

Get Real With Your Retirement

Making the Most of Your Workplace Retirement Plan

Dexter Community Schools 403(b) Plan





Time To Dream

What does retirement mean to you? What will it take to get you there? Taking steps now to plan for the future you want is essential — even if retirement is a ways off, even when you're juggling other financial priorities.

Your employer's retirement plan offers one of the best and easiest ways to save. To take advantage of this important benefit, simply follow the instructions below to start online. If you need help, this guide contains more information.

Inside:

- Ways to Overcome Savings Challenges
- Savings and Investment Plan Snapshot
- Tips and Tools for Getting Started
- Information About Your Employer's Retirement Plan

Getting Started Online

Create an account by visiting
www.standard.com/retirement

Click **Enroll in My Plan** and then **Create an Account**. Watch for a verification email.

Login and continue to **My Retirement Account**.

Questions? Call 800.858.5420.

What Can You Do To Prepare For Your Life After Working?

You can get real about your retirement needs, hopes and dreams. To get you started down this path, here are a few questions to inspire you.

- *Where will you be?*
- *What will you be doing?*
- *Will you continue to work doing something you love?*
- *How much savings will you need?*

Your answers will define your retirement.

As you think about how and where you'll be spending your life after work, it makes sense to pause and think about retirement as a whole. What does this word mean to *you*?

It likely means something different to you than it does to your friend, co-worker, neighbor or brother. But while you all have different visions, you just might agree that before any of your retirement dreams can become reality, planning and saving must come first.

Planning Transforms Dreams Into Reality

As you make your way through the booklet, keep the following things foremost in mind:

- Your retirement dreams (your answers from above)
- How starting to save early can help, but just starting is most important
- The plan you set in motion today can help you reach your retirement goal

To Get Started Now:

- Enroll online (www.standard.com/retirement)



Susanna, age 26

- Still paying off college debt
- Wants to travel more
- Dreams about working for a nonprofit helping young women in poverty
- Saving minimum for retirement, but hopes to save more someday

Time To Get Real

Planning can help you comfortably and efficiently reach your retirement goal. But does knowing that inspire you to take action? The reality is that you are influenced by the challenges you encounter — many of which you are not even consciously aware of — on a daily basis.

Understanding how these daily behavioral challenges work to sabotage our savings efforts is the first step. Getting out of our own way is the second. And the third is doing the work toward making our dreams a reality.

What's Your Challenge?

Psychological challenges abound when it comes to saving for retirement. Do any of the following sound familiar to you?

Trapped In A State Of Inertia

Inertia is the tendency to stay at rest or keep moving in one direction until acted upon by an outside force. In the case of saving, planning or investing for retirement, maybe you have never taken steps to enroll.

Overwhelmed By Choices

Having too many choices can actually get in the way of making a purchase or an investment. This booklet simplifies retirement planning for you.

Compelled To Put Things Off Until Later

Maybe you're thinking, "I can't fit saving for retirement into the budget now" or "I'll enroll next time open enrollment comes around." Put these thoughts aside, act now and enroll.

Desiring An Immediate Payoff

Buy and enjoy something now or invest in your retirement plan knowing you won't be able to enjoy the benefits for many years? It's a tough choice, but your future, older self is confident you'll make the right choice today.



William, age 52

- Unmarried with two dogs and a Ford Mustang
- Financially supports his aging parents
- Dreams about restoring vintage cars
- Feels a bit behind in his retirement savings

You Are Not Alone

When it comes to facing challenges with starting to save or saving enough, you are not alone.

Failing To Plan = A Failed Plan

31% have not saved anything for retirement.

35% are “not confident” that they are doing a good job of preparing financially for retirement.

54% have not completed a retirement needs calculation.

2010 Employee Benefit Research Institute's (EBRI) Retirement Confidence Survey, workers surveyed were age 25 or older.

Starting to save is an essential piece of realizing your retirement dreams, yet 31 percent of workers surveyed in the 2010 Employee Benefit Research Institute's “Retirement Confidence Survey” have not saved anything.

The survey also revealed that 35 percent of workers do not feel confident that they are doing well in preparing financially for retirement. And not even half said that they had completed a retirement needs calculation.

Whether or not you can relate to these findings, there's work to be done to move you closer to your retirement goals. Everything in this booklet was designed to do just that.



LeAnn, age 40

- Single working mother of eight-year-old
- Lives paycheck to paycheck
- Dreams of sending her daughter to college
- Resisted temptation to quit saving for retirement to meet today's needs



A Retirement Reality Check

The Savings and Investment Plan Snapshot on the next page projects how much income you may have in retirement and whether that will be enough to meet your goals.

The amount in the gray box under Projected Monthly Retirement Income indicates whether you are on track to have the income you will need to reach your goals.

- If the number is positive, you currently appear to be on track
- If the number is in parentheses (negative), you do not currently appear to be on track

Most people find that they fall into the latter category. If you do, take heart. Continue through the booklet to learn more about how you can use tools and services from The Standard to help increase your actual monthly retirement income and get you back on track to achieve your goals.

Remember, the Snapshot is an estimate that is only as good as the information that was available to The Standard. With additional information — for example, you may have assets in another plan or investments that were not included in this estimate — your actual situation may appear considerably different.

How Was This Snapshot Prepared?

If The Standard received information about you from your employer, the Snapshot was personalized for you. If that information wasn't available, a sample illustration was included.

In preparing a personalized Snapshot for you, The Standard followed a process.

- Information was provided by your employer, including your current
 - age
 - salary
 - retirement plan account balance, if applicable
- Assumptions were made concerning:
 - future increases in your pay
 - your current savings rate
 - rate of return on your plan investments
 - your additional retirement income sources, if any
 - the rate of inflation
 - other factors

Luis, age 47; Gloria, age 44

- **Manager at medium-size firm; owner of small import business**
- **Travel frequently for business and pleasure**
- **Luis is saving in his plan, but Gloria has not yet started**
- **Dream of building a home on the coast**

Savings And Investment Plan Snapshot For:

Participant Name Preliminary (09/30/13)

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	\$2,358
Retirement Plan Income	\$1,076
Total Projected Monthly Retirement Income	\$3,434
Your Income Goal	\$4,231

Monthly income shortfall to be addressed by Savings and Investment Plan Strategy (\$798)

Savings Plan Strategy

Based on the information we currently have about your retirement savings, you may want to consider contributing a straight 12 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%	Fixed Income: 60% Equity: 40%	Fixed Income: 70% Equity: 30%	Fixed Income: 80% Equity: 20%
Initial Allocation	Allocation 14 Years from Retirement	Allocation 9 Years from Retirement	Allocation 5 Years from Retirement

Assumptions

Date of birth: 8/1/1972	Retirement plan contribution: 5%
Annual salary: \$30,000	Investment strategy: moderate risk*
Average long-term salary growth: 3%*	Other retirement investments and savings: not yet considered
Retirement account balance: \$12,500	Unique personal circumstances and considerations: not yet considered

* Default value was used.

Get Started

You may be feeling a bit overwhelmed now that you've experienced a "reality check" by reviewing your Savings and Investment Snapshot. At this point it's crucial that you use this information to get started and move forward on a plan for your retirement.

Later in this booklet you will find a worksheet titled, "How Much Do You Need to Save?" It allows you to enter information about your current situation and goals, then calculate how much you should be contributing to your plan now to enjoy a retirement in line with your goals.

If the Savings and Investment Plan Snapshot on the preceding page was personalized for you, the "Savings Plan Strategy" recommends how much you should be saving today. If you've chosen to use Mainspring Managed, your Savings and Investment Plan Snapshot will spell this out for you.

Use The Power Of Your Retirement Plan

Your employer's retirement plan includes two important features that make saving for retirement easier: tax-deferred compounding and pre-tax savings. In addition, the plan's service partner, The Standard, offers a variety of tools that take the mystery out of deciding how much to save and choosing investments.

Tax-Deferred Compounding

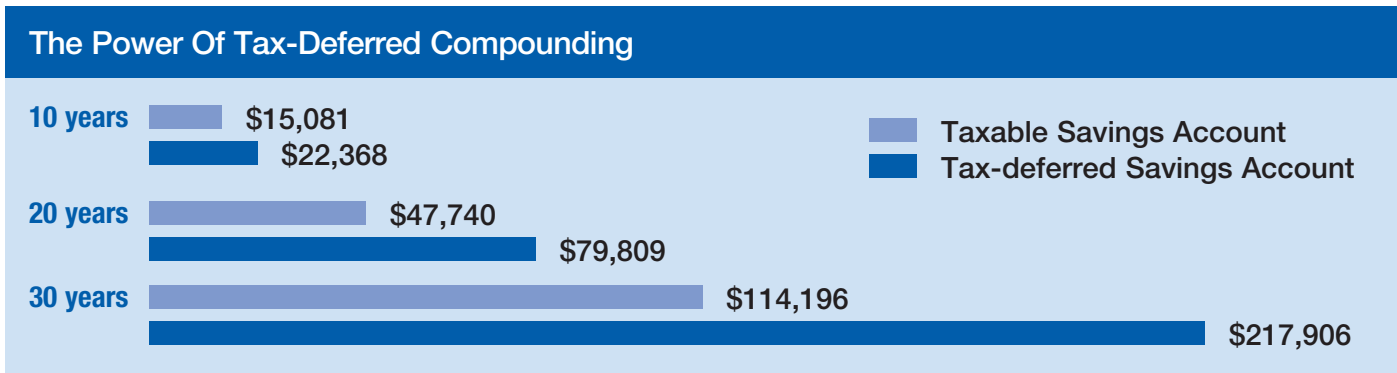
Generally, investments are subject to income taxes as they grow in value. Investments in retirement plans are different; your contributions will grow tax-deferred until withdrawn from the plan. Plus, your money will earn interest on the money you would have otherwise paid in taxes.

This chart, which compares the returns of a tax-deferred account to a regular taxable account, helps you visualize the importance of starting to accumulate retirement income now.



Ryan, age 35

- Engineer who dreams of being a professor later in life
- Married with four-year-old and another on the way
- Day care costs will soon nearly equal house payment
- Saving now with plans of early retirement



This chart is hypothetical and for illustrative purposes only and is not intended to be a projection of future values of any product. The investment return and principal value of an investment will fluctuate and an investor's interest, when redeemed, may be worth more or less than the original investment. Past performance is no guarantee of future results. The Standard imposes certain asset-based fees and administrative fees. These charges were not included; if they were, the tax-deferred performance would have been lower. Withdrawals prior to age 59½ may be subject to a 10 percent federal income tax penalty. This illustration assumes a \$25 weekly contribution, a 25 percent federal income tax rate, a gross annual growth rate of 8 percent, and a 3 percent annual wage increase with a corresponding increase in weekly contributions. Note that lower maximum tax rates on capital gains and dividends could make the investment return for the taxable investment more favorable, thereby reducing the difference in performance between the investments shown. Please consider your personal investment horizon and income tax bracket, both current and anticipated, when making an investment decision as these may further affect the results of the comparison. Withdrawals from the tax-deferred account will be subject to federal and possibly state income tax.

Pre-Tax Savings

Your contributions will be deducted on a pre-tax basis — before taxes are withheld — which will reduce your income taxes and reduce the out-of-pocket cost of contributing to the plan. In addition, certain people may qualify for tax credits that will further reduce the out-of-pocket cost of saving.

The table below can help you estimate how much money will come out of your paycheck before taxes compared to the amount you are actually contributing to your retirement account.

The figures are based on the 2013 federal tax rate: single filer, one exemption, no state tax. Your actual dollar amounts may vary.

1. Find your approximate weekly gross pay across the top.
2. Find the percentage you intend to contribute along the left edge.
3. The top (black) number shows your contribution amount, and the bottom (blue) number shows the amount by which your paycheck is actually reduced. The difference represents your tax withholding savings.

The highlighted areas of the chart illustrate the saving scenario for someone making \$800 a week and contributing 9 percent to her retirement account. She contributed \$72, but her paycheck was only reduced by \$60. The \$12 difference represents her tax withholding savings.



Anne, age 60; Roger, age 64

- Married for 41 years
- Three grandchildren
- Dream of traveling with their son to Europe
- Saving all they can now, trying to choose a retirement date

		Gross Weekly Salary								
		\$400	\$500	\$600	\$700	\$800	\$900	\$1,000	\$1,500	\$2,000
Contribution Percentage	4%	16 13	20 17	24 19	28 23	32 26	36 26	40 30	60 45	80 58
	5%	20 17	25 20	30 25	35 29	40 34	45 32	50 37	75 56	100 72
	6%	24 19	30 25	36 30	42 34	48 40	54 39	60 45	90 68	120 86
	7%	28 23	35 29	42 34	49 41	56 47	63 45	70 52	105 79	140 101
	8%	32 26	40 34	48 40	56 47	64 53	72 52	80 60	120 90	160 115
	9%	36 30	45 37	54 45	63 52	72 60	81 58	90 67	135 101	180 130
	10%	40 34	50 42	60 51	70 59	80 68	90 67	100 75	150 113	200 144
	11%	44 36	55 46	66 55	77 65	88 74	99 75	110 82	165 124	220 159
	12%	48 40	60 51	72 60	84 70	96 81	108 82	120 90	180 135	240 174

¹ Amounts saved in the plan are taxable upon withdrawal.

Pick Your Approach

With any luck, the talk about tax savings has motivated you to take action about your retirement. As you begin to plan, the two most important decisions you will face are:

- How much do I need to save?
- How will I invest it?

Few of us feel adequately prepared by our education or life experience to make these important decisions. The good news is that your plan is working with The Standard to offer options that will simplify the process of making these decisions.

Simply choose one of these three different approaches — Managed, Guided or Independent — to receive the amount of assistance you need to make these important decisions and move closer to reaching your retirement goals.

Managed may be a good choice if you:

- **Need help to regularly and realistically evaluate your situation**
- **Need professional advice to determine how much to save and how to manage your investments**
- **Want automatic adjustments to your savings rate and investment mix over time or as life events occur**
- **Want to improve the accuracy of your plan by providing additional financial information about you and your spouse/partner**

Managed: Do It All For Me

Managed takes away the headache of overseeing your retirement account. If you choose Managed, The Standard will manage both sides of the equation: your savings rate and investment allocation. You will receive professional retirement and investment planning services designed to help you identify your future retirement income needs and develop a real plan to meet your goals.

With Managed, we:

- Get to know you and your retirement income goals
- Tailor a comprehensive Savings Plan Strategy to help you reach your goals
- Create a personalized Investment Plan Strategy based on your individual needs (risk tolerance, retirement date, and other considerations)
- Help you get started
- Invest and professionally manage your portfolio through StanCorp Investment Advisers, Inc., a registered investment advisor
- Keep you on track through automatic adjustments to your savings rate, investment mix and rebalancing of your portfolio
- Help plan for the transition into retirement

We'll use the information you provide to help you determine your current status and estimate your needs for tomorrow. If your circumstances change or if you have questions, you can always call one of our professional investment advisor representatives between 5 a.m. and 5 p.m. Pacific Standard Time (8 a.m. and 8 p.m. Eastern Standard Time).

Your investment portfolio will be professionally managed, automatically rebalanced according to your investment directives, and assessed on an ongoing basis.

Guided: Guide Me Through The Process

Guided takes the mystery out of fund selection for your retirement plan account. You will have all the information and tools you need to navigate the entire decision-making process. By following a simple, step-by-step process, you will be able to answer the question “How should I invest my money?”

With Guided, we:

- Provide tools to help you reach your retirement income goals
 - a calculator to determine whether you are on track to reach your retirement goals
 - a calculator to determine how much to save
 - a quiz (on the following page or online at www.standard.com/retirement)
- Offer pre-mixed investment portfolios that provide a diversified investment portfolio for your tolerance for risk and timeline until retirement
- Offer automatic rebalancing of your portfolio

Your quiz score is an important piece to the Guided process. The score will help identify which pre-mixed portfolio will provide you with a diversified investment strategy that is appropriate for your circumstances. You can then set investment directives and transfer assets to be consistent with the chosen portfolio. The quiz takes about 10 minutes and should be taken annually; if results change, you will have the opportunity to adjust investment portfolios in line with your new score.

Independent: I'll Do It All Myself

If you prefer doing your own research when it comes to your retirement planning, Independent is for you. You can maintain personal control over your retirement account using the quality investment options in your plan. You can still rely on The Standard for educational and online planning tools that help you navigate the investing landscape.

You will have all the same benefits of Guided, but with a difference. Rather than select one of the pre-mixed portfolios, you will have access to a diversified selection of investment options to help you implement your own unique investment strategy.

Ready To Sign Up Now?

Regardless of which approach you take — Managed, Guided or Independent — the “Time to Enroll” section has all the instructions you need to sign up.

Guided may be a good choice if you:

- Prefer to evaluate your situation annually using available tools
- Want to set and manage your savings rate
- Want to use pre-mixed investment portfolios to manage your own investments
- Need a little help managing your investments
- Want your account to be automatically rebalanced

Independent may be a good choice if you:

- Prefer to evaluate your situation annually using available tools
- Want to set and manage your savings rate
- Prefer to do your own investment research
- Want to rebalance your portfolio yourself as needed
- Want to increase your savings rate yourself as needed

Find Your Investment Style

Take the quiz to determine which pre-mixed portfolio is appropriate for you. After each question, circle the letter that best describes you. Then add up the points and match the total with the investor profile on the next page. Please note that this profiling tool is only a guide; for advice specific to your situation, you will want to consider other factors, such as your retirement savings, tax considerations and investing time frame. You should contact your investment professional or tax advisor for personalized advice.

Investor Profile Quiz

1. When do you expect to tap into your retirement account?

- | | |
|------------------------------|-----------|
| a. Less than five years | 0 |
| b. Between five and 10 years | 20 |
| c. Between 10 and 15 years | 30 |
| d. More than 15 years | 40 |

Score: _____

2. What do you expect to happen to your pay (salary) in the next five years?

- | | |
|---|-----------|
| 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: _____

3. How do you feel about investing for retirement?

- | | |
|---|-----------|
| 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, prefer both growth potential and consistency of returns and can tolerate a fair amount of market movement in exchange for 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: _____

4. How much risk are you willing to take in order to potentially increase your investment return?

- | | |
|---|-----------|
| 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: _____

5. If the stock market went down 15 percent, what would you do?

- | | |
|---|----------|
| 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: _____

6. If you received several statements in a row with negative returns and realized that your account had lost 20 percent, what would you do?

- | | |
|---|-----------|
| 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 |

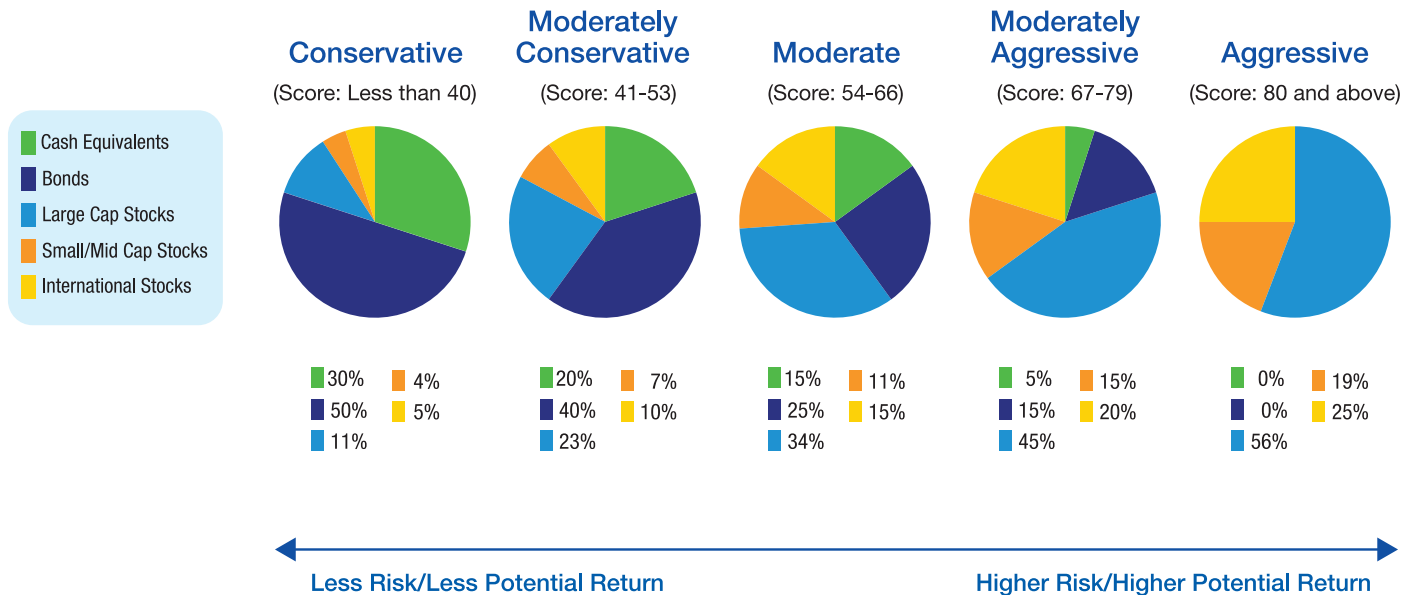
Score: _____

Enter your total score: _____

Use Your Quiz Results To Select A Portfolio

Your asset allocation is an important part of your investing strategy. The following pre-mixed portfolios show how you may want to diversify your investments. Match your score from the Investor Profile Quiz to help determine which portfolio is appropriate for you. If you need more information, you may wish to contact a personal financial advisor.

Guided Portfolios



You should carefully consider the investment objectives, risks, charges and expenses of the investment options offered under the retirement plan before investing. 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. International investing involves certain risks, such as currency fluctuations, economic instability and political developments. These risks may be accentuated in emerging markets.

Your plan may be funded by a mutual fund trust, collective trust or a group annuity contract. All 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.

We'll Rebalance For You

The Standard can rebalance your portfolio to ensure it stays in line with your original wishes. On Personal Savings Center (standard.com/retirement), you can indicate how frequently you'd like your portfolio rebalanced: quarterly, semiannually or annually.

Quick-Enroll Option*

Once you create an online account, use the retirement readiness tool to choose how much to save. Click **Save Changes** when you're ready to submit. That's it!



* The retirement readiness tool may not be available to some plans. You may be asked to add some information before the tool can show results. By using this option to enroll, you will be invested in your plan's default investments. You can change your investments at any time under the My Account, My Investments menu.

Time to Enroll

Take Action Today!

Your employer's retirement plan offers one of the best ways to save for your future. Getting started is easy.

Create an Online Account

- Visit standard.com/retirement.
- Click **Enroll in My Plan** and then **Create an Account**. Watch for a verification email that will need your response.
- Log in and click **Go to My Account**.

Enroll in the Plan

On the website, you may choose a quick enroll option by using the retirement readiness tool (see example at left).

Or, to choose investments and add beneficiaries when you enroll, start by clicking **My Plan, Enroll in My Plan**. We'll walk you through a short step-by-step process.

Sign up for Professional Account Management

Your employer has chosen to make professional account management available to you. With Mainspring Managed, you will receive an investment plan, as well as a recommendation for how much to contribute based on your age and salary.

Simply choose the Mainspring Managed option during the step-by-step enrollment process. If you've already enrolled in your plan, you can add Mainspring Managed. You can learn more and sign up by scrolling on the **Overview** page and selecting **Learn About Mainspring Managed**.

For a more customized experience, after signing up for Mainspring Managed, you can provide additional personal and financial information to fine tune your retirement planning.

If you have questions, please call us at 800.858.5420.

Retirement Plans Advisory Service Center

1100 SW Sixth Avenue
Portland, OR 97204
Phone: 800.858.5420



This insert provides information about the Advisory Service Center licensed individuals who provide services for your account and the contact information for Jeremy Oder, who reviews their work through office interactions, call reviews and observations. This information is a supplement to the StanCorp Investment Advisers brochure. You can contact the Advisory Service Center at 800.858.5420 if you did not receive the brochure, if you have any questions about its contents or to contact Jeremy Oder, Manager of the ASC.

Chris Campbell

Educational Background and Business Experience

- Year of birth: 1965
- Education: Bachelor's degree in French from the University of Oregon
- Employment: Joined The Standard in October 2010 as a Participant Services Representative and became an Advisory Services Representative in May 2013; previously employed at The Vanguard Group.
- Disciplinary information: None

Business Activities

- Investment Adviser affiliations: Investment Advisory Representative, StanCorp Investment Advisers, Inc.
- Broker/dealer affiliations: Registered representative, StanCorp Equities, Inc.
- Other business activities: None

Doug Corra

Educational Background and Business Experience

- Year of birth: 1964
- Education: Bachelor's degree in Management from Indiana University
- Employment: Joined The Standard as an Advisory Services Representative in February 2017; previously employed at Edward Jones, PNC Bank, Merrill Lynch, and Fidelity Investments.
- Disciplinary information: None

Business Activities

- Investment Adviser affiliations: Investment Advisory Representative, StanCorp Investment Advisers, Inc.
- Broker/dealer affiliations: Registered representative, StanCorp Equities, Inc.
- Other business activities: None
- Professional designations: Chartered Retirement Planning Counselor

Nicole Cutcher

Educational Background and Business Experience

- Year of birth: 1981
- Education: Bachelor's degree in Psychology from the University of Toledo
- Employment: Joined The Standard in June 2018 as an Advisory Services Representative; previously employed at Huntington Bank and Fidelity Investments
- Disciplinary information: None

Business Activities

- Investment Adviser affiliations: None
- Broker/dealer affiliations: Registered representative, StanCorp Equities, Inc.
- Other business activities: None

Marina Ford

Educational Background and Business Experience

- Year of birth: 1962
- Education: Business administration studies at Portland Community College; law and philosophy studies at Universidad Santo Tomas de Aquinas
- Employment: Joined The Standard as a Participant Services Representative in May 2014; previously employed at Transamerica, Financial Advisers, Inc. and World Group Securities, Inc.
- Disciplinary information: None

Business Activities

- Investment Adviser affiliations: None
- Broker/dealer affiliations: Registered representative, StanCorp Equities, Inc.
- Other business activities: None

Jeremy Oder

Educational Background and Business Experience

- Year of birth: 1985
- Education: Mathematics studies at Northern Kentucky University
- Employment: The Standard in March 2019 as Manager of the Advisory Services Center; previously employed at Transamerica Retirement Services and Fidelity Investments
- Disciplinary information: None

Business Activities

- Investment Adviser affiliations: None
- Broker/dealer affiliations: Registered representative, StanCorp Equities, Inc.
- Other business activities: None

Marija Petrova Muta

Educational Background and Business Experience

- Year of birth: 1988
- Education: Associate degree in Business Administration from North Country Community College
- Employment: The Standard in June 2018 as an Advisory Services Representative; previously employed at JP Morgan Securities, LLC and Wells Fargo Bank
- Disciplinary information: None

Business Activities

- Investment Adviser affiliations: None
- Broker/dealer affiliations: Registered representative, StanCorp Equities, Inc.
- Other business activities: None

Sandra Sechrist

Educational Background and Business Experience

- Year of birth: 1966
- Education: Bachelor's Degree in Business Administration from Miami University, Oxford, Ohio
- Employment: Joined The Standard as an Advisory Services Representative in February 2017 and became an Advisory Services Representative in April 2017; previously employed at Transamerica.
- Disciplinary information: None

Business Activities

- Investment Adviser affiliations: None
- Broker/dealer affiliations: Registered representative, StanCorp Equities, Inc.
- Other business activities: None

Access Additional Investments Through a Schwab Brokerage Account

If you would like to choose from a wider range of investments than those offered by your retirement plan, consider a Schwab Personal Choice Retirement Account from Charles Schwab & Co., Inc. (Member SIPC).

Available through your employer's retirement plan, a Schwab PCRA is a self-directed brokerage account. Depending on the investments permitted by your employer, you can elect to invest a portion of your retirement account in stocks, bonds, exchange-traded funds, CDs and mutual funds, thousands of which have no loads or transaction fees.

The Schwab PCRA is ideal for knowledgeable investors who follow and understand the market, can dedicate time to managing their PCRA investments and are comfortable with the responsibility and risks associated with this kind of account.

If you think investing through a PCRA is right for you and you're ready to enroll, follow these quick and easy steps:

- Go to: **www.schwab.com/pcra**
- Log in using the following information:

Retirement Plan ID: 357137
Plan Password: 6610
Your Social Security Number

- Follow the steps to complete the online PCRA Account Application

After you open a Schwab PCRA, please allow three business days for the Brokerage Account to show up in your account online at Personal Savings Center (www.standard.com/retirement). You may fund the account by initiating a transfer of cash from your core retirement account. You will need to indicate which investments in your core account to liquidate and the amount you wish to transfer. In addition, you may direct a percentage of future contributions to your PCRA. **Your retirement plan requires that you leave at least 5 percent of your assets in the core investment options held at The Standard.**

Please contact The Standard at 800.858.5420 for more information about how the Schwab PCRA works in your retirement plan. If you need further assistance with your new account, call Schwab's dedicated PCRA Call Center at 888.393.PCRA (7272), available Monday through Friday from 9 a.m. to 7:30 p.m., Eastern.

We hope you enjoy the extensive services and features available through the Schwab PCRA.

Highlights of Your Retirement Plan

Dexter Community Schools 403(b) Plan

This highlights document is not intended to describe every aspect of your retirement plan. For more complete information, please refer to your Summary Plan Description. If there is a conflict between this document and the plan, the plan's provisions will prevail.

When Can I Start Saving?

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

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

Your Contributions

Participants may contribute to the plan on a pre-tax basis.

Your plan also offers a Roth feature, which allows you to contribute to your retirement account on an after-tax basis. Your contributions will be deducted from your paycheck after-tax and earnings on Roth contributions will be tax-free upon withdrawal (if certain conditions are satisfied).

These contributions, known as "elective deferrals," must fall within the following range:

Minimum 0 percent of compensation

Maximum \$19,500 in 2020 (additional \$6,500 if age 50 or older) or maximum allowed by law, whichever is less

How Will My Money Be Invested?

You can choose how your contributions are invested among the plan's available investment options. If you do nothing, they will be invested in your plan's default investment.

Your Employer's Contributions Can Help You Save More

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.

Rolling Over Retirement Accounts

Combining assets from several accounts is easier than ever before. 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 (www.standard.com/retirement).

Questions?

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

To enroll in your plan, create an account at www.standard.com/retirement and use Personal Savings Center.

To contact a Customer Service Representative at The Standard, e-mail savings@standard.com anytime or call 800.858.5420 between 8:00 a.m. and 5:00 p.m. in your time zone.

Fee Disclosure
Dexter Community Schools 403(b) Plan
As of July 21, 2020

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. 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 <https://www.schwab.com/public/file/P-5166587/>. To establish a brokerage account, you should contact your plan administrator for the appropriate forms.

Plan Administrative, Investment Advisory and Individual Plan Fees

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)	0.38% assessed on total plan assets, allocated pro rata among participant accounts
Please refer to the end of this document for more details.	
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

Fee Name**Fee Amount**

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 06/30/20			Benchmark			Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.		10yr.	Since Inception		As a %
Cash Equivalent											
Vanguard Federal Mny Mkt In v/ Cash Equivalent	1.39%	1.10%	0.55%	—	2.11%	1.50%	0.91%	—	0.11%	0.11%	\$1.10
					ML USD LIBOR 3 Mon CM						
Bond											
Vanguard Sh Term Fed Adm/Short Government	4.89%	2.27%	1.79%	3.20%	4.12%	1.86%	1.36%	2.69%	0.10%	0.10%	\$1.00
					BarCap Govt 1-3 Yr TR USD						

VARIABLE RETURN INVESTMENTS											
Name/ Type of Option	Average Annualized Total Return provided as of 06/30/20				Benchmark			Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.		Since Inception	As a %	
Vanguard Int Term Treas Adm/Intermediate Bond	9.21%	3.83%	3.42%	4.85%	10.34%	4.05%	3.34%	4.45%	0.10%	\$1.00	
Vanguard Tot Bd Mkt Idx Adm/Intermediate Bond	8.96%	4.31%	3.77%	4.44%	8.74%	4.30%	3.82%	4.55%	0.05%	\$0.50	
PIMCO Total Return Instl/Intermediate Bond	8.34%	4.42%	4.22%	7.20%	7.88%	4.42%	4.12%	—	0.71%	\$7.10	
Large Cap											
Vanguard Value Index Adm/Large Cap Value	-7.42%	6.44%	11.22%	5.82%	-8.84%	4.64%	10.41%	6.05%	0.05%	\$0.50	
Virtus Ceredex LCV Equity R6/Large Cap Value	-6.31%	5.17%	10.37%	5.06%	-8.84%	4.64%	10.41%	4.98%	0.72%	\$7.20	
JPMorgan US Equity R6/Large Cap Blend	13.13%	11.02%	14.39%	13.34%	7.48%	10.47%	13.97%	12.83%	0.44%	\$4.40	
Vanguard 500 Index Adm/Large Cap Blend	7.47%	10.69%	13.95%	6.38%	7.48%	10.47%	13.97%	6.58%	0.04%	\$0.40	
Harbor Capital Apprec Ret/Large Cap Growth	30.40%	16.69%	17.85%	21.29%	23.28%	15.89%	17.23%	19.02%	0.59%	\$5.90	
MFS Growth R6/Large Cap Growth	20.80%	16.72%	17.22%	17.37%	23.28%	15.89%	17.23%	17.01%	0.57%	\$5.70	
Vanguard Growth Index Adm/Large Cap Growth	24.77%	14.92%	16.77%	7.24%	23.28%	15.89%	17.23%	6.64%	0.05%	\$0.50	
Small/Mid Cap											
MFS Mid Cap Value R6/Mid Cap Value	-9.45%	3.79%	10.80%	7.80%	-11.81%	3.32%	10.29%	7.18%	0.68%	\$6.80	
Vanguard Mid Cap Val Idx Adm/Mid Cap Value	-11.82%	3.61%	10.46%	10.54%	-11.81%	3.32%	10.29%	10.17%	0.07%	\$0.70	
Carillon Scout Mid Cap R6/Mid-Cap Blend	-0.03%	8.45%	12.72%	2.50%	-2.24%	6.76%	12.35%	4.21%	0.88%	\$8.80	

VARIABLE RETURN INVESTMENTS											
Name/ Type of Option	Average Annualized Total Return provided as of 06/30/20				Benchmark			Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.		Since Inception	As a %	
Vanguard Mid Cap Index Adm/Mid-Cap Blend	-0.20%	6.99%	12.47%	9.40%	-2.24%	6.76%	12.35%	9.44%	0.05%	0.05%	\$0.50
Neuberger Berman Md Cp Gr R6/Mid Cap Growth	12.46%	10.34%	14.21%	12.55%	11.91%	11.60%	15.09%	13.27%	0.61%	0.61%	\$6.10
T.Rowe Price New Horizons I/Mid Cap Growth	27.46%	19.03%	21.16%	20.49%	11.91%	11.60%	15.09%	12.79%	0.65%	0.65%	\$6.50
Vanguard MidCapGrwth Idx Adm/Mid Cap Growth	11.51%	10.12%	14.27%	13.56%	11.91%	11.60%	15.09%	14.67%	0.07%	0.07%	\$0.70
DFA US Targeted Value I/Small Cap	-19.38%	-0.63%	8.04%	8.91%	-17.48%	1.26%	7.82%	7.84%	0.36%	0.36%	\$3.60
Vanguard Sm Cap Val Idx Adm/Small Cap	-16.48%	2.00%	9.35%	9.56%	-17.48%	1.26%	7.82%	8.04%	0.07%	0.07%	\$0.70
DFA US Small Cap I/Small Cap	-11.71%	2.33%	10.09%	9.30%	-6.63%	4.29%	10.50%	8.57%	0.35%	0.35%	\$3.50
Vanguard Small Cap Index Adm/Small Cap	-5.60%	5.40%	11.59%	8.29%	-6.63%	4.29%	10.50%	7.24%	0.05%	0.05%	\$0.50
Vanguard Sm Cap Grth Idx Adm/Small Cap	7.78%	9.26%	13.91%	13.50%	3.48%	6.86%	12.92%	12.65%	0.07%	0.07%	\$0.70
International Stock											
Hartford Intl Opportun R6/Foreign	0.31%	3.09%	6.69%	3.77%	-4.80%	2.26%	4.97%	2.43%	0.71%	0.71%	\$7.10
Vanguard Dev Mkts Index Adm/Foreign	-4.26%	2.46%	6.09%	3.65%	MSCI AC World Ex USA NR USD				0.07%	0.07%	\$0.70
American Funds EuroPacific R6/Foreign	3.17%	4.90%	7.48%	8.51%	MSCI AC World Ex USA NR USD				0.46%	0.46%	\$4.60
MFS International Growth R6/Foreign	2.58%	7.45%	8.28%	5.45%	MSCI ACWI Ex USA Growth NR USD				0.77%	0.77%	\$7.70

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 06/30/20				Benchmark			Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.		Since Inception	As a %	
Vanguard Balanced Index Adm/Balanced	8.24%	8.04%	9.94%	6.42%	3.70%	6.00%	7.76%	6.13%	0.07%	0.07%	\$0.70

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

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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 <https://www.dol.gov/sites/default/files/ebsa/about-ebbsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>. 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.

Is Roth Right For You?

Your plan also offers a Roth contribution option. With Roth contributions, your contributions are made after tax. That means income taxes will be paid at the time you make contributions. However, if tax law requirements are met, you can later withdraw your contributions plus any plan earnings tax free. (Remember that tax-deferred earnings are taxed upon withdrawal.)

Which type of contribution is best for you depends on your personal needs and goals. The charts below can help you weigh some of the factors in making your decision. First, though, you should talk with a tax advisor who can help you look at your specific situation and determine which approach — pre-tax or Roth — is best for you.

10 Years Or More From Retirement: Roth Or Pre-Tax?		
	Roth	Pre-Tax
You are currently in a low tax bracket (10-15%)	X	
You expect to be in the same or higher tax bracket at retirement	X	
You can't afford to reduce your spendable pay now to avoid taxes later		X

Less Than 10 Years From Retirement: Roth Or Pre-Tax?		
	Roth	Pre-Tax
You don't expect to be in the same or higher tax bracket at retirement		X
You can afford to reduce your spendable pay now to avoid taxes later	X	
You can wait at least five years before you need your retirement money	X	

How Much Do You Need To Save?

Maybe you feel like every dollar you earn is already spoken for and you just can't afford to put anything aside. However, even investing a small amount of your pay can make a big difference at retirement. Use this worksheet to calculate what you may need to keep you on target to meet your goals.

	Example	You
Your monthly retirement goal		
a. Current monthly pay <i>(before taxes and deductions)</i>	\$4,000	_____
b. Pay increase factor <i>(enter number from table 1)</i>	x 2.09	_____
c. Monthly pay at retirement <i>(multiply line a by line b)</i>	\$8,360	_____
d. Percentage of pay needed at retirement <i>(for example, 70%, 80% or 90%)</i>	x 80%	_____
e. Monthly retirement goal <i>(multiply line c by line d)</i>	\$6,688	_____
Your retirement income sources		
f. Current value of all retirement accounts	\$75,000	_____
g. Monthly income factor <i>(enter number from table 2 on next page)</i>	x .0221	_____
h. Monthly income at retirement <i>(multiply line f by line g)</i>	\$1,658	_____
i. Monthly income from Social Security <i>(see table 3 on next page)</i>	\$3,260	_____
j. Total expected monthly income at retirement <i>(add lines h and i)</i> If this number is less than line e, you are short of your goal.	\$4,918	_____
Amount you need to save		
k. Subtract line j from line e	\$1,771	_____
l. Monthly savings factor <i>(enter number from table 4 on next page)</i>	x .215	_____
m. Monthly savings amount needed to meet retirement goal <i>(multiply line k by line l)</i>	\$381	_____

If line m is zero or negative, congratulations! You're on your way to being ready for retirement. If line m is positive, don't be discouraged. By joining your plan, you can start moving closer to your savings goal.

Table 1 — Pay Increase Factor

Your Current Age							
25	30	35	40	45	50	55	60
3.26	2.81	2.43	2.09	1.81	1.56	1.34	1.16

Results assume retirement at age 65, 3 percent annual pay increase and 3 percent inflation in retirement. Mortality based on 2013 Table for Distributions Subject to §417(e)(3) as published in IRS Notice 2008-85. Expected returns in retirement vary based on pre-retirement returns. For 3 percent pre-retirement returns, post-retirement returns are 3 percent. For 6 percent and 9 percent pre-retirement returns, post-retirement returns are 5 percent.

If you are a plan participant, you can access an interactive, online retirement calculator at www.standard.com/retirement. Be sure to have your user ID and password available.

This information is not intended to represent the return of any specific investment. There is no guarantee that these results will be achieved or sustained. Actual results will vary.

Table 2 – Monthly Income From Retirement Account

Annual Investment Return	Your Current Age							
	25	30	35	40	45	50	55	60
3%	.0136	.0117	.0101	.0087	.0075	.0065	.0056	.0048
6%	.0530	.0396	.0296	.0221	.0165	.0124	.0092	.0069
9%	.1619	.1052	.0684	.0444	.0289	.0188	.0122	.0079

Table 3 – Monthly Income From Social Security

Current Annual Pay	Your Current Age							
	25	30	35	40	45	50	55	60
\$20,000	\$2,972	\$2,525	\$2,141	\$1,812	\$1,531	\$1,292	\$1,158	\$988
\$30,000	3,748	3,190	2,709	2,295	1,940	1,637	1,468	1,254
\$40,000	4,524	3,854	3,276	2,777	2,350	1,983	1,778	1,519
\$50,000	5,300	4,519	3,843	3,260	2,758	2,329	2,089	1,784
\$60,000	6,076	5,184	4,410	3,743	3,168	2,674	2,399	2,049
\$70,000	6,853	5,841	4,943	4,177	3,526	2,973	2,664	2,273
\$80,000	7,256	6,152	5,209	4,403	3,718	3,135	2,810	2,397
\$90,000	7,620	6,464	5,475	4,630	3,910	3,297	2,955	2,521
\$100,000	7,984	6,775	5,740	4,856	4,101	3,458	3,100	2,639

Based on 2011 calculation date and limits, 3 percent annual inflation and 3.5 percent annual wage increase. For an estimate of your Social Security benefits, you can use this table or contact the Social Security Administration at 800.772.1213 or www.ssa.gov for a Personal Earnings and Benefit Estimate Statement.

Table 4 – Monthly Savings Needed to Fund Monthly Retirement Income Shortage

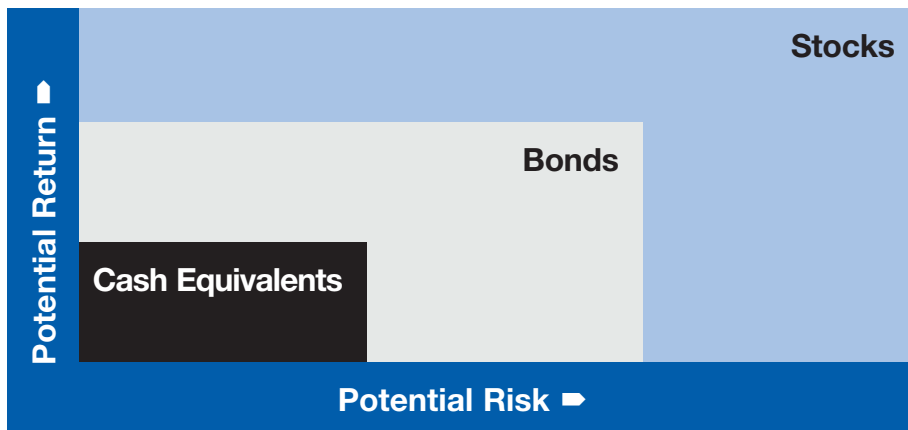
Annual Investment Return	Your Current Age							
	25	30	35	40	45	50	55	60
3%	.156	.207	.280	.389	.564	.872	1.517	3.516
6%	.067	.097	.142	.215	.337	.563	1.057	2.639
9%	.033	.053	.086	.143	.245	.447	.911	2.458

Understanding Risk

Now that you have a better idea of what you'll need to save, look at the investment options offered by your retirement plan. When it comes to investing your money, a little understanding can go a long way. The more you know about different types of investments — as well as the risks involved — the more you will be empowered to make better choices. Investments can usually be described in three ways:

- Cash Equivalents
- Bonds
- Stocks

Risk — the chance you could lose money — is a simple fact of investing. But riskier investments sometimes have a greater potential for growth. The reason for this is simple: An investor choosing between two investments generally would not choose the riskier of the two unless it offered a chance of earning a higher return. To attract investors, riskier investments generally provide more growth potential. The graph below shows where different investments fall on the risk/return scale.



Of the three basic investment groups, stocks offer the highest potential investment returns — and the most risk to principal (the amount invested). Bonds offer moderate potential return and less risk of principal loss than stocks. Cash equivalent investments offer low risk and returns that historically have been at, or slightly above, inflation. Losing money with cash equivalents is unlikely. However, your returns may not be high enough to stay ahead of inflation. In effect, the returns you earn may be just enough to maintain your purchasing power as prices rise.

Diversification Helps You Manage Risk

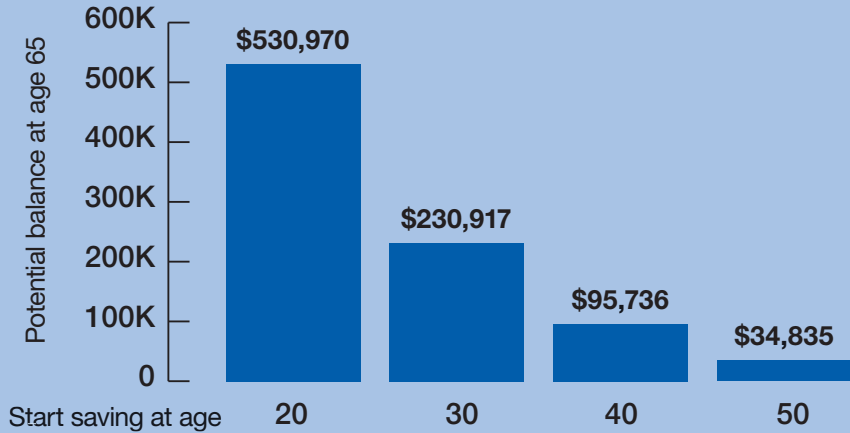
Diversification is the process of spreading your money among different investments. Most mutual funds are automatically diversified. Let's say you invest your money in a stock fund. That fund may hold stock in many individual companies. Even if a few of those companies do poorly, those losses may be offset by the stocks that perform better than expected. But be aware that diversification does not guarantee a profit or protect against a loss in a declining market.

Educational Materials

As this chart illustrates, it pays to start earlier rather than later when it comes to saving.

Time Is On Your Side

Potential growth of a hypothetical \$100 monthly retirement plan contribution

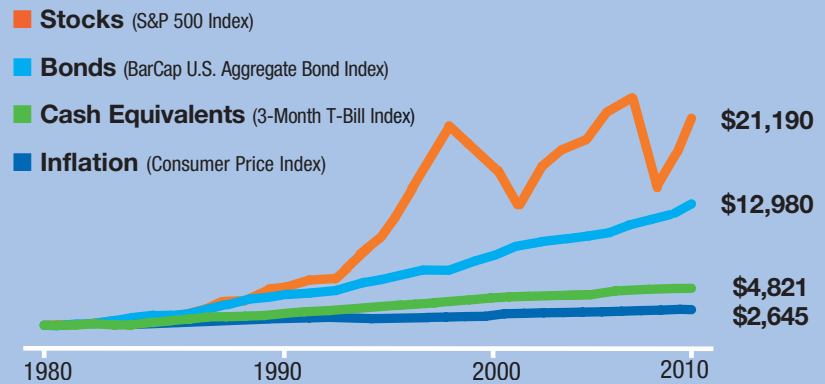


This example is hypothetical and for illustrative purposes only and is not indicative of the performance of any specific investment. Investments are subject to market risk and fluctuate in value. Past performance is no guarantee of future results. This illustration assumes a gross annual growth rate of 8 percent, compounded monthly and assumes contributions are made at the beginning of each month.

Time Can Help Smooth Out Risk

Stocks have historically been much riskier than investments like bonds or cash equivalents. But as you can see from the chart to the right, stocks have historically outperformed other types of investments over time.

Different Investments, Different Returns (Dec. 1980 – Dec. 2010)



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 1980 and held through December 2010. **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.

Glossary

Asset Allocation: The allocation of investments among options that have different investment objectives and that invest in different segments of the financial markets to distribute the risk to your savings.

Asset Class: Types of investments such as stocks, bonds and cash equivalents.

Automatic Rebalancer: An optional service that will periodically transfer assets in your account so the allocation of assets remains aligned with your current investment directives.

Balanced Fund: A fund investing in stocks, bonds and cash equivalent securities.

Beneficiary: A person designated by you, or by the terms of your plan, who is or may be eligible for benefits under the plan if you die.

Cash Equivalents: Assets that are very liquid, highly stable (do not have a lot of volatility) and have a great degree of principal protection.

Compound Returns: Earnings that occur when returns remain in an account and begin to earn their own return.

Diversification: Investing in different companies in various industries or in several different types of investment vehicles to spread risk.

Eligibility: Requirements that define who may participate in the plan and when participation may begin. Consult your Summary Plan Description or "Highlights of Your Retirement Plan" in this booklet for the specific requirements that apply to your plan.

ERISA: The Employee Retirement Income Security Act of 1974 is the federal law that protects employees' interest in employee benefit plans.

Expense Ratio: A mutual fund's expenses for operation and management of the fund during a year, expressed as a percentage of the fund's total assets.

Growth Fund: A mutual fund that invests primarily in stocks of companies that the fund manager expects to have earnings that grow faster than the rest of the market.

Index (Stock or Bond): A benchmark for measuring market activity. Investment indices are created by taking a sample of those investments that you are trying to compare. Different indices measure different types and sizes of investments.

Investment Objective: The stated goals of the fund manager for a particular investment option.

Investment Options: The choices available to you for the investment of your retirement plan contributions.

Large Cap: Companies whose market capitalization typically exceeds \$10 billion.

Lifecycle Fund: Lifecycle funds and target date funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. The principal value of target date funds and lifecycle funds is not guaranteed at any time, including at the target date. Their objectives and investment strategies change over time, generally becoming more conservative as the investor nears retirement. The target date is the approximate date when investors may begin withdrawing from the fund.

Market Capitalization: A measure of how large a company is, market capitalization is calculated by multiplying the market price per share times the total number of shares outstanding.

Mid Cap: Companies whose market capitalization typically falls in the range of \$1 billion to \$10 billion.

Net Asset Value: The closing price of a mutual fund as of a specific date.

Principal: The amount you invest in a plan, as distinguished from interest or profit.

Prospectus: Printed material that provides full disclosure of pertinent information about an investment option.

Real Estate Fund: A fund that invests in securities related to real estate, such as real estate investment trusts and stocks of companies in the real estate business. Real estate investment funds are subject to risk, such as market forces, that may affect the values of their underlying real estate assets.

Return: The increase or decrease in the value of an investment due to investment performance.

Risk: The chance that the value of an investment could decline in the marketplace.

Rollover: Transfer of a distribution from a retirement plan to another plan or IRA without payment of taxes.

S&P 500: A composite index of 500 stocks compiled by Standard & Poor's Corporation that is used as a broad measure of stock market performance.

Securities: Assets such as stocks, bonds, etc., that allow you to participate in earnings and the distribution of property or other assets of the corporation issuing the security.

Small Cap: Companies whose market capitalization is typically less than \$1 billion. Small-company investing involves specific risks not necessarily encountered in large-company investing, such as increased volatility.

Stocks: Also known as equities, stocks represent shares of ownership in corporations and their value will fluctuate with market conditions. Future returns may or may not be enough to overcome possible annual declines. Depending on the circumstances, there may be tax consequences associated with the sale or purchase of stocks.

Summary Plan Description: A written description of your plan in an easy-to-read form, including a statement of eligibility, employee rights and appeal procedures.

Target-Date Fund: See "Lifecycle Fund" entry.

Value Fund: A mutual fund investing primarily in stocks of companies that the fund manager thinks are currently undervalued in price and expects eventually to see their worth recognized by the market.

Vesting: Your degree of ownership of retirement benefits or contributions made on your behalf. Benefits or contributions that are vested belong to you even if you leave your current employment. Benefits may be partially or fully vested, depending on your plan's provisions. Employee contributions are always fully vested. Employer contributions may be vested immediately, after a specified length of time or gradually over a number of years.

Volatility: The tendency of an investment to experience price swings (ups and downs) in a short period of time.

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Plan sponsors and 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.

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