12.00 per \$1,000	\$3.50 per \$1,000 Gross			

### General Account Fund and Guarantee Provisions:

General Account crediting rates are net of cost of capital and expenses covered by the fund and guarantee provisions.

Cost of Capital is the return Great-West Life & Annuity Insurance Company (Great-West) earns on Great-West capital. Great-West is required by regulators to hold capital for the purpose of ensuring Great-West can meet all of its obligations associated with the General Account Fund. The amount of Great-West's capital and required return will fluctuate over time based on regulatory requirements, capital market conditions and the competitive environment.

The Fund Provision covers the range of investment expenses that are netted from the crediting rate, such as investment and operating expenses. The Fund Provision is calculated annually in aggregate for all General Account fixed funds offered by Great-West Retirement Services and does not reflect any product or plan specific underwriting adjustments. At 12/31/2014, the General Account Fund Provision is 0.35%. This includes an average annual notional allocation of 0.25% from Great-West's General Account to Great-West's recordkeeping functions. This allocation is not applicable if Great-West is not acting as both the investment provider and recordkeeper.

The Guarantee Provision covers the range of insurance expenses that are netted from the crediting rate, such as asset defaults, cost of insurance guarantees, and other expenses. The Guarantee Provision is calculated annually in aggregate for all General Account fixed funds offered by Great-West Retirement Services and does not reflect any product or plan specific underwriting adjustments. At 12/31/2014, the General Account Guarantee Provision is 0.54%. This expense changes over time as the value of insurance guarantees fluctuate due to both market and policyholder behaviors. They also vary based on the risk management techniques employed by the insurance provider. Because of the variances in the cost of the expenses, the level of the insurance guarantees as well as differences in risk management practices, this paragraph is the only section in which these expenses are disclosed.

For more information on the General Account Fixed Funds, including termination options, please see your Group Annuity Contract.

1 Additional information on this Investment Option can be found in Section 2.

2 Mutual Fund Option. The start/inception date is that of the fund's original share class. Performance returns for mutual fund options in your Plan offering a different share class with a more current start/inception date have been adjusted to reflect the fees and charges associated with the actual share class.

\* Performance returns not available at time of production.

N/A - Performance returns are not applicable.

~ Gross Total Annual Operating Expenses are the gross fees potentially charged to the investment option and are displayed above in accordance with fee disclosure regulations. The Net Total Annual Operating Expenses, also displayed above as supplementary information, are the actual amounts charged by the investment option and may be different from the Gross Expenses due to certain fee waivers or additional expenses charged by other service providers. Expenses reduce the return of the investment option. Part of these fees may be shared with the plan's service providers to help pay for plan administration and/or recordkeeping fees. Please see the participant website for more information.

\*\* A benchmark index is not actively managed. It does not have a defined investment objective and does not incur fees or expenses. You cannot invest directly in a benchmark index.

**General Administrative Services Expenses Table**

This table shows expenses that pay for operating the Plan. These expenses are described below. Fees and expenses for general plan administrative services (for example, recordkeeping services and custodial services) may be charged to the Plan. These fees and expenses may be charged to your individual account if not paid by the Plan Sponsor and/or included in investment-related fees and expenses. How the expenses are charged to participant accounts will depend on the nature of the expense. For example, some fees may be charged as a fixed dollar amount per participant or as a percentage amount spread across the account balances. Blank fields in the table can be assumed to be not applicable or zero.

General Administrative Services Expenses as of 04/26/2016				
Fee Type	Annual Amount	Quarterly Amount	Frequency	Description
Asset Based Charge	0.099996%	0.024999%	Monthly	This fee is for administrative costs associated with the plan and is deducted from your account balance. This fee may not apply to all investments offered under your plan; please see your plan administrator for additional information.
	\$1.00 per \$1,000	\$.25 per \$1,000		

**2 – Other Investment-Related Fees, Expense Information and Transfer Restrictions**

**Other Investment-Related Fees, Expense Information and Restrictions**

This table looks at fees, expenses and transfer restrictions that are in addition to the Investment Expenses in Section 1. Fees and expenses are only one of many things to think about when deciding to invest. You may also want to think about whether an investment in a particular investment option, along with your other investments, will help you reach your financial goals.

Other Investment-Related Fees and Restrictions as of 04/26/2016		
Investment Option	Transfer Rule	Shareholder Type Fees^
Vanguard Target Retirement Income Inv	1	
Vanguard Target Retirement 2010 Inv	1	
Vanguard Target Retirement 2015 Inv	1	
Vanguard Target Retirement 2020 Inv	1	
Vanguard Target Retirement 2025 Inv	1	
Vanguard Target Retirement 2030 Inv	1	
Vanguard Target Retirement 2035 Inv	1	

Investment Option	Transfer Rule	Shareholder Type Fees^
Vanguard Target Retirement 2040 Inv	1	
Vanguard Target Retirement 2045 Inv	1	
Vanguard Target Retirement 2050 Inv	1	
American Funds EuroPacific Gr R3	2	
Vanguard Total Intl Stock Index Admiral	1	
Vanguard REIT Index Adm	1	
Virtus Real Estate Securities A	3	
Baron Small Cap Retail	4	
Vanguard Small Cap Index Adm	1	
Vanguard Small Cap Value Index Admiral	1	
Alger SMid Cap Growth A	3	
Victory Munder Mid-Cap Core Growth A	3	
Vanguard Mid Cap Index Fund - Admiral	1	
Calvert Equity Portfolio A	3	
MFS Value A	2	
T. Rowe Price Blue Chip Growth Adv	5	
Vanguard 500 Index Admiral	1	
Vanguard Total Stock Mkt Idx Adm	1	
Vanguard Total Bond Market Index Admiral	1	
Key Guaranteed Portfolio Fund		Should the Plan Sponsor terminate the group annuity contract, transfer restrictions and/or possible termination fees may apply. If your Plan Sponsor terminates the group annuity contract, please call Great-West Retirement Services for more information.

Rule #1 - Fund company restriction: A transfer into this fund will not be permitted if a prior transfer was made out of this fund in the last 30 days.

Rule #2 - Fund company restriction: A transfer of \$5000 or more into this fund will not be permitted if a prior transfer of \$5000 or more was made out of this fund in the last 30 days.

Rule #3 - Due to the frequent trading policy and procedures regarding market timing and excessive trading, if 2 round trips have been processed INTO the fund there may be transfer restrictions. Given the fund's frequent trading policy and procedures and previous warnings, you may be restricted from transferring money into this fund for 30 days.

Rule #4 - Due to the frequent trading policy and procedures regarding market timing and excessive trading, if 2 round trips have been processed INTO the fund there may be transfer restrictions. Given the fund's frequent trading policy and procedures and previous warnings, you may be restricted from transferring money into this fund for 30 days.

Rule #5 - Due to the frequent trading policy and procedures regarding market timing and excessive trading, if 2 round trips have been processed INTO the fund there may be transfer restrictions. Given the fund's frequent trading policy and procedures and previous warnings, you may be restricted from transferring money into this fund for 90 days.

^Shareholder/Shareholder-Type Fees are fees paid directly from your investment in this option (e.g., sales loads, sales charges, deferred sales charges, redemption fees, exchange fees, account fees, purchase fees, transfer or withdrawal fees).

**NOTE: More current information about the Plan's investment options, including fees, expenses and performance updates, may be available at your plan's Web site.**

### **3 – Plan-Related Information**

Plan-Related Information is an explanation of general plan information. It includes a description of non-investment management fees and expenses that may be charged to your account. This section also includes a list of the Participant Elected Services Expenses.

### General Information

**Non-Investment Management Fees and Expenses:** Includes recordkeeping, accounting, legal or other administrative fees that may be charged to your account. The dollar amount actually charged to your account during the previous quarter for such administrative or individual expenses will be reported to you on your quarterly statement. If you have additional questions related to fees on your account, please contact the Voice Response System or your Plan Administrator.

**Investment Instructions:** Your plan lets you direct the investment of your account in the investment options listed in Section 1. You may make changes to your investment options via the plan's Web site or by calling the Voice Response System.

**Limitations on Investments:** Limits on making changes to your investment choices may be imposed by the Plan Administrator or by a manager of an investment option. Any limits or restrictions made by a fund manager are described in the prospectus for the fund. They include restrictions intended to prevent "market timing" (i.e., rapid trading in and out of a fund). If these restrictions apply then they will be listed in Section 2. In addition to the limits and restrictions described in the prospectus, the Plan Administrator may have other restrictions on making changes to your investment choices. If the Plan Administrator has additional limits, they will be described in a separate document that will be provided to you by your Plan Administrator.

**Voting, Tender, and Similar Rights:** The appropriate Plan fiduciaries, or an individual or an institution designated by the Plan fiduciaries, will exercise any voting or other rights associated with ownership of the Designated Investment Alternatives offered in your Plan.

### Participant Elected Services Expenses Table

This table shows expenses for optional services available through your plan. Certain fees may be charged to your individual account for optional services you use.

Participant Elected Services Expenses as of 04/26/2016			
Service	Fee Amount	Frequency	Description
Loan Maintenance Fee	\$12.50	Quarterly	This fee is for annual maintenance of your existing loan. If you have more than one loan, you will be assessed the fee for each outstanding loan.
Loan Origination Fee	\$75.00	Per Loan	This fee is for the processing of your loan. This fee is applied each time you request a loan from your retirement account and is taken from the proceeds prior to distribution.
Benefit Disbursement Fee	\$50.00	Per Distribution	This fee is for the processing of a distribution from your account.
ACH Special Handling Charge	\$15.00	Per Distribution	Automated Clearing House. This fee is for transferring your distribution directly into your bank account.
AAG Online Investment Advice	\$6.25	Quarterly	This fee applies if you are enrolled in the Investment Advice option.
AAG Online Managed Accounts	Up to \$100K = 0.162500% Next \$150K = 0.137500% Next \$150K = 0.112500% Over \$400K = 0.087500%	Quarterly	This fee applies if you are enrolled in the Managed Account service and is deducted from the assets within the Managed Accounts service.
EXPRESS Special Handling Charge	\$25.00	Per Distribution	This fee is for sending your distribution via 1- to 2-day express delivery.
Periodic Payment Maintenance Fee	\$6.25	Quarterly	This fee is for the annual maintenance of your existing systematic scheduled withdrawal. If you have more than one systematic withdrawal, you will be assessed the fee for each systematic withdrawal.
Periodic Payment Origination Fee	\$50.00	Per PPAY Set Up	Periodic Payment Origination Fee
WIRE Special Handling Charge	\$40.00	Per Distribution	This fee is for sending your distribution to your bank account via electronic wire.

Fees and expenses do add up and can have a big impact on your retirement savings. Fees and expenses are only two of many other factors to think about when you make investment decisions.

You can visit the Department of Labor website for an example showing the long-term effect of fees and expenses - [http://www.dol.gov/ebsa/publications/401k\\_employee.html](http://www.dol.gov/ebsa/publications/401k_employee.html).

**Visit your plan's website listed in the title for a glossary of investment terms relevant to the investment options under this plan. To request additional Plan information, or a paper copy of certain information available online, free of charge, contact a representative at Empower Retirement, PO Box 173764, Denver, CO 80217-3764.**