

Dexter Schools 403(b)/457 Plan

Helping You Meet Your Income Needs In Retirement

Presented by StanCorp Equities, Inc., member FINRA



Why Your Employer Chose The Standard

A history of financial strength

StanCorp Financial Group:

- Over \$20 billion in assets under administration as of Dec. 31, 2016
- Oldest subsidiary:
Standard Insurance Company,
founded in 1906





Features In Your Retirement Plan



Plan Participation

- **Eligibility**
 - No age requirement
- **New hire entry dates**
 - Immediate entry
- **Maximum contributions**
 - \$18,000 in 2017 (additional \$6,000 if age 50 or older)

Your Contributions

- **Contributions and earnings:**
always 100% yours
- **Traditional:** pre-tax

Distributions

- Termination, death or disability
- Hardships as defined by the plan

Loans

- Minimum amount for new loans
- Fees
- Repayment deadlines
- Payroll deduction
- Calculate a loan online

Roll Over Assets From Other Plans

- Complete an Application for Rollover
- Submit a distribution request from the existing plan administrator
- Call **800.858.5420** with questions



Your Savings, Your Life



Three Pillars Of Retirement Planning



Time

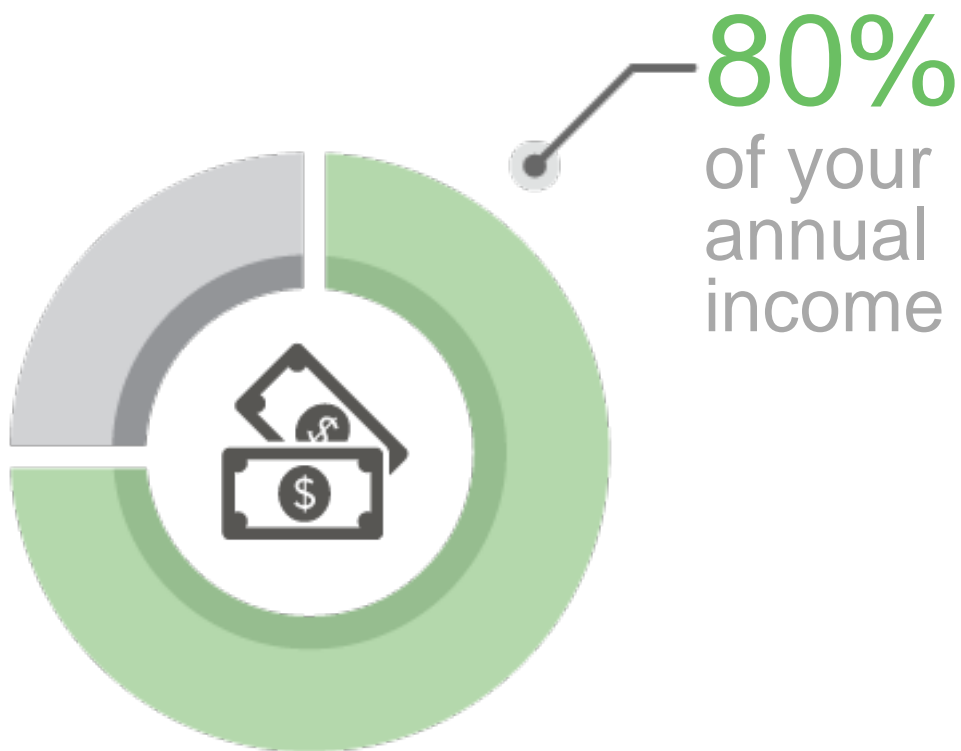


Discipline



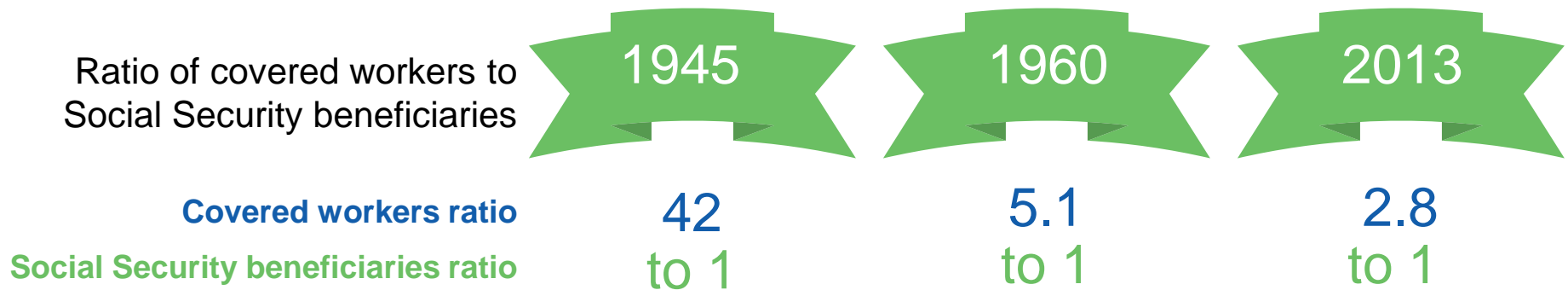
Knowledge

How Much Is Enough?



Social Security?

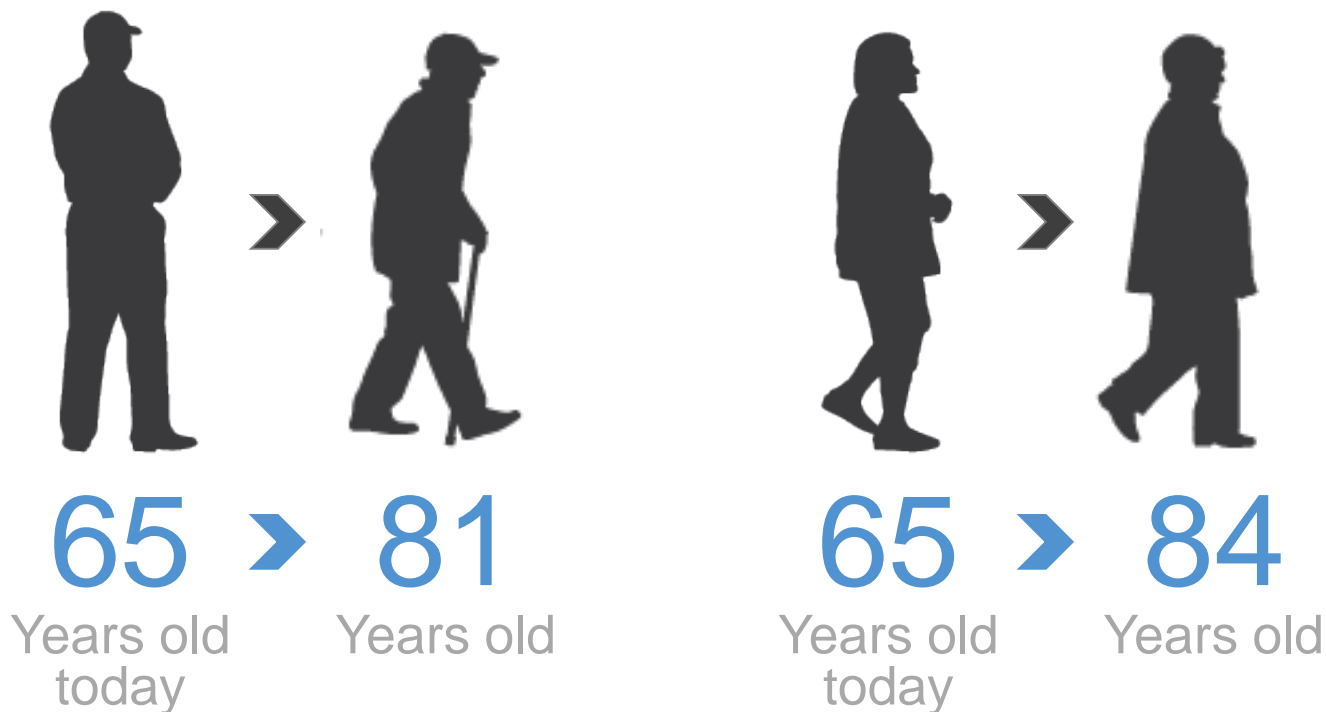
Will it be there when you retire?



Source: Social Security Administration, www.ssa.gov, History, Frequently Asked Questions, Ratio of Covered Workers to Beneficiaries

The Toughest Question

How long will you live?



Saving Mileposts



30

Age today

$\frac{1}{2}$ your current pay



40

Age today

2x your current pay



50

Age today

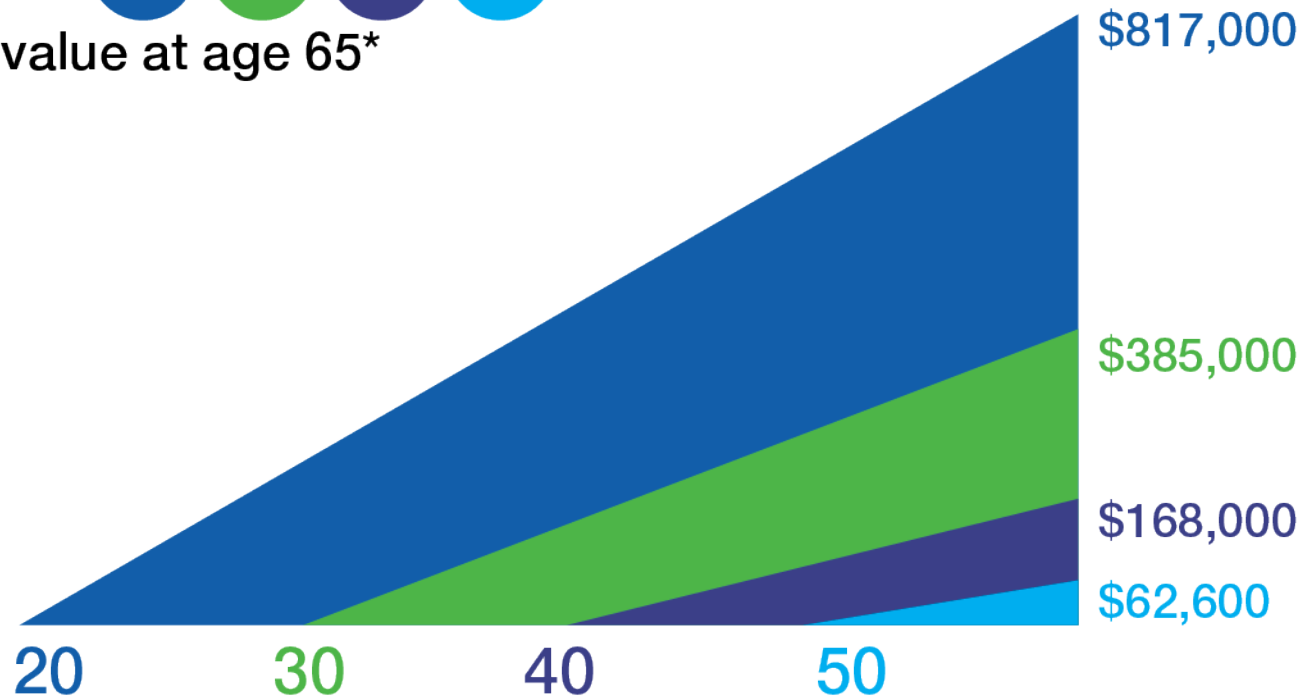
4.25x your current pay

The above hypothetical illustrations were based on the following assumptions: 1) A participant begins saving for retirement at age 25. 2) A participant contributes 10% of his or her annual compensation every year. 3) A participant continues contributing until his or her normal Social Security Retirement Age. Past performance is no guarantee of future results.

The Case for Starting Early

If you start contributing \$175 (6%)
per month at age **20** **30** **40** **50**
your account value at age 65*
will be ...

If you start
saving at age

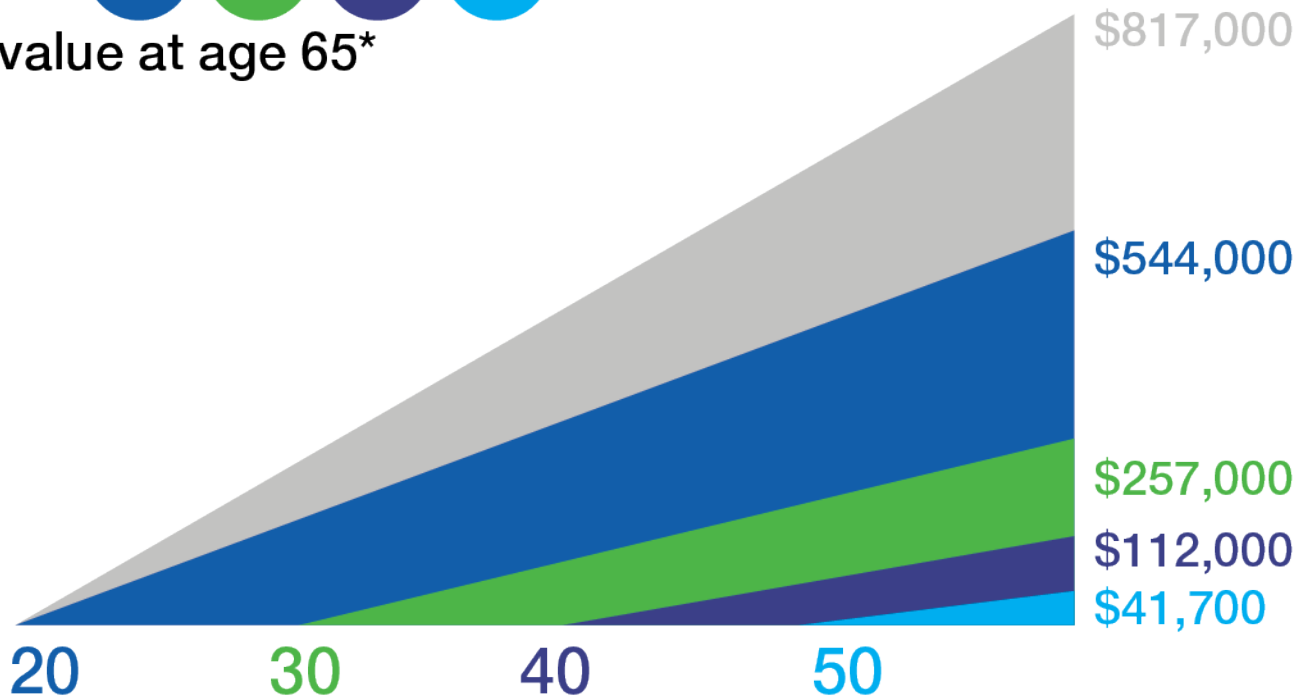


*Assumes \$35,000 salary, 3% annual salary increases and 6.5% annual return. This is a hypothetical example for illustrative purposes only and is not representative of any specific investment. Investments are subject to market risk and fluctuate in value. Past performance is no guarantee of future results and individual results will vary.

What Does 4% Look Like?

If you start contributing \$117 (4%)
per month at age **20** **30** **40** **50**
your account value at age 65*
will be ...

If you start
saving at age



*Assumes \$35,000 salary, 3% annual salary increases and 6.5% annual return. This is a hypothetical example for illustrative purposes only and is not representative of any specific investment. Investments are subject to market risk and fluctuate in value. Past performance is no guarantee of future results and individual results will vary.

Interactive Calculators

Tax-Deferred Savings Calculator

Estimate the advantage of saving for retirement before federal taxes are taken from your paycheck.

Annual salary: \$

How often are you paid? ▼

Filing status: ▼

Exemptions: ▼

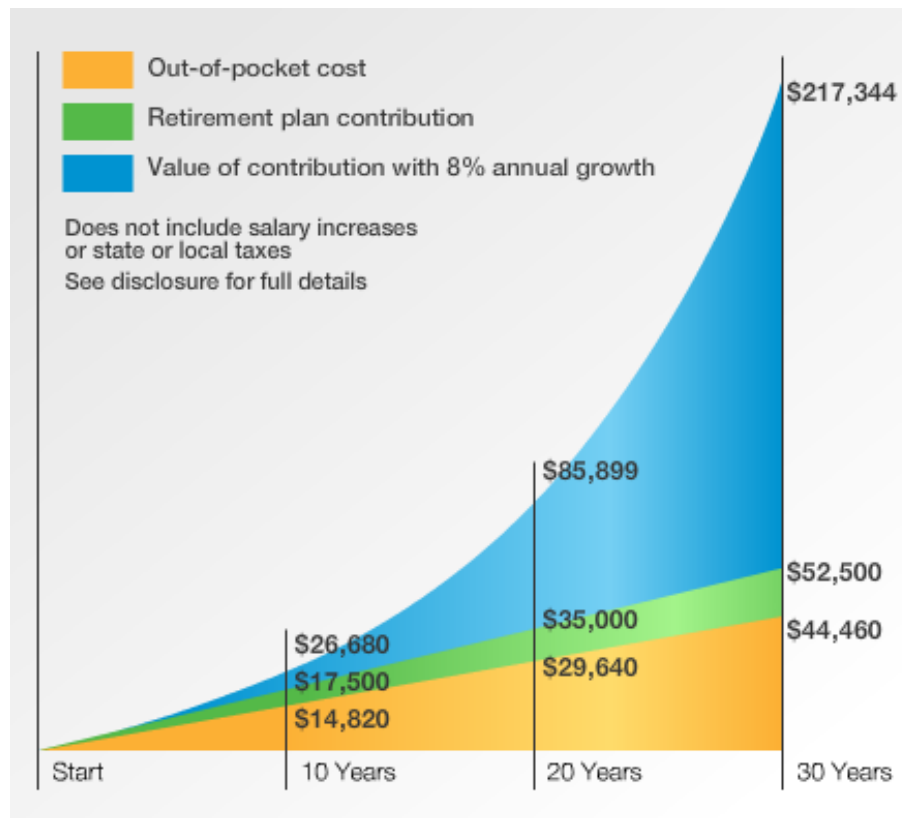
Retirement contribution: %

Calculate

Retirement contributions: **\$67** per paycheck

Out-of-pocket cost: **\$57** per paycheck

Savings advantage: **\$10** per paycheck



Feeling Unprepared

Failing To Plan = A Failed Plan



36% have not saved anything for retirement



33% are “not too” or “not at all” confident that they are doing a good job of preparing financially for retirement



56% have not completed a retirement needs calculation

2014 Employee Benefit Research Institute's (EBRI) Retirement Confidence Survey; workers surveyed were age 25 or older.

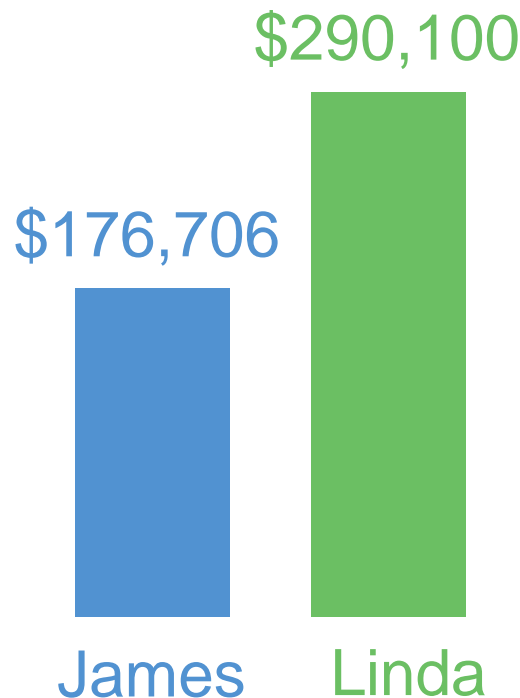
Acting Sooner Can Pay Off

James

- Started **age 45**
- Contributed **\$300/month** for 20 years (\$72,000)
- Retired age 65 with **\$176,706**

Linda

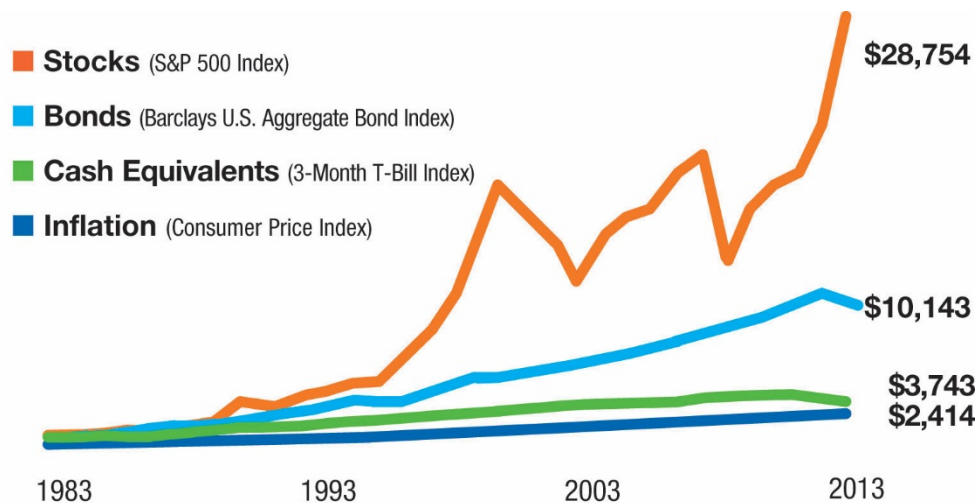
- Started **age 25**
- Contributed **\$100/month** for 20 years (\$24,000)
- Retired age 65 with **\$290,100**



This chart is hypothetical and for illustrative purposes only. It is not indicative of the performance of any specific investment. The chart assumes an 8 percent rate of return compounded monthly and a tax-deferred account for which taxes will be paid when the money is withdrawn. Investment return and principal values will fluctuate so your investment, when redeemed, may be worth more or less than its original cost. Past performance is no guarantee of future results.








A Snapshot In Time

Different Investments, Different Returns (Dec. 1983 – Dec. 2013)



The index performance shown is for illustrative purposes only and is not indicative of the performance of any specific investment. Illustration assumes \$1,000 invested in each category in December 1982 and held through December 2012. **S&P 500 Index:** A market capitalization-weighted index of 500 widely held stocks. Investing in stocks carries more risk than investing in bonds or cash equivalents. **BarCap U.S. Aggregate Bond Index:** An index that covers the U.S. investment-grade, fixed-rate bond market, with index components for government and corporate securities, mortgage pass-through securities and asset-backed securities. Bonds are subject to certain risks including interest-rate risk, credit risk and inflation risk. Investing in bonds carries more risk than investing in cash equivalents. **3-Month T-Bill Index:** An index based on the results of auctions the U.S. Treasury holds for its Treasury bills, which are short-term government securities. **Consumer Price Index:** A measure of the average price of consumer goods and services purchased by households. Past performance is no guarantee of future results. Investments are subject to market risk and fluctuate in value. An investment cannot be made directly in an index. Sources: Morningstar Direct, Legg Mason.

Put Dollar-Cost Averaging To Work

| Amount invested = \$150  | Price per share | # of shares |
|---|--|--|
| | \$10  | 15  |
| | \$5  | 30  |
| | \$15  | 10  |

This example is hypothetical and for illustrative purposes only and is not indicative of the performance of any specific investment. Dollar-cost averaging does not ensure a profit or protect against a loss in declining markets.

Emotions And The Markets



The above hypothetical illustrations were based on the following assumptions: 1) A participant begins saving for retirement at age 25. 2) A participant contributes 10% of their annual compensation every year. 3) A participant continues contributing until their normal Social Security Retirement Age. Past performance is no guarantee of future results.

When Do You Want To Retire?



Working Years —————> Retirement
Aggressive —————> Conservative

Funds that invest in bonds are subject to certain risks including interest-rate risk, credit risk and inflation risk. As interest rates rise, the prices of bonds fall. Diversification does not ensure a profit or protect against a loss in a declining market.

One Last Word

- Have realistic expectations
- Know it takes time
- It doesn't cost much to save





Your Account Management Options



Two Types Of Investors



Hands on



Hands off



My choice



Guided
Portfolios



Mainspring
Managed

Three Choices



Managed

Do It All For Me



Guided

Guide Me
Through The
Process



Independent

Do It All Myself

Mainspring Managed

- Personalized
- Goal-based
- Managed by StanCorp Investment Advisers, Inc.

Are You This Investor?

- Mainspring Managed is for investors who want:
 - Guidance
 - Advice
 - Automatic adjustments
 - Accuracy

5 Steps Of Mainspring Managed



Preliminary Snapshot

Savings And Investment Plan Snapshot For:

Participant Name

Preliminary (09/30/11)

Consider the Snapshot a kind of retirement reality check. It allows you to compare what savings you may have today with the income you may need during retirement to maintain your lifestyle.

Your Retirement Goals

- Maintain the same lifestyle you have now during retirement
- Retire at age 65
- \$4,231 monthly income (future dollars)

Projected Monthly Retirement Income

| | |
|---|---------|
| Social Security Income | \$2,310 |
| Retirement Plan Income | \$1,347 |
| Total Projected Monthly Retirement Income | \$3,657 |
| Your Income Goal | \$4,231 |

Monthly income shortfall to be addressed by Savings and Investment Plan Strategy (\$575)

Savings Plan Strategy

Based on the information we currently have about your retirement savings, you may want to consider contributing a straight 9 percent of your salary to get you off to a healthy start. As your situation changes or as you provide us with more information, this percentage can likely be adjusted.

Investment Plan Strategy

Identify your investment objective and invest in a portfolio of quality investments. As your career progresses, continue to evaluate your needs and investment objectives to make appropriate adjustments to your portfolio allocation. Keep a close eye on important economic factors, financial markets, and fund managers. Manage your portfolio with a well defined investment policy.

Fixed Income: 40%
Equity: 60%

Initial
Allocation

Fixed Income: 60%
Equity: 40%

Allocation 14 Years
from Retirement

Fixed Income: 70%
Equity: 30%

Allocation 9 Years
from Retirement

Fixed Income: 80%
Equity: 20%

Allocation 5 Years
from Retirement

Assumptions

Date of birth: 4/1/1970

Annual salary: \$30,000

Average long-term salary growth: 3%*

Retirement account balance: \$12,500

Retirement plan contribution: 5%

Investment strategy: moderate risk*

Other retirement investments and savings: not yet considered

Unique personal circumstances and considerations: not yet considered

* Default value was used.

Your Retirement Goal

Your Retirement Goals

- Maintain the same lifestyle you have now during retirement
- Retire at age 65
- \$4,231 monthly income (future dollars)

Current Situation

Projected Monthly Retirement Income

| | |
|---|---------|
| Social Security Income | \$2,310 |
| Retirement Plan Income | \$1,347 |
| Total Projected Monthly Retirement Income | \$3,657 |
| Your Income Goal | \$4,231 |

**Monthly income shortfall to be addressed by Savings
and Investment Plan Strategy (\$575)**



Savings Plan

Your Savings And Investment Plan Strategy

Mainspring Managed is designed to answer two questions: how much do I need to save and where do I need to invest? Your Savings and Investment Plan Strategy helps take you from where you are today to where you want to be tomorrow. Below we have summarized your current Savings and Investing Profiles, as well as your stated retirement goals, your progress toward reaching them and what we're doing to manage your account.

Your Retirement Goals

- Maintain the same lifestyle you have now during retirement
- Retire at age 65
- \$13,727 monthly income (future dollars)

Your Savings Profile

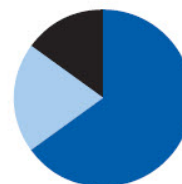
Pre-Tax Contributions 4%
Roth Contributions 2%
Annual Scheduled Increase 2%

Your Investing Profile

You are a middle-of-the-road investor and prefer both growth potential and consistency of returns. You can tolerate a fair amount of market movement in exchange for more attractive long-term returns.

Projected Monthly Retirement Income

| | |
|--|----------------|
| Social Security Income* | |
| Self | \$3,535 |
| Spouse/Partner | \$0** |
| Retirement Plan Income | |
| Self | \$2,304 |
| Spouse/Partner | \$2,118 |
| Pension Plan Income | |
| Self (This Employer) | \$510 |
| Self (Other employer plans only) | \$0 |
| Spouse/Partner | \$0 |
| Other | \$1,225 |
| Total | \$9,692 |



■ Social Security 65%
■ Pension Plan Income 15%
■ Retirement Plan Income 20%

* The Social Security income benefit is calculated using the Social Security Benefit Calculator provided by the Social Security Administration, Office of the Actuary. This calculation assumes you started to work at age 18, the Consumer Price Index increases 3 percent annually and your wage increases 3.5 percent annually. Your projected benefit will fluctuate in value and your actual benefit may be more or less than the projection. Please provide an updated amount to The Standard when your Social Security statement is received.
** You have provided an override value for Social Security income. Please remember to contact the Advisory Service Center as your estimate changes.

Action Plan

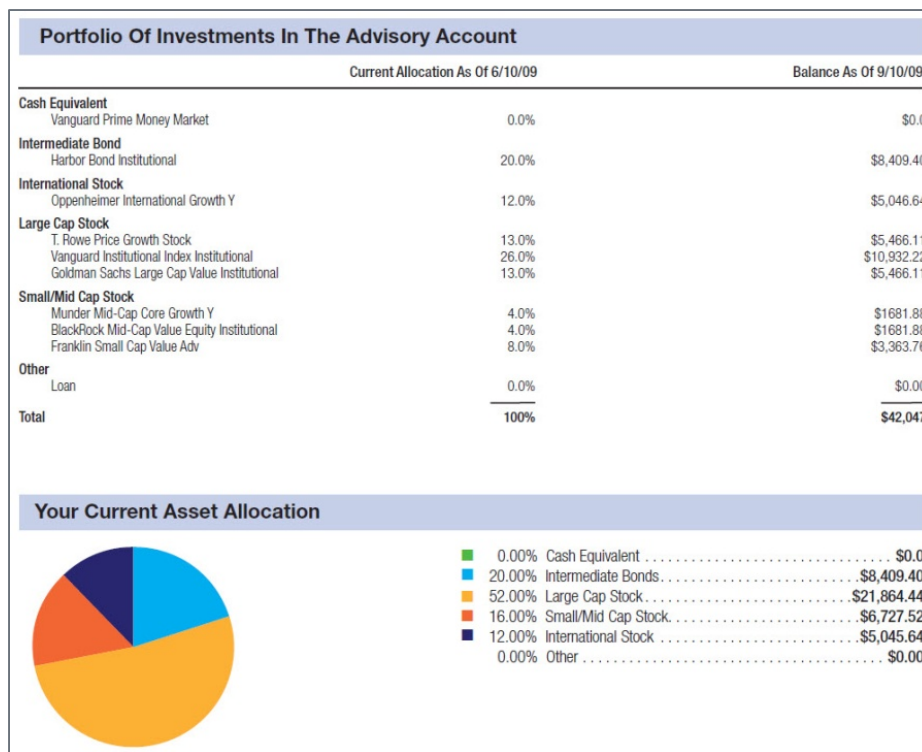
Below is a comparison of your monthly income goal in retirement with what we project will actually be available. If the number in the "Difference" column is in parentheses, you currently have a shortfall in meeting your retirement income goal. If the number is positive, you are currently on track to have adequate income based on your current Savings and Investment Plan Strategy.

| | Income Goal | Projected Income | Difference |
|-----------------------|--|---|--|
| Description | Amount you are expected to need each month in retirement | Expected available monthly income in retirement | Difference between your income goal and projected income |
| Monthly Income | \$13,727 | \$9,692 | (\$4,035) |

To help you meet your monthly income needs in retirement, we have notified your employer to increase your pre-tax contribution amount to 5% effective **April 1, 2011**. [You may need to find opportunities to increase savings outside the retirement plan. You should save an additional \$000 amount outside your retirement plan, and increase this amount each year as your salary increases to reach your retirement income goal.]

You have chosen StanCorp Investment Advisers, Inc. to manage your Savings and Investment Plan Strategy. It is based on information you have provided regarding your personal circumstances, investment objective, risk tolerance and projected income in retirement. Please review your Savings and Investment Plan Strategy to ensure it accurately represents your situation and goals. Should your circumstances change at any time, please notify The Standard immediately. The Standard cannot be responsible for failing to act upon information of which it had no knowledge.

Investment Plan



Past performance is no guarantee of future results. This example is hypothetical and for illustrative purposes only and is not indicative of the performance of any specific investment. Investments are subject to market risk and fluctuate in value.

We are the responsible investment manager



It's in writing.

Updates And Options

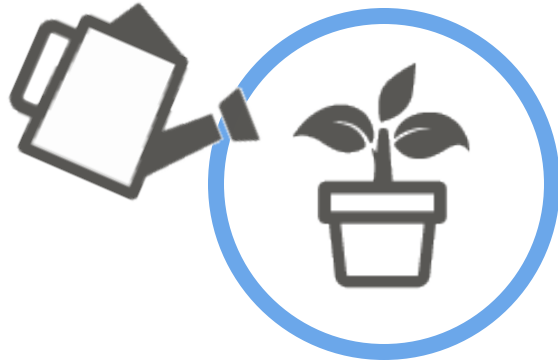
- Quarterly statement
- Quarterly Savings and Investment Plans
- Annual recommendations
- Options to:
 - Include outside assets
 - Opt out of increases or changes

Access To Advisory Reps

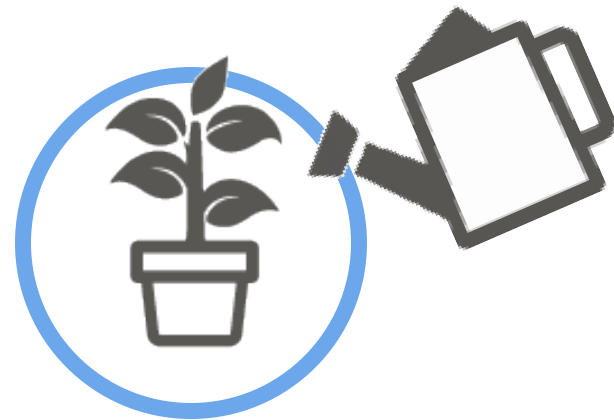
- Monday–Friday, 8 a.m. to 8 p.m. Eastern time
800.858.5420

Does It Work?

Average account balance:



Non-Mainspring
Managed
investor: \$53,000



Mainspring
Managed
investors: \$75,000

Figures based on data from The Standard's retirement plans as of Sept. 12, 2013

How Much Does It Cost?

- **\$10/month**

Guided

- Pick your investments after assessing your:
 - Financial situation
 - Risk tolerance
 - Time frame until retirement

Are You This Investor?

- Guided is for investors who want:
 - Tools to help evaluate situation
 - To set and manage savings
 - Pre-mixed investment portfolios
 - A little help with managing investments
 - Optional automatic rebalancing and adjustments
 - Accuracy

Investor Profile Quiz: Discover your investing style

| When do you expect to tap into your retirement account? | Points |
|---|--------|
| a. Less than 5 years | 0 |
| b. Between 5 and 10 years | 20 |
| c. Between 10 and 15 years | 30 |
| d. More than 15 years | 40 |

Score: _____

| What do you expect to happen to your pay (salary) in the next five years? | Points |
|---|--------|
| a. I expect my pay to increase much faster than inflation (due to promotions, new job, etc.). | 12 |
| b. I expect my pay to increase slightly faster than inflation. | 10 |
| c. I expect my pay to just keep up with inflation. | 5 |
| d. I expect my pay to decrease (due to retirement, part-time work, depressed industry, etc.). | 0 |

Score: _____

| How do you feel about investing for retirement? | Points |
|--|--------|
| a. I am seeking maximum stability, even if returns are low. | 0 |
| b. I can tolerate a small amount of fluctuation in my investment account and I am seeking consistent returns. | 4 |
| c. I am middle-of-the-road and prefer both growth potential and consistency of returns. I can tolerate a fair amount of market movement in exchange for more attractive long-term returns. | 8 |
| d. I am willing to assume a relatively high level of volatility for potentially greater returns. | 12 |
| e. I am seeking maximum long-term growth, even if it means wide swings in my account value. | 15 |

Score: _____

| How willing are you to increase your investment return? | Points |
|---|--------|
| a. I am willing to take a lot of risk with all of my retirement account. | 15 |
| b. I am willing to take a lot of risk with some of my retirement account. | 12 |
| c. I am willing to take a little risk with all of my retirement account. | 8 |
| d. I am willing to take a little risk with some of my retirement account. | 4 |
| e. I am unwilling to take on more risk. | 0 |

Score: _____

| If the stock market went down 15 percent, what would you do? | Points |
|--|--------|
| a. Sell all of my stock funds immediately and put the money in something more stable. | 0 |
| b. Transfer some of my stock funds into less aggressive investments. | 2 |
| c. Do nothing and wait for it to come back. | 4 |
| d. Buy more: Increase my stock investments while prices are low. | 8 |

Score: _____

| If you received several statements in a row with negative returns and realized that your account had lost 20 percent, what would you do? | Points |
|--|--------|
| a. Sell all of my stock funds immediately and put the money in something more stable. | 0 |
| b. Transfer some of my stock funds into less aggressive investments. | 3 |
| c. Do nothing and wait for it to come back. | 6 |
| d. Buy more: Increase my holdings in stock funds while prices are low. | 10 |

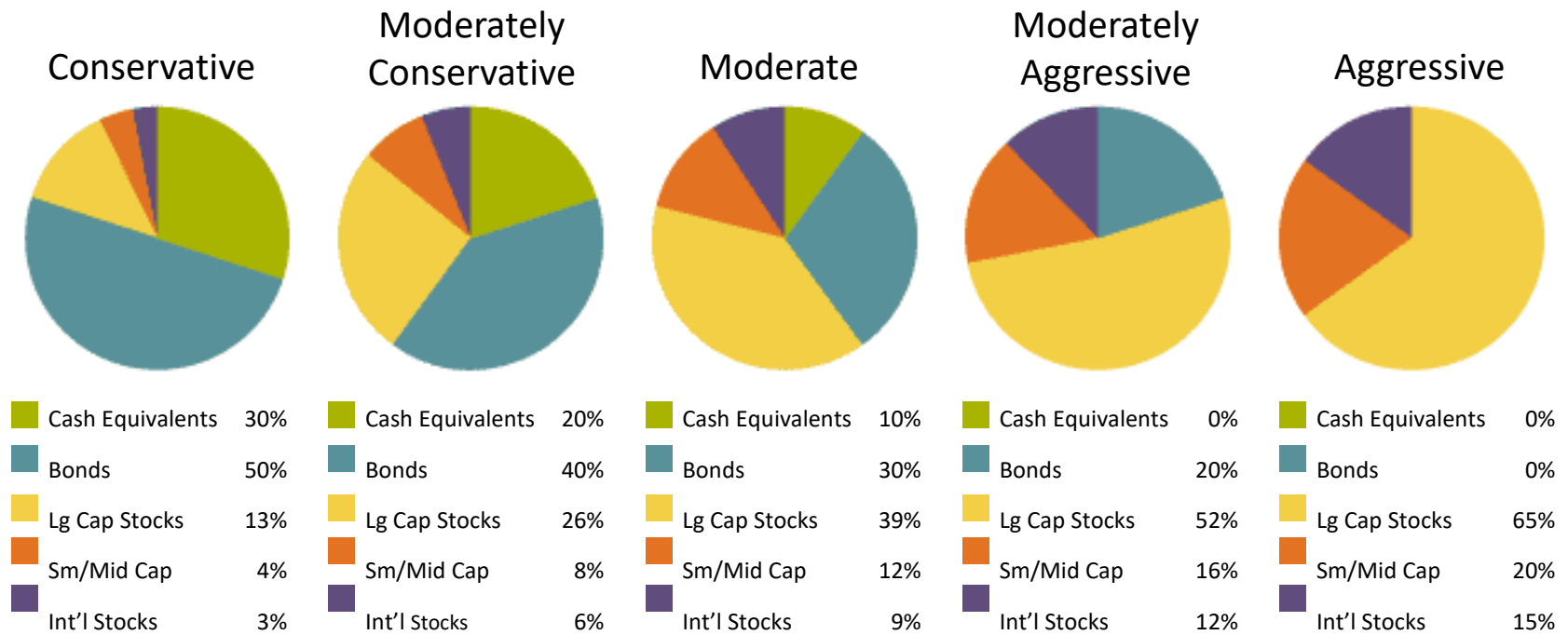
Score: _____

Total Score: _____

After each question, circle the letter that best describes you. Then, add up the points and match the total with the pre-mixed portfolios.

Please note that this profiling tool is only a guide.

Guided Portfolios



You should carefully consider the investment objectives, risks, charges and expenses of the investment options offered under the retirement plan before investing. International investing involves certain risks, such as currency fluctuations, economic instability and political developments. Small-company (small cap) investing involves specific risks not necessarily encountered in large-company investing, such as increased volatility. Funds that invest in bonds are subject to certain risks, including interest-rate risk, credit risk and inflation risk. As interest rates rise, the prices of bonds fall.

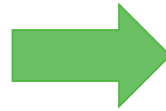
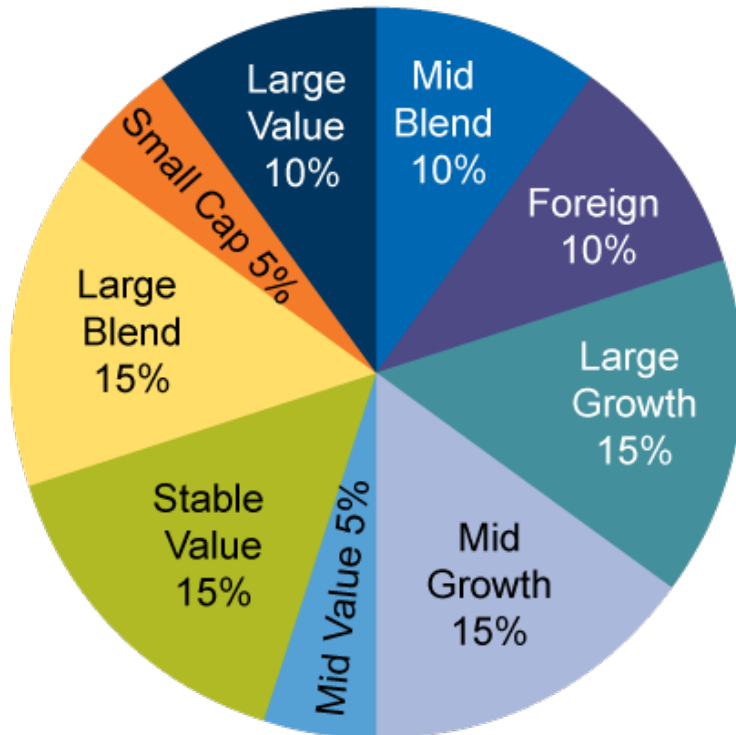
Your plan may be funded by a mutual fund trust or a group annuity contract. Both are suitable for long-term investing, including saving for retirement. While annuities generally provide tax-deferred treatment of earnings, the group annuity contract does not provide any additional tax-deferred treatment beyond the treatment provided by your retirement plan.

Are You This Investor?

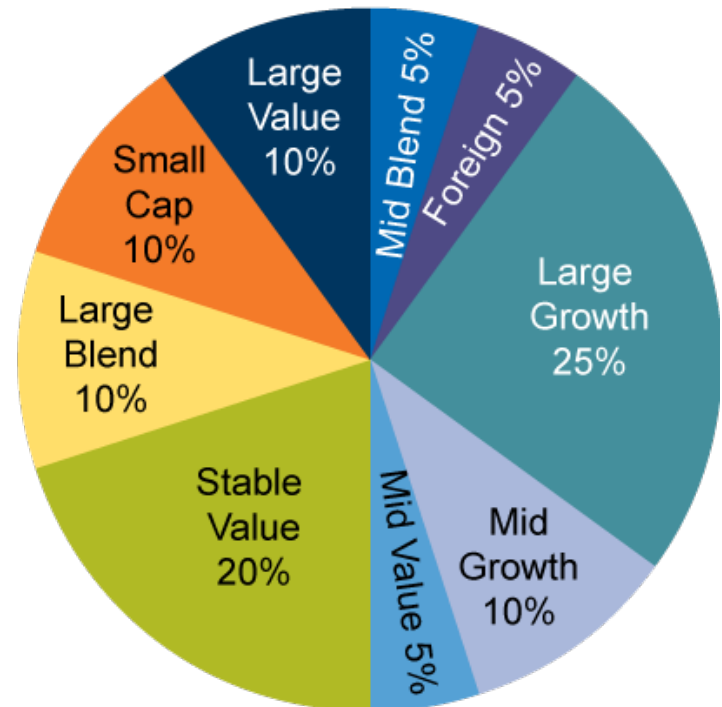
- The Independent approach is for investors who want to:
 - Use tools to help evaluate situation
 - Set and manage savings
 - Do own investment research
 - Do own portfolio rebalancing
 - Increase savings rate as needed

Don't Forget About This Tool

Age 30
Portfolio 5

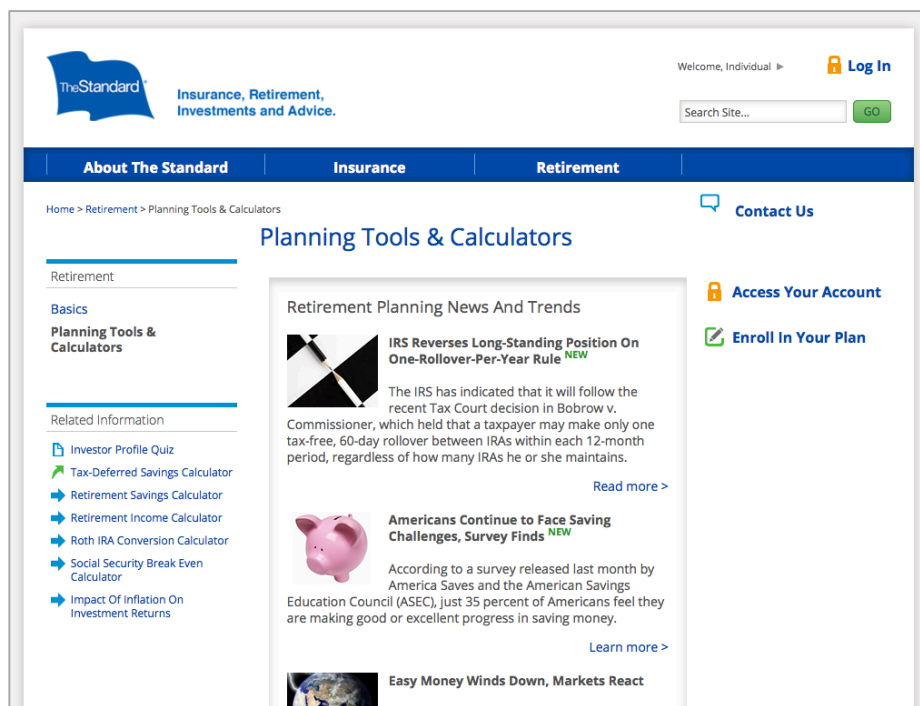


Possible
allocation after
gains and losses



Online Tools

- www.standard.com/retirement/education
- Updated monthly



Retirement Planner

Retirement Snapshot

Sample Participant
ABC Company 401(k) Retirement Savings Plan

Your Savings and Investment Plan Snapshot

Consider the Snapshot a kind of retirement reality check. It allows you to compare what savings you may have today with the income you'll need during retirement to maintain your lifestyle.

Learn about our [methodology](#).

Today is 04/15/2015.

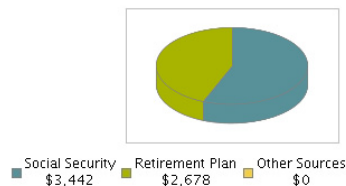
Include Social Security Income? ☒ Yes ☐ No

| Current Projected Monthly Income at Retirement | Amount | Percent of Goal |
|---|--------------|-----------------|
| Social Security Income [?] | \$3,442 | 52% |
| Retirement Plan Income [?] | \$2,678 | 40% |
| Other Sources of Income [?] | \$0 | 0% |
| Total Projected Retirement Income | \$6,120 | 92% |
| Your Income Goal (80% of pre-retirement pay) [?] | \$6,664 | 100% |
| Current Projected Monthly Income Shortfall at Retirement | \$544 | 8% |

Assumptions

| | |
|---|------|
| Retirement Age: | 65 |
| Age Employee Started to Work: | 18 |
| Annual Consumer Price Index Increase: | 3% |
| Annual Growth in Compensation: | 3% |
| Average National Wage Increase: | 3.5% |
| Your Total Retirement Plan Contribution: | 6% |
| Rate of Investment Return: | 6% |
| Current Balance of Your Other Sources of Retirement Income: | \$0 |

Composition of Your Projected Retirement Income



Comparison of Your Retirement Goal and Projected Income



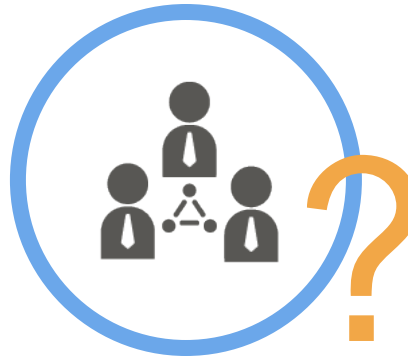
Pick Your Approach

What's right for you?



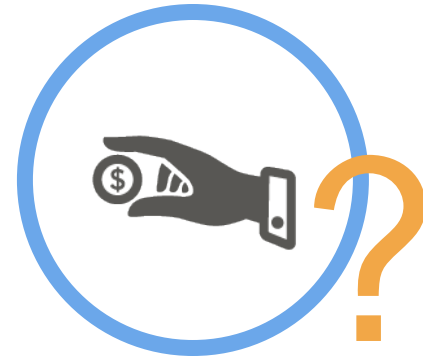
Managed

Do It All For Me



Guided

Guide Me
Through The
Process



Independent

Do It All Myself

Congratulate Yourself

- You are saving toward your retirement
- Your contributions will be deposited in your retirement account



Your Action Plan



Accessing Your Account

Personal Savings Center

www.standard.com/retirement



Interactive phone system

800.858.5420



Take Action Today!

Financial Well-Being In Retirement



Time



Discipline



Knowledge

Forms to Complete

- Savings Form
- Investing Form
- Beneficiary Designation Form

Beneficiary Designation for Death Benefits Form

TheStandard
See reverse for instructions and explanation.

ABC 401(k) Plan
#800000

PARTICIPANT Complete this section (and Spouse section, if necessary), and submit to your employer

Name of Participant _____

Social Security Number _____ Date of Birth _____

I have read the explanation on the back of this form. I understand that if I am married and die before I retire, my Plan Benefits will be paid to my spouse. However, I have the right to waive payment to my spouse as sole beneficiary, provided my spouse consents to the waiver. I can revoke this waiver at any time. This designation replaces any previous designation.

I designate as my primary beneficiary for benefits from this plan:

Name of Primary Beneficiary (please print) _____ Name of Primary Beneficiary (please print) _____

Relationship _____ Date of Birth _____ Relationship _____ Date of Birth _____

Current Address _____ Current Address _____

I designate as my contingent beneficiary for benefits from this plan:

Name of Contingent Beneficiary (please print) _____ Name of Contingent Beneficiary (please print) _____

Relationship _____ Date of Birth _____ Relationship _____ Date of Birth _____

Current Address _____ Current Address _____

I am ☐ married ☐ unmarried

If I am married and have designated someone other than my spouse as my beneficiary, this designation will be effective only if my spouse consents to it by signing in the spouse section below.

X _____
Participant Signature _____ Date _____

Please keep a copy of this form for your records

SPOUSE Complete this section if the participant designated a non-spouse beneficiary above. Your signature must be witnessed by a Plan Representative or Notary Public.

I have read the explanation on the back of this form. I understand that my consent is irrevocable unless my spouse revokes that election.

I consent to the beneficiary designation made by the participant. I understand that if the participant dies prior to retirement, any benefits under the Plan will be paid to the designated beneficiary.

Name of Spouse (please print) _____ X _____
Signature of Plan Administrator or Notary Public _____ Date _____

X _____
Spouse Signature _____ Date _____ Title _____

PLAN REPRESENTATIVE Complete this section if there is no Spouse signature

I, _____, state that it has been established to my satisfaction that spousal consent to this election cannot be obtained because there is no spouse, the spouse cannot be located, or other circumstances make obtaining such spousal consent impossible.

X _____
Plan Representative Signature _____ Title _____ Date _____

17

Thank You

The logo for 'The Standard' features the company name in white, sans-serif font, centered within a large, solid blue shape that resembles a stylized flag or a piece of fabric waving. A registered trademark symbol (®) is located to the upper right of the word 'Standard'.

TheStandard®

Employers and plan participants should carefully consider the investment objectives, risks, charges and expenses of the investment options offered under the retirement plan before investing. The prospectuses for the individual mutual funds and each available investment option in the group annuity contain this and other important information. Prospectuses may be obtained by calling 877.805.1127. Please read the prospectus carefully before investing. Investments are subject to market risk and fluctuate in value.

The Standard is the marketing name for StanCorp Financial Group, Inc. and its subsidiaries. StanCorp Equities, Inc., member FINRA, wholesales a group annuity contract issued by Standard Insurance Company and a mutual fund trust platform for retirement plans. Third-party administrative services are provided by Standard Retirement Services, Inc. Investment advisory services are provided by StanCorp Investment Advisers, Inc., a registered investment advisor. StanCorp Equities, Inc., Standard Insurance Company, Standard Retirement Services, Inc. and StanCorp Investment Advisers, Inc. are subsidiaries of StanCorp Financial Group, Inc. and all are Oregon corporations.

