

Special Notice and Plan Overview

Dexter Community Schools 403(b) Plan

This Special Notice and Overview is provided as a quick reference to certain key provisions of the retirement plan. Since the plan is based on a complex legal document, the Overview does not attempt to describe every aspect of the plan or to detail all of its terms. For a more complete description of plan provisions, refer to the Summary Plan Description. If there is a conflict between this Overview and the plan, the plan's provisions will prevail.

This Special Notice and Overview contains important plan information that must be made available to eligible participants.

Entering the Plan

All employees are eligible to participate in the plan on the first entry date.

Certain groups of employees are excluded from participating in the plan, including:

- √ Non-resident aliens with no US source income

Entry date is immediate after service requirements, if any, are met.

Participant Contributions

Participants may contribute to the plan on a pre-tax basis. These contributions, known as "elective deferrals," must fall within the following range:

Minimum 0 percent of compensation

Maximum \$18,000 in 2017 (additional \$6,000 if age 50 or older) or maximum allowed by law, whichever is less

Other factors may further limit contributions.

Traditional 403(b) contributions are made on a pre-tax basis, thus reducing your current taxable income. Your contributions and earnings grow on a tax-deferred basis and will be taxable upon distribution.

You may change your contribution percentage or re-enter the plan on the first day of any future payroll period. Contact your payroll department for details. If necessary, you may stop your contributions on the first day of any payroll period with reasonable advance notice.

Your participant contributions are 100 percent vested - which means that you own them - at all times.

You can direct how your contributions are invested among the available investment options. If you do not direct how your contributions should be invested, they will be invested in the following default investment option:

Investment	Default Directive Percent
Vanguard Balanced Index Adm	100%

Make sure that your directives cover 100 percent of your contributions. If you direct less than 100 percent of your contributions, the entire amount will be invested in the investment option(s) described above. However, you can transfer your assets from the default investment option to other investment options, without penalty.

You may use the Personal Savings Center at www.standard.com/retirement or the Fee Disclosure section of this document to find out more about your account, including a description of the default investment option, its investment objectives, risk and return characteristics, and any applicable fees and expenses.

Employer Contributions

To help you reach your retirement goals, we may match your contribution to the plan. The amount of the match may be adjusted each year.

Matching contributions are 100 percent vested at all times.

We may also make a profit sharing contribution. When a contribution is made, each eligible employee will receive a pro-rata share of the contribution based on pay.

Profit sharing contributions are 100 percent vested at all times.

Loans

You may qualify to borrow a portion of your vested account balance under the terms of the plan's Loan Policy. The Loan Policy spells out specific details and restrictions, including the amounts that you may borrow from the plan, repayment terms, loan fees and interest rates.

The Loan Policy is available on the Personal Savings Center Web site at www.standard.com/retirement.

We recommend that you consider other sources for your loan needs before borrowing from your retirement account.

Distributions and Withdrawals

A distribution from your account may be available to you or your beneficiary at:

- normal retirement, which is age 65
- financial hardship (as defined by the plan)
- termination of employment
- death or disability

Additional requirements for distributions may also exist. Please review your Summary Plan Description for complete details.

Rolling over retirement accounts

Combining assets from several retirement accounts is much easier now than in the past. Plans may now accept rollovers from:

- 401(k) and other qualified retirement plans
- governmental deferred compensation (457) plans
- tax-sheltered annuities (TSAs) and IRAs

Follow the instructions on the "Application for Rollover" form available on Personal Savings Center at www.standard.com/retirement. Rollover money received by the plan will be invested according to your investment directives for new contributions.

If you have received a distribution check from a retirement plan, you must complete a rollover within 60 days of receipt. If the rollover is not completed within this period, the distribution cannot be rolled over and becomes taxable income. It may also be subject to a 10 percent early withdrawal penalty.

Questions

If you have questions about the plan, please contact Payroll.

To contact a Customer Service Representative at the plan's service partner, The Standard, e-mail savings@standard.com anytime or call 800.858.5420 between 5:00 a.m. and 5:00 p.m. Pacific Time.

More information about your plan's fees and investment options

Descriptions of the plan's fees and investment options are included in the following pages. Each investment option description provides basic information including investment objectives, fund managers, relative risk, fees and a snapshot of its holdings.

Additional information is available through the Personal Savings Center, The Standard's website for retirement plan participants. The performance page found under the investments menu provides performance information for all of the investment options. Click on the name of the investment option for more information about that option, including a link to the mutual fund company's website where you can view a prospectus.

You will also receive an annual notice with updated information regarding to the plan's fees and the investment options' fees and performance.

Frequent Trading Policy

Your retirement plan is intended to help you accumulate assets for your retirement. The plan and the services provided by The Standard have been designed to help support your long-term investment needs throughout your working and retirement years.

The plan is not intended to facilitate frequent trades among investment options or provide "day trading" opportunities. Short-term trading adversely affects the plan's operations and increases the expenses of both the plan and the investment options.

The Standard's agreements with our mutual fund alliance partners require us to adhere to trading rules established in the prospectuses. Besides normal contribution activity, generally one purchase and one redemption in an investment option during a 90-day period is considered reasonable transfer activity.

Trading activity will be monitored. If excessive transfer activity is identified, we may suspend the participant's ability to execute transfers through the Personal Savings Center Web site and INFOLINE telephone system. Any transfers will have to be requested using paper forms and will be executed according to trading guidelines. This may lead to delays in the execution of requested transactions.

Fee Disclosure
Dexter Community Schools 403(b) Plan
As of November 24, 2016

About This Information

Retirement plan sponsors are required by the Department of Labor to disclose the fees related to your plan. This document provides the required information.

Section One contains information covering your participation in the plan and plan-level fees that may be charged to your account. Section Two contains comparative fee and performance information for each investment option provided in your plan. If you have any questions about this information, you can either call 800.858.5420 to speak to a customer representative or talk to your plan administrator.

Section One - Participation and Plan-Level Fees

General Plan Information

Investment Instructions: To direct or make changes to how your account will be invested among the plan's designated investment options, you must complete and submit an Investing Form. If your plan offers the service, you can enroll or make changes to your directives online at www.standard.com/retirement. You may direct the investment of all funds held in your plan account.

Limitations on Instructions: You may give investment instructions on any day the New York Stock Exchange is open for business. Certain restrictions on trading may apply depending on the investment option. Many investment options, such as mutual funds, impose restrictions on frequent trading. The plan is not intended to facilitate frequent trades among investment options or provide "day trading" opportunities. Short-term trading adversely affects the plan's operations and increases the expenses of both the plan and the investment options. The Standard's agreements with our mutual fund alliance partners require us to adhere to trading rules mutually-agreed upon by Standard and the fund company. Section Two below provides more information on these restrictions.

The Standard's Frequent Trading Restriction Procedures: In reviewing for frequent trading, Standard performs a weekly review of participant-directed transactions in order to identify participants who have more than one round-trip during a 90-day period (a "frequent trader"). If a participant has been identified as a frequent trader, a warning letter is sent to the participant. If frequent trading activity continues, the participant's ability to trade via the participant website and the interactive voice response system will be suspended for 90 days. During this period, the participant will be required to submit written requests to trade. Each request will be evaluated, and executed only if it complies with frequent trading rules. After 90 days, the participant's privileges are reinstated. If the participant has a subsequent violation, their trading privileges will be suspended indefinitely and they will be required to submit written requests to trade.

Certain mutual fund companies require us to follow different parameters. For specific details please call your customer representative at 800.858.5420 or your plan administrator.

Voting and Other Rights: The trustee will exercise any voting or other rights associated with ownership of investments held in your plan account.

Designated Investment Options: The plan provides designated investment options into which you can direct the investment of your account. The chart shown in Section Two of this notice lists the options and provides various information about them.

Designated Investment Manager: StanCorp Investment Advisers, Inc. is a designated investment manager with respect to assets held on the Standard's recordkeeping platform.

Brokerage Window Account Option: In addition to the investment options listed in the charts below, the plan offers you the option of directing your own investments through a brokerage account option established with Charles Schwab & Co., Inc. For commission and fee information that applies to the use of this option please refer to http://www.standard.com/pensions/fees/charles_schwab.pdf. To establish a brokerage account, you should contact your plan administrator for the appropriate forms.

Plan Administrative and Individual Expenses

There are certain fees and expenses associated with your plan, such as recordkeeping, compliance, consulting and accounting. Unless the plan sponsor, which is typically your employer, elects to pay some or all of those expenses, they will be paid from the plan assets, which will affect your account balance. The cost for these services fluctuates each year based on a variety of factors. These fees may be reduced by amounts paid by mutual fund companies to The Standard. The Standard passes these amounts back to the plan to reduce or offset fees. The fees shown in the Plan Administrative Fees Table are fees that are not part of the total annual operating expenses.

Other services may be provided periodically to the plan as necessary for consulting, compliance and custodial services. To the extent these expenses are not charged against forfeitures or paid by the employer, or reimbursed by a third party, the plan may charge these expenses against participant accounts.

Annual Plan Administrative Fees

Fee Name	Fee Amount
Plan Administrative Fees (including applicable recordkeeping, accounting, compliance and consulting services. The fees reflect an annual amount deduction proportionally on a quarterly basis)	0.47% assessed on total plan assets, allocated pro rata among participant accounts
Eligible Participants with a Balance	Annual fee of \$40.00 allocated to participant accounts on a per capita basis

Individual Fees

The plan may also impose specific charges against individual participant accounts for certain transactions. These charges may arise based on your use of a feature available under the plan (such as taking a distribution or for processing a qualified domestic relations order in case of a divorce).

Additionally, buying or selling some investments may result in charges to your individual account, such as redemption fees. The Section Two charts below provide information on these investment charges.

Fee Name	Fee Amount
Qualified Domestic Relations Order	\$300.00 minimum
Mainspring Managed Account - Employee Paid	Up to \$10.00 per month
Overnight Delivery	\$30.00 per event
Paper Distribution	\$50.00 per event
Paper Distributions upon Death/ Disability/ Retirement	\$50.00 per event
Paper Loan	\$125.00 per event
Paperless Distribution	\$50.00 per event
Paperless Distributions upon Death/ Disability/ Retirement	\$50.00 per event
Paperless Loan	\$125.00 per event

Section Two - Comparative Fee and Performance Information

This section illustrates the performance of investment options and shows how these options have performed over time. Including all funds in comparative tables allows you to compare them with appropriate benchmarks for the same time periods. If you would like additional information about the investment options, you can go to the website below. You may also call a customer service representative at 800.858.5420 for a free paper copy of the information available on the website.

The tables below show, for the Variable Return Investments, the Total Annual Operating Expenses of each option. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. For Fixed Return Investments, the tables focus on the performance of the investment option. The tables also show shareholder-type fees, which are in addition to the Total Annual Operating Expenses. You may not be charged some of these shareholder-type fees, depending on the fund companies' policies with respect to qualified plans, and your individual circumstances. In addition, mutual fund companies may make revenue sharing payments, in the form of asset based fees, which are collected for the benefit of your plan. These revenue sharing payments may be applied to reduce the fees and expenses associated with your plan (whether the plan sponsor is billed for the services, or the amount is deducted from plan assets) and/or plan pricing, which includes The Standard's fees. Any revenue sharing payments may also be allocated among participants. The amount of revenue sharing payments differs among the mutual funds. Information about an option's principal risks and revenue sharing as well as other important information is available in Personal Savings Center by visiting www.standard.com/retirement and selecting performance from the top menu bar.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return while minimizing your overall risk of losing money.

Variable Return Investments

This Variable Return Investment Table focuses on the performance and costs of investment options that do not have a fixed or stated rate of return. The table below 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 the principal risks of each option is available on the website.

VARIABLE RETURN INVESTMENTS											
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16			Benchmark			Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees	
	1yr.	5yr.	10yr.	1yr.	5yr.	10yr.		Since Inception	As a %		Per \$1,000
Cash Equivalent											
Vanguard Federal Mny Mkt Inv/Cash Equivalent	0.25%	0.06%	0.95%	—	0.49%	0.36%	1.40%	—	0.11%	0.11%	\$1.10
ML USD LIBOR 3 Mon CM											
Bond											
Vanguard Sh Term Fed Adm/Short Government	1.69%	1.17%	3.00%	3.40%	1.52%	1.11%	2.97%	3.36%	0.10%	0.10%	\$1.00
BarCap Government 1-5 Yr TR USD											

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16					Benchmark			Mutual Fund Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception		As a %	Per \$1,000
Vanguard Int Term Treas Adm/Intermediate Bond	3.58%	2.27%	4.97%	5.16%	4.00%	2.16%	4.34%	4.59%	0.10%	0.10%	\$1.00
PIMCO Total Return Instl/Intermediate Bond	5.69%	4.18%	5.98%	7.56%	5.19%	3.08%	4.79%	6.62%	0.46%	0.46%	\$4.60
Vanguard Tot of Bd Mkt Idx Adm/Intermediate Bond	5.31%	3.00%	4.77%	4.54%	5.19%	3.08%	4.79%	4.69%	0.06%	0.06%	\$0.60
Large Cap											
Ridgeworth Ceredex LCV Eq I/Large Cap Value	15.56%	15.22%	6.99%	9.09%	16.20%	16.15%	5.85%	9.50%	0.97%	0.97%	\$9.70
Vanguard Value Index Adm/Large Cap Value	16.30%	16.02%	6.02%	5.66%	16.20%	16.15%	5.85%	6.43%	0.08%	0.08%	\$0.80
JPMorgan US Equity R5/Large Cap Blend	13.26%	16.59%	8.53%	8.63%	14.93%	16.41%	7.40%	7.46%	0.56%	0.56%	\$5.60
Vanguard 500 Index Adm/Large Cap Blend	15.39%	16.34%	7.23%	5.05%	14.93%	16.41%	7.40%	5.30%	0.05%	0.05%	\$0.50
Harbor Capital Apprec Instl/Large Cap Growth	9.05%	15.99%	8.68%	11.17%	13.76%	16.60%	8.85%	10.20%	0.65%	0.65%	\$6.50
MainStay Large Cap Growth I/Large Cap Growth	9.99%	15.08%	8.78%	9.31%	13.76%	16.60%	8.85%	8.89%	0.72%	0.72%	\$7.20
Vanguard Growth Index Adm/Large Cap Growth	13.51%	16.54%	8.80%	4.77%	13.76%	16.60%	8.85%	3.84%	0.08%	0.08%	\$0.80
Small/Mid Cap											
MFS Mid Cap Value R6/Mid Cap Value	13.79%	16.79%	7.97%	12.11%	17.26%	17.38%	7.89%	12.34%	0.77%	0.77%	\$7.70
Vanguard Mid Cap Val Idx Adm/Mid Cap Value	14.73%	17.58%	8.14%	16.58%	17.26%	17.38%	7.89%	16.38%	0.08%	0.08%	\$0.80
AMG Mgrs Fairpointe MidCap I/Mid-Cap Blend	15.51%	16.58%	9.96%	9.60%	14.25%	16.67%	8.32%	9.70%	0.86%	0.86%	\$8.60

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16				Benchmark			Mutual Fund Expenses	*Shareholder Type Fees		
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.		Since Inception	Total Operating Expenses	
										As a %	Per \$1,000
Vanguard Mid Cap Index Adm/Mid-Cap Blend	12.64%	16.52%	8.20%	9.70%	14.25%	16.67%	8.32%	9.89%	0.08%	\$0.80	
Neuberger Berman Mid Cp Gr R6/Mid Cap Growth	4.36%	12.95%	8.23%	9.62%	11.24%	15.85%	8.51%	11.41%	0.68%	\$6.80	
Vanguard MidCapGrwth Idx Adm/Mid Cap Growth	10.33%	15.31%	7.99%	13.72%	11.24%	15.85%	8.51%	14.38%	0.08%	\$0.80	
DFA US Targeted Value I/Small Cap	14.05%	16.75%	6.95%	11.33%	18.81%	15.45%	5.78%	9.66%	0.37%	\$3.70	
Vanguard Sm Cap Val Idx Adm/Small Cap	16.58%	17.46%	7.57%	16.34%	18.81%	15.45%	5.78%	14.38%	0.08%	\$0.80	
DFA US Small Cap I/Small Cap	13.82%	16.84%	8.21%	10.39%	15.47%	15.82%	7.07%	9.08%	0.37%	\$3.70	
Vanguard Small Cap Index Adm/Small Cap	14.97%	16.70%	8.42%	8.74%	15.47%	15.82%	7.07%	7.71%	0.08%	\$0.80	
T Rowe Price New Horizons/Small Cap	14.21%	18.92%	11.53%	11.36%	12.12%	16.15%	8.29%	—	0.79%	\$7.90	
Vanguard Sm Cap Grth Idx Adm/Small Cap	13.04%	15.64%	8.90%	14.19%	12.12%	16.15%	8.29%	14.67%	0.08%	\$0.80	
International Stock											
Harbor International Inst/Foreign	7.75%	7.31%	3.81%	10.68%	9.26%	6.04%	2.16%	—	0.76%	\$7.60	
Vanguard Dev Mkts Index Adm/Foreign	8.05%	8.05%	2.16%	3.57%	9.26%	6.04%	2.16%	3.95%	0.09%	\$0.90	
American Funds EuroPacific R6/Foreign	8.52%	9.11%	4.19%	9.18%	11.51%	7.45%	3.14%	8.82%	0.50%	\$5.00	
Oppenheimer Intl Growth I/Foreign	9.28%	9.99%	5.31%	7.19%	11.51%	7.45%	3.14%	4.90%	0.70%	\$7.00	

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16				Benchmark			Mutual Fund Expenses	Total Operating Expenses As a % Per \$1,000	*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.			
Vanguard Balanced Index Adm/Balanced	11.20%	11.01%	6.78%	5.84%	10.69%	8.57%	5.75%	6.00%	0.08%	\$0.80
Morningstar Moderate Target Risk										

*This table shows the fees elected by the fund. You may not be charged this full amount depending on individual circumstances.

© 2016 Morningstar, Inc. All Rights Reserved. The information contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information. Past performance is no guarantee of future results.

© 2016 Dow Jones & Company, Inc.

Copyright Morgan Stanley Capital International, Inc. 2016 All Rights Reserved. Unpublished. PROPRIETARY TO MORGAN STANLEY CAPITAL INTERNATIONAL, INC.

In providing this information, The Standard makes no representation as to the completeness and accuracy of the current disclosure materials of the issuer of designated investment options or information replicated from such materials.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term cumulative effect of fees and expenses at http://www.dol.gov/ebsa/publications/401k_employee.html. Fees and expenses are only one of many factors you should consider when making your investment decision. Consideration should also be given to whether investment decisions, combined with your other investments held outside the plan, will help you achieve your financial goals.

If you need additional information about your investment options, you may call a customer service representative at 800.858.5420. You may also find information by logging into Personal Savings Center from www.standard.com/retirement.

Please visit Personal Savings Center at www.standard.com/retirement 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.