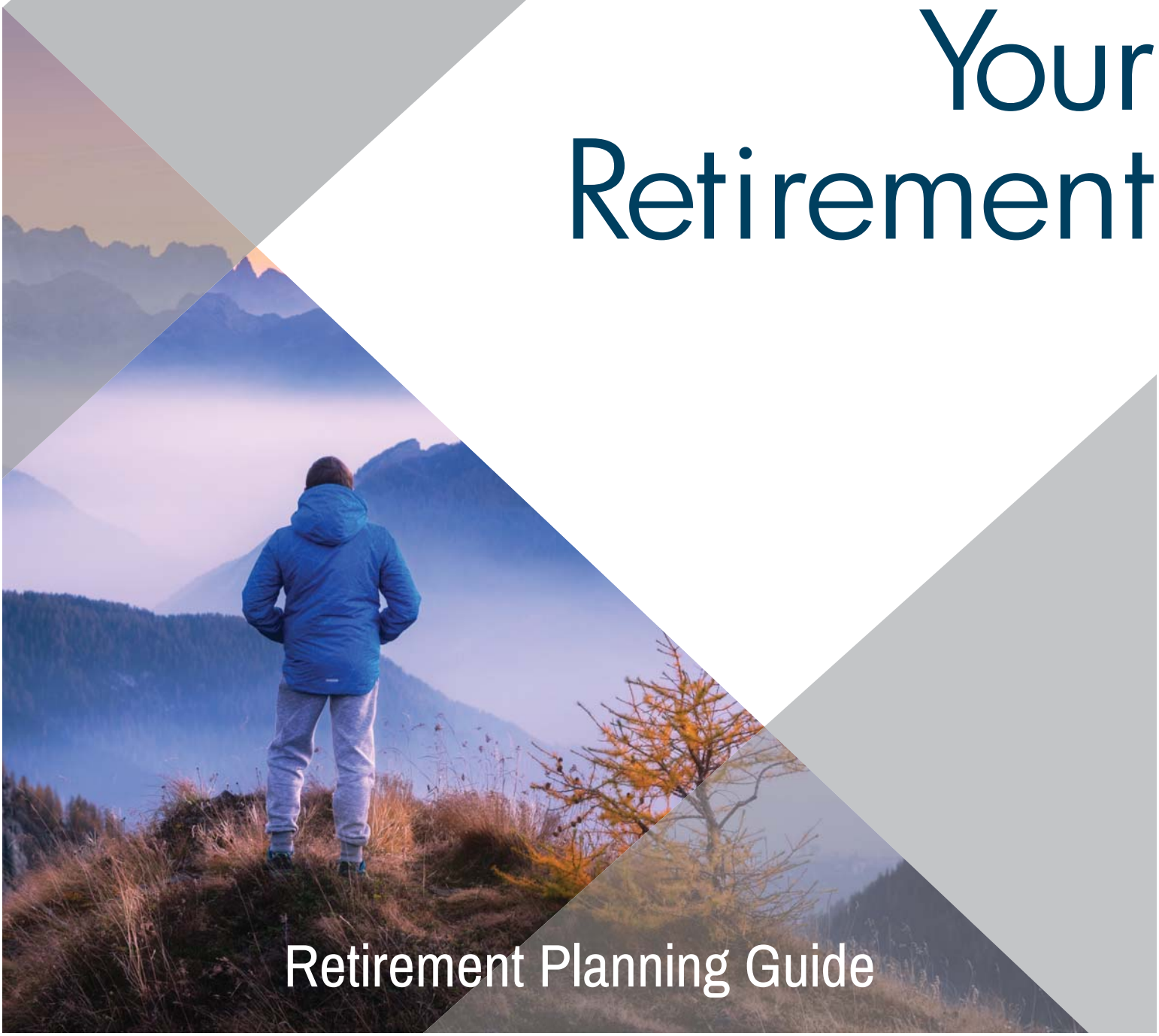
Elevate Your Retirement



Retirement Planning Guide

Let's Get Started!

You are eligible to join your company sponsored retirement plan!

A successful retirement tomorrow is the result of proper planning today. Saving and investing are both key to reaching your retirement goals. Start today and you will be on your way!

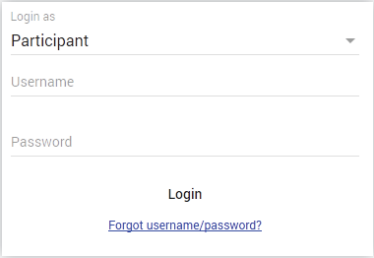
Next Steps

Please review this Enrollment Guide carefully and follow the steps described below and on the following page(s) to join the plan.

Set Up Your Account Online

Login to www.go-retire.com using the following temporary credentials:

- User ID: social security number (no dashes)
- Password: 8-digit date of birth (MMDDYYYY)



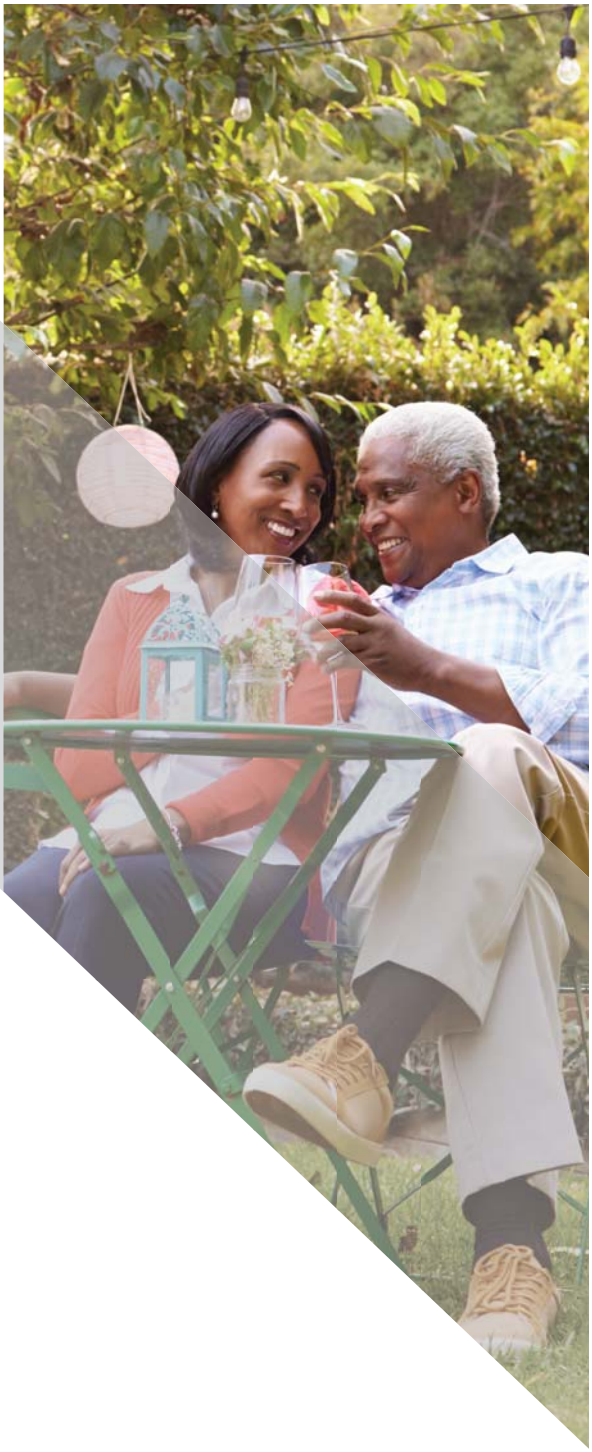
You will immediately be asked to create a unique user ID and password and set up account security questions.

Your Plan Accepts Rollovers

There are many potential benefits of consolidating your IRAs or 401(k) plans from previous employers into your new account. Give us a call and we'll be happy to walk you through the rollover process (800) 716-3742.

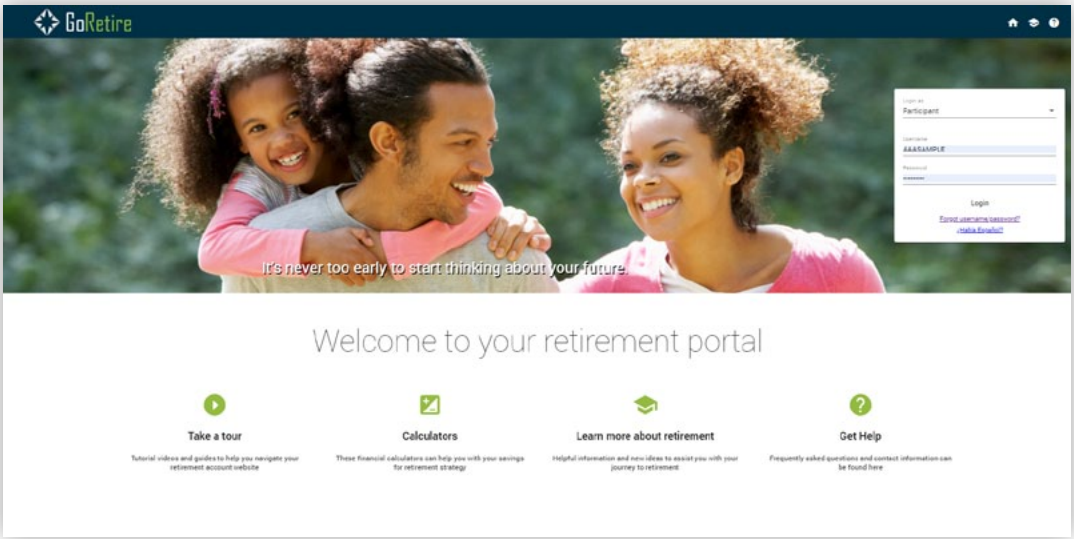
Contact Information

Participant Service Representatives can be reached toll free at (800) 716-3742. We are available Monday through Friday from 8am-8pm ET.



Creating and maintaining a unique user ID and password is critical to the protection of your personal information and account confidentiality. For that reason, please be sure to login and make those changes, even if you do not intend to enroll in the plan at this time.

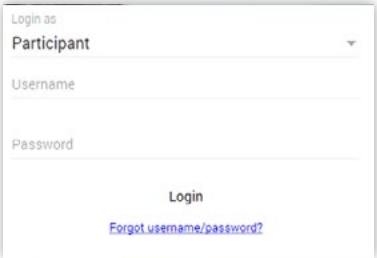
Enrolling is Easy!



Follow these straightforward steps to enroll in your company's retirement plan.

Login to www.go-retire.com using the following temporary credentials:

- User ID: social security number (no dashes)
- Password: 8-digit date of birth (MMDDYYYY)

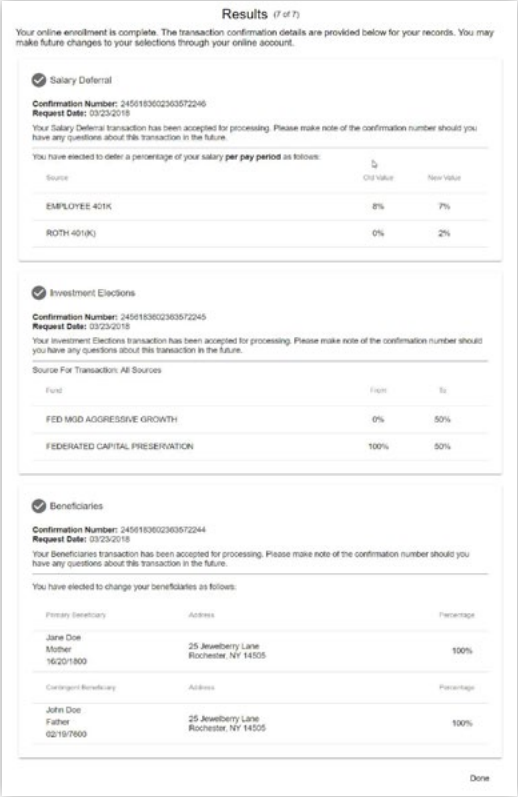


You will immediately be asked to create a unique user ID and password and set up account security questions.

The Enrollment Wizard will then take you through a series of steps including:

- Update of Personal Information
- Deferral Election
- Investment Election
- Beneficiary Designation

Once completed, review and submit to finish the enrollment process. An on-screen 'Results' page will be displayed and email confirmations will be sent to you.



Creating and maintaining a unique user ID and password is critical to the protection of your personal information and account confidentiality. For that reason, please be sure to login and make those changes, even if you do not intend to enroll in the plan at this time.

How Much Do I Really Need For Retirement?

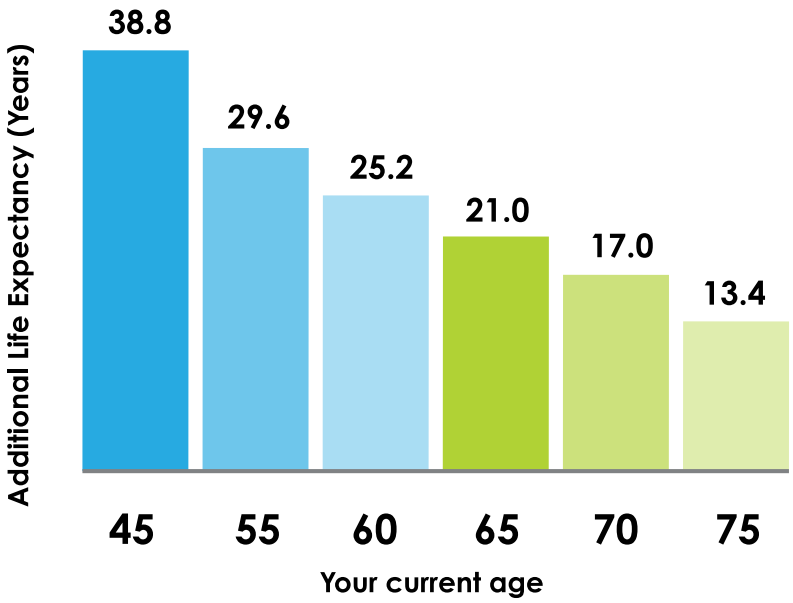
If you're like most people, you want your retirement years to be carefree years, without financial worries. Realistically, you should plan to save enough to replace the majority of your annual income for EACH YEAR of your retired life.

How Much Will You Need?

Industry experts suggest most people need to replace between 75% and 100% of their pre-retirement income for each year spent in retirement. This amount will depend on how you adjust your living standards in retirement.

How Long Will You Need It?

The great news is that we are all living longer! As a result, retirement can last decades, rather than years, and saving enough has become more important than ever.

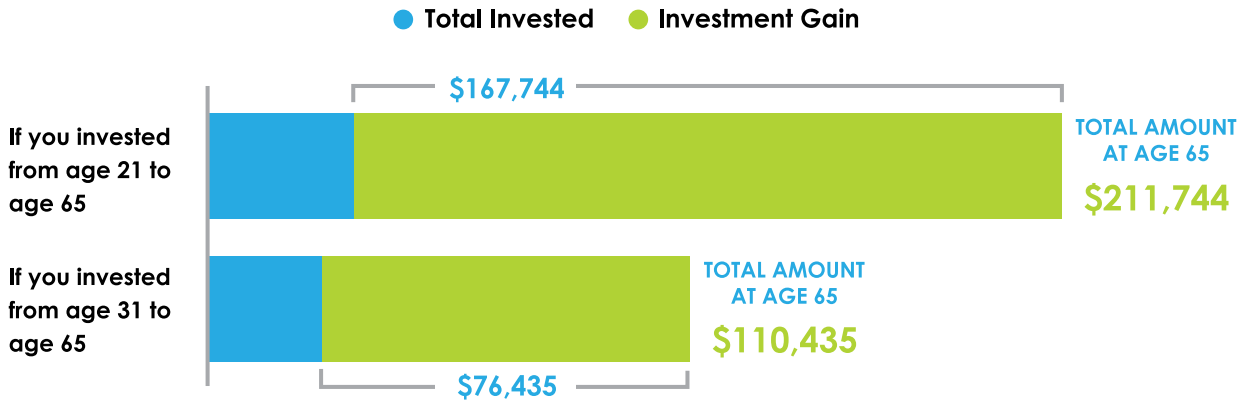


This table is based upon averages calculated by the IRS.
Source: IRS Single Life Expectancy Table

Start Early

Time can be your most important ally when you're saving for retirement. The longer you have to invest, the greater the potential benefits of compounded earnings. Starting early and increasing your savings gradually over time will help you come out ahead.

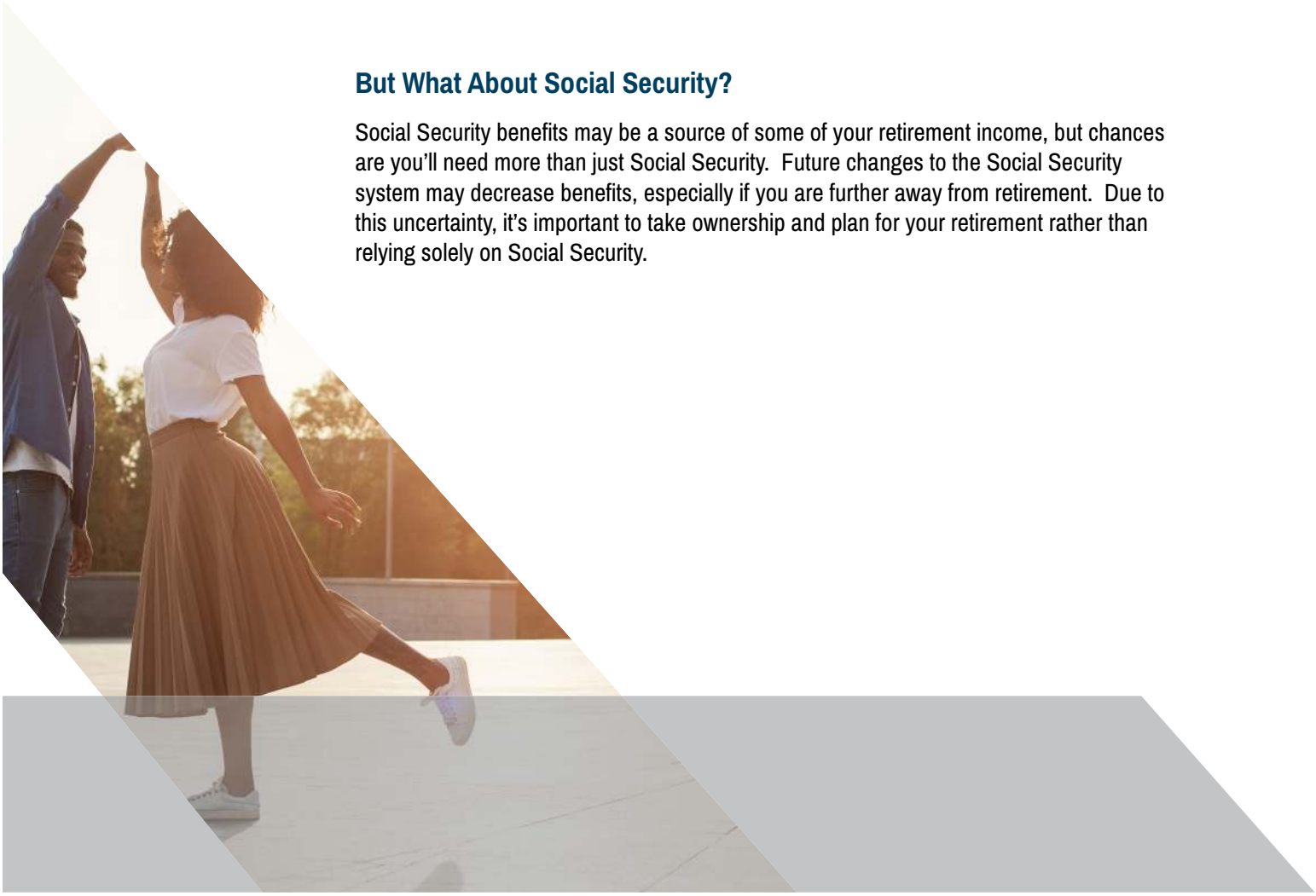
THE ADVANTAGE OF INVESTING EARLY



Assumes single deposit of $1,000 at beginning of year and a 6% annual return.
This chart is hypothetical and for illustrative purposes only. It is not indicative of any particular investments.

But What About Social Security?

Social Security benefits may be a source of some of your retirement income, but chances are you'll need more than just Social Security. Future changes to the Social Security system may decrease benefits, especially if you are further away from retirement. Due to this uncertainty, it's important to take ownership and plan for your retirement rather than relying solely on Social Security.

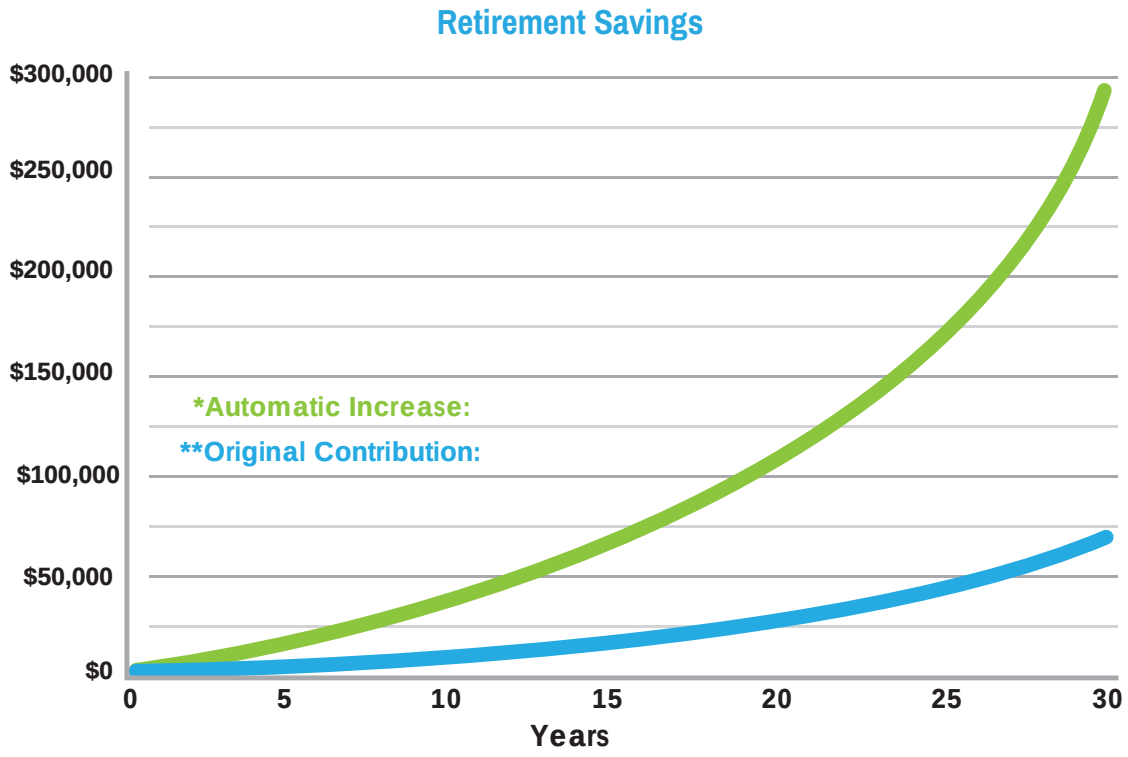


Automatic Deferral Increase

Monitoring and managing accounts are core functions of the participant web experience. Through our web and mobile applications, you can log in anytime to easily view and/or change your deferral amount.

Participants in plans that offer online deferral changes also have the ability to set up a **custom automatic deferral increase**. The feature gives you the power to "set and forget" an incremental savings growth strategy. Simply turn on the Auto Increase feature in the Deferral Change module and set three items:

1. The increment by which you would like to increase your deferral.
2. The date on which you would like the annual increase to occur each year.
3. Your maximum and final deferral rate.



*Assumes a $30,000 salary,
a 3% payroll deduction, a one percentage-point annual increase (up to 15% cap), and an 6% average annual rate of return.

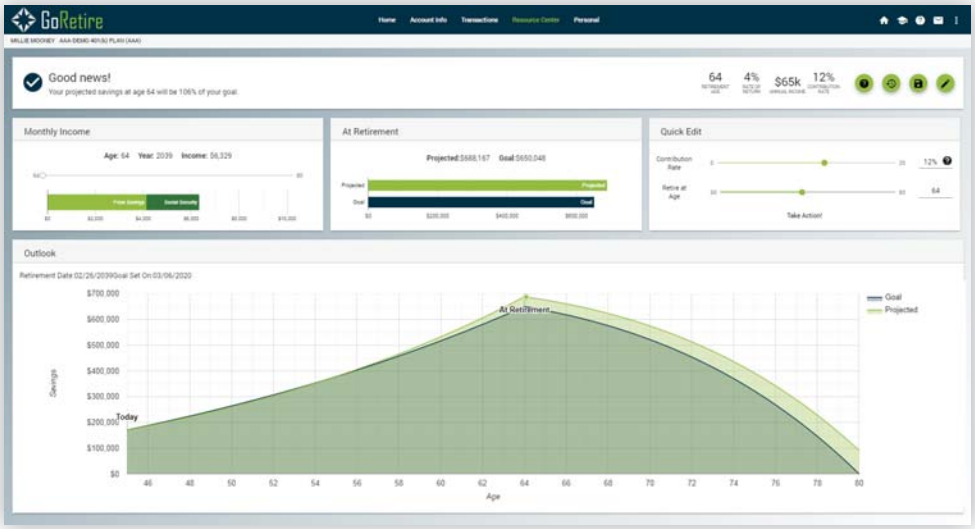
**Assumes a $30,000 salary,
a 3% payroll deduction, no annual increase, and an 6% average annual rate of return.

This chart is hypothetical and for illustrative purposes only.

My Retirement Goal

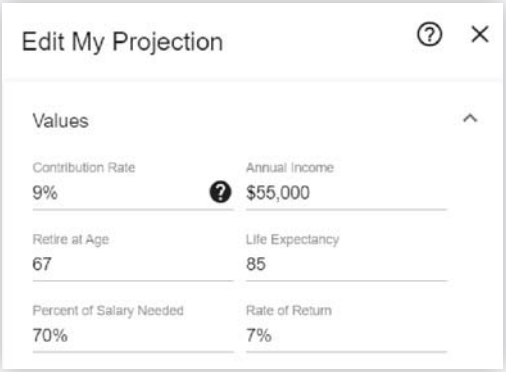
Use our online calculator to help determine your savings goal and how to get there.

After you log in, click here:



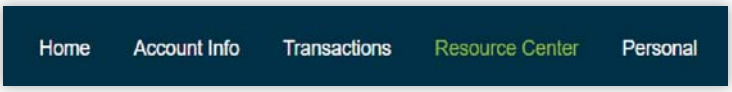
You will need to enter some basic data to get an instant and simple projection. To get a more robust and personalized retirement goal, click the pencil icon to open the 'edit drawer'.

Here you can modify the assumptions being used to calculate your goal as well as add additional accounts or expenses you may have. The more information you add, the more accurate the projection will be.

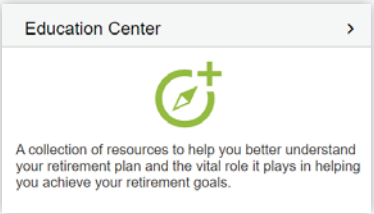


Retirement Education Center (REC)

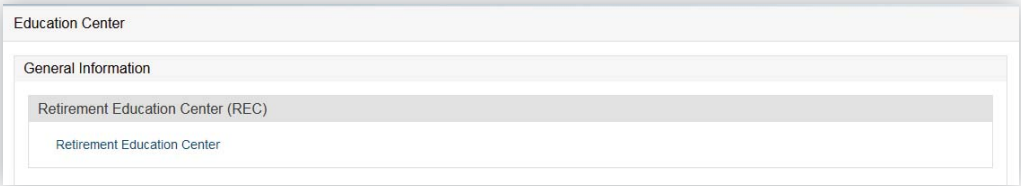
You can access the REC by selecting the link found in the Resource Center of your participant account.

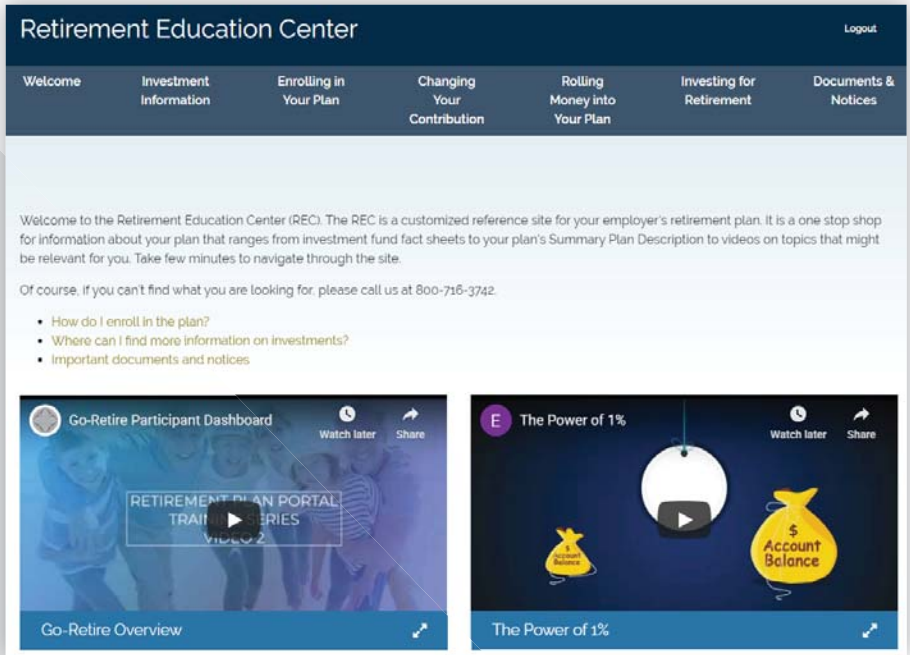


The REC is a tool that contains information specific to your plan. Via the REC you have access to a variety of resources which can aid you in your retirement planning.



- Educational Videos
- Retirement Calculators
- Investment Information





Investing Basics

Once you've decided to save for retirement, the next decision is how to invest your money. Before you do, it's helpful to understand some basic concepts.

The investments available in your plan range from very conservative and less risky to very aggressive and more risky. Historically, riskier investments offer the opportunity for greater returns over time, but they also come with a greater chance for loss.

Equities

Higher Risk, Higher Potential Reward

Stock represents an ownership interest in the company that issued the shares. A stock's value rises and falls with the success of the company, the general conditions of the stock market and economy, and the stock's appeal to investors.

Less Risk

Bonds

Moderate Risk, Moderate Potential Reward

Bonds generally pay the investor a fixed rate of interest over a specified period of time. When you invest in bonds you are essentially lending money to the bond issuer, often the government or a large corporation, for a certain number of years.

Less Risk

Stable Value & Money Market

Lower Risk, Lower Potential Reward

Stable Value & Money Market funds are the most conservative investment option. While funds in this category are lower risk, they historically provide returns near the rate of inflation.

What is a Mutual Fund?

Mutual funds are investments that pool your money together with other investors to purchase shares of a collection of stocks, bonds, or other types of investments that might be difficult to amass on your own.

The information on the following pages will give you more detail about the types of investments available in your plan.

The information above is for informational purposes only. It is not intended to be investment advice.

Determine Your Asset Allocation

There are several important topics to consider as you make your investment selections:

- Review your **RISK TOLERANCE** - Align your exposure to the volatility of stocks with a level that makes you comfortable.
- Make sure your portfolio is **DIVERSIFIED** - Choose various types of investments that will behave differently to reduce your risk and volatility, or a single investment, like a target date or risk based portfolio that provides this diversification for you.
- **REBALANCE** your investments. Once you have determined the level of risk you're comfortable with, maintain that allocation by rebalancing, a feature that can be automated using the Go-Retire website. This feature is often inherent in risk based and target date funds.

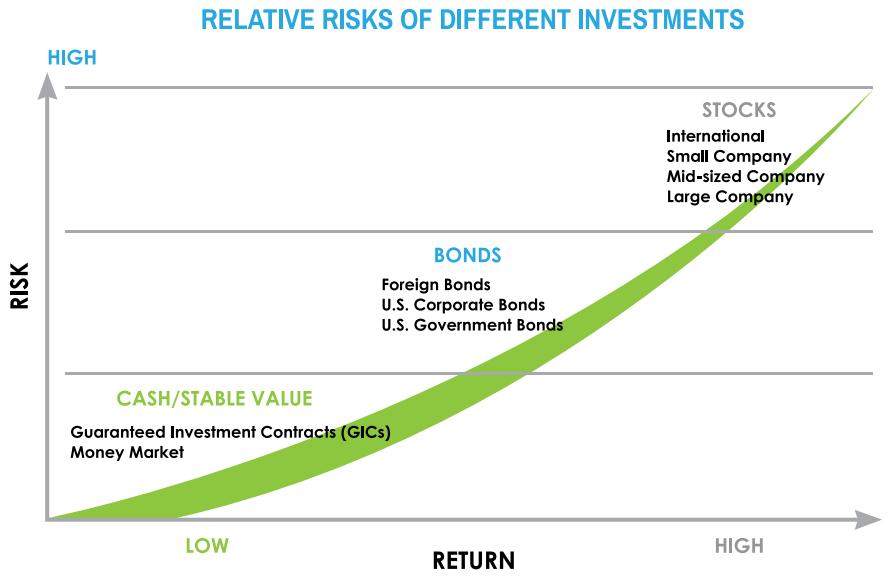
Living with Investment Risk

Understanding and learning to manage risk is important to your success as an investor. Typically, investments that present the most risk also offer the highest potential return. If you put your money in only low risk investments, you may not earn enough to meet your retirement savings goal. You need to know the risks associated with each investment class, the earnings potential of each type, your own risk tolerance, and investment strategies that can help you take all of these variables into account.

Calculate Your Risk

The degree of risk you're willing to take with your investments is known as your risk tolerance.
Investors with longer investment time frames can generally tolerate more risk than investors who have shorter time frames — say, a few months or years — before they need their money. Over the short term, market volatility is a serious risk factor since the value of your investments may be down when you withdraw your funds. But, for long-term investors, you don't have the risk of needing to sell when the market drops. Therefore, the longer you have to invest, the more risk you may be able to tolerate.

However, time is only one consideration when you assess your risk tolerance. Your own comfort level is also important. If your investments are in asset classes that tend to fluctuate widely, you must be willing to accept that the value of your investments may drop significantly from time to time. Conversely, if you have invested very conservatively, you must consider the possibility that your returns will not keep up with inflation in the years ahead.



The information above is for informational purposes only. It is not intended to be investment advice.

Risk Tolerance – Your Investor Profile

The quiz below can help give you an idea of how much risk you are able to tolerate in your portfolio. Read the following statements and select the corresponding option related to your level of agreement, age and time until retirement. Your total score will help you determine your Investor Profile which can be used as a guideline as you make your investment selections.

1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree

1. I am knowledgeable about personal investing and economic issues.	1	2	3	4	5
2. I am willing to accept above-average risk to achieve above average return.	1	2	3	4	5
3. Staying ahead of inflation is very important to me.	1	2	3	4	5
4. If my investments lose money I can easily resist the urge to sell them.	1	2	3	4	5
5. I do not plan to make withdrawals from my retirement account prior to retirement.	1	2	3	4	5
6. My current age.	60 or over 1	50-59 2	40-49 3	30-39 4	Under 30 5
7. My approximate number of years until retirement.	5 yrs 1	10 yrs 2	15 yrs 3	20 yrs 4	25+ yrs 5

Total Score

Investor Profile

7-12	13-18	19-24	25-29	30-35
Conservative	Moderately Conservative	Moderate	Moderately Aggressive	Aggressive

REMEMBER!

You will need to reevaluate your tolerance over the course of time as circumstances change. Feel free to revisit this questionnaire as often as you'd like to ensure that you are appropriately aligned.

The information above is for informational purposes only. It is not intended to be investment advice.

Investing Can Be Easy!

If you find the concept of investing to be overwhelming, your plan offers a straightforward option.

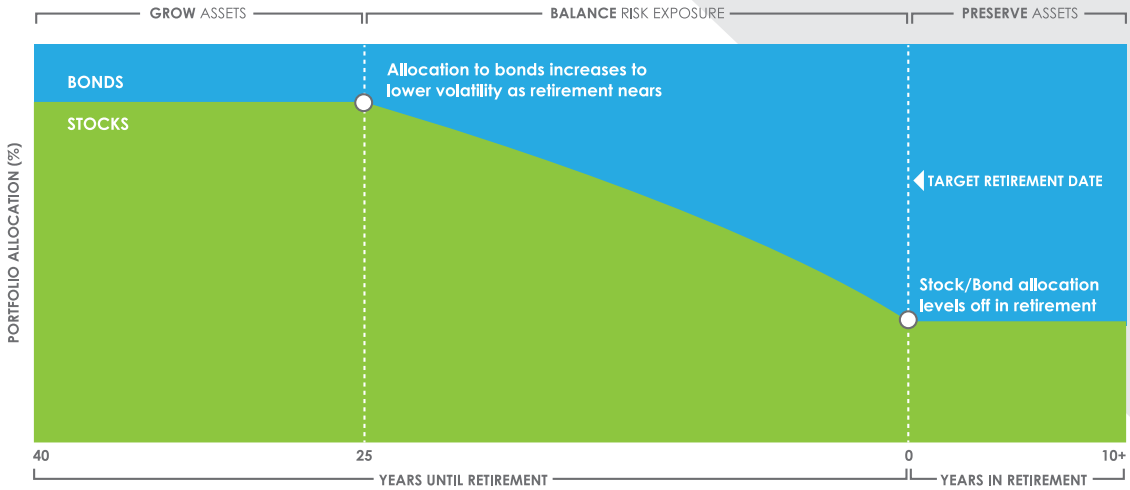
Target Date Funds

A target date portfolio is a pre-packaged group of investments that is designed to gradually change its allocation from more aggressive to more conservative as the target retirement year approaches.

Each target date fund is named for a targeted retirement year - 2020, 2025, etc. Select the fund that corresponds with your anticipated date of retirement.

Once your selection is made, the fund managers do the rest. Each fund has a diversified asset allocation that includes various types of equities and fixed income that will be regularly rebalanced over time as the market changes.

A GLIDE PATH TO BALANCE RISK AND PROVIDE RETIREMENT INCOME



Please note that the image above is for illustrative purposes only. The glide path for the target date funds in your plan may differ from the above. Please review the target date fund prospectus or other materials for glide path and other information.

Remember!

While these funds are designed to make investing easy, they do not come without risk since the underlying funds are exposed to the risk associated with various markets.

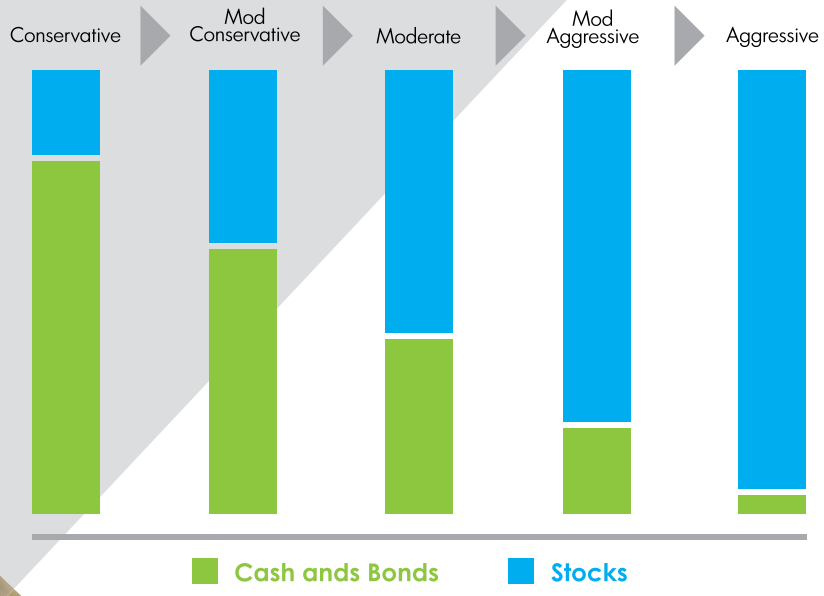
Diversification and asset allocation do not guarantee investment returns and do not eliminate the risk of loss. For illustrative purposes only.

Risk Based Funds

Risk based investments are professionally managed portfolios geared toward a variety of different risk tolerance levels. As a participant, you determine the level of risk you are comfortable taking in your portfolio. From there, the internal investment selection and asset allocation is left to the experts.

These investments have a diversified mix of exposure to stocks, bonds, and other major market sectors and segments. They will automatically rebalance based on market deviations.

It's important to note that these funds will **NOT** become more conservative over time as you get closer to retirement age. The level of risk will remain fairly constant over time. As your tolerance for risk changes, you will need to re-evaluate your choice through your working years.



Diversification and asset allocation do not guarantee investment returns and do not eliminate the risk of loss. For illustrative purposes only.

Washington Central Unified Union School District 403(b) Plan

Plan ID: WCS

Rollover Form

Section 1: Personal Information

Name: SSN: _____-_____-_____

Address: Date of Birth: _____ /_____ /_____

City Date of Hire: _____ /_____ / _____

State: Zip: Rehire: ☐ Yes ☐ No

Phone Number: Email:

Section 2: Rollover Information

Name of Financial Institution (where funds were held): _____

Name of Prior Plan:_____ Approximate Amount of Rollover: $_____

Important Note: Retirement account providers typically require pre-liquidation of assets, payment of fees, and/or completion of their own forms prior to transferring assets. To expedite your request, please contact your current provider or former employer to verify and complete their requirements.

The rollover may only be accepted if permitted by the terms of the Employer's Plan AND the Employee certifies, by signing below, that the rollover meets the following IRS requirements:

1. The rollover is being made within 60 days of receipt of the distribution from the prior plan.

2. The Rollover amount is from my prior plan or from the prior plan of my deceased Spouse.

3. The amount being rolled over does NOT include:

   a. Required Minimum Distribution amounts
   b. Hardship distributions
   c. Amounts that were part of a series of substantially equal payments.
   d. Roth IRA assets
   e. SIMPLE IRA assets from a participant who has not been in a SIMPLE IRA for two years.
   f. After tax contributions made to an IRA.
   g. After tax to an IRA which were rolled in from a qualified Plan. After tax from a qualified plan may only be moved into another qualified plan by a trustee to trustee transfer or a direct rollover.

NOTE: If the plan does not accept the type of rollover that the Employee desires to make, the rollover will not be accepted by the Employer's Plan. For example, Rollovers of Roth deferral contributions will only be accepted if your Plan allows for Roth deferral contributions.

Section 3: Tax Status

Tax status of direct rollover. The tax status of the direct rollover, as reflected in the Distributing Plan's records, is as follows:

☐ All rollover assets are **Pre-Tax**. (go to Section 4)

☐ Some or all rollover assets are **Roth**. (complete information below) (this does not apply if your plan does not offer Roth)

☐ All rollover assets are Roth.

☐ A portion of my rollover assets are Roth.

Amount $ _____ (includes earnings).

Roth Basis $ _____ (contributions without earnings).*

First Roth Deferral Date _____ (Year first Roth Deferral was made).*

*This information can be obtained from the financial institution that currently holds your account.

Section 4: Request Rollover from Prior Financial Institution

1. Contact the current trustee/custodian or your prior employer to verify their requirements for transferring the funds and complete any required paperwork authorizing the transfer.
2. Complete this form and return to your current employer as certification of your impending rollover.

   Please make checks payable to : Matrix Trust Company
   Mail to : PO Box 3595 New York, NY 10008-3595
   Reference on Memo Line :TPA #003001, FBO/Acct # 07C69HZP

*** Failure to make checks payable including the FBO information above may result in a return of funds to the originating institution.**

Section 5: Certification and Signature

I understand that this will not be a valid rollover unless the information above is accurate.

I acknowledge that, due to the complexities involved in the tax treatment of distributions from Qualified Plans, the Trustee/Custodian/Recordkeeper has recommended that I consult with my tax advisor or the Internal Revenue Service before completing this transaction to make certain that it qualifies as a rollover and is appropriate in my individual circumstances. I release the Trustee/Custodian/Recordkeeper from any claim of damages on account of the failure of this transaction to qualify as a valid rollover.

I request the Plan accept the above indicated rollover contributions and certify under penalties of perjury that all statements above are true.

I understand that once the rollover check is received, the funds will be invested into my retirement account according to my current investment elections on file. If no elections exist, my assets will be invested in the Plan's default investment.

Participant Signature _____ Date: _____

Section 6: Administrator Authorization

Based on the information above, this rollover contribution is acceptable according to the plan provisions therefore, I authorize acceptance of this rollover contribution into the Plan. **Furthermore, I confirm that a Summary Plan Description and all required notices have been provided to the participant initiating this rollover contribution.**

Plan Representative Signature _____ Date: _____

Washington Central Unified Union School District 403(b) Plan

Investment and Fee Notice

This document contains important information concerning our retirement plan. The first section provides you with information about the plan in general, including any expenses you might incur through participation in the plan or through taking advantage of different plan features. The second section provides information about the plan's investment alternatives, including any fees or expenses associated with those investments.

If you have any questions concerning any of this information, contact your Plan Administrator: Washington Central Unified Un, 1130 Gallison Hill Road, Montpelier, VT 05602.

Other Plan Information

The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you "exercise control" over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

As a Plan participant, you may request certain information from your Plan Representative listed above. This information includes: annual operating expenses of the Plan investments; copies of prospectuses, financial statements, reports, or other materials relating to Plan investments provided to the Plan; a list of assets contained in each Plan investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each Plan investment.

You give investment directions for some or all your Plan account, selecting from investment choices provided under the Plan, as determined by Washington Central Unified Union School District and/or the Plan's Investment Manager. You can change your investments at any time.

In our plan, unless the Plan Administrator and/or Plan Trustee has delegated this responsibility to another person or entity, the Plan Administrator and/or the Plan Trustee has the responsibility for the voting and the tendering of mutual fund shares relating to the assets held by the trust.

Plan Related Expenses

Retirement plans have different types of expenses.

Administration expenses - These are charges for general plan administrative services to the Plan that may include, but are not limited to, legal, accounting, custodial, trustee, investment advisory, participant education and recordkeeping expenses. In the Plan, these expenses may be paid partly by the Plan Sponsor and partly by participants. If applicable, a participant's explicit share of these expenses may be allocated on either a pro rata or a per capita basis. If applied pro-rata, your share of these expenses is based on the value of your account balance over the total assets in the Plan. If applied per-capita, your share of expenses is determined by dividing the total expense by the number of participants in the Plan. Deducted fees, if any, are displayed as a dollar amount on your quarterly statements.

The plan may benefit from revenue sharing. If it does, it is either credited back to the accounts of the participants that generated it or used to reduce expenses that could otherwise be deducted from participant accounts.

Investment Advisor expenses - There are charges for advice the Plan receives related to the investment options offered under the Plan. The Plan has entered into a separate agreement with your plan’s investment advisor, Morningstar Investment Management, LLC, to provide advisory services for a tiered, asset-based fee which ranges from 12 to 31 basis points on total plan assets. The amount of the fee is reflected on your quarterly statements.

Individual Expenses - These are expenses you may incur if you take advantage of certain Plan features.

- A $50.00 lump sum distribution fee.
- A $50.00 required minimum distribution fee.
- A $190.00 Qualified Domestic Relations Order (QDRO) processing fee.

General Disclosures

Good Faith Compliance-The Plan's Recordkeeper and the Plan Administrator have acted in good faith in complying with the participant disclosure requirements as set forth under ERISA § 404(a)(5) and U.S. Department of Labor (DOL) Field Assistance Bulletin (FAB) 2012-2. The information contained within this disclosure reflects good faith compliance efforts based on guidance issued by the DOL at the time this document was prepared. Despite our best efforts, it is possible the information contained within this document does not include all of the information required under the regulations and DOL FAB 2012-2. If necessary, the Plan's Recordkeeper and the Plan Administrator will incorporate any additional information in a future disclosure. See DOL FAB 2012-2 (Q&A-37) at www.dol.gov/ebsa.

Right to Receive Paper Copies of Your Quarterly Participant Statement Free of Charge-Your quarterly participant statements are available electronically via the participant web. However, you have the right to request a paper copy of your quarterly statement free of charge at any time by contacting your Plan Administrator or Participant Service Center.

Overpayment of Benefits - If benefit payments are made to any person in excess of the amount due and payable under the Plan for any reason (including without limitation, mistake of fact or law, reliance on any false or fraudulent statements, information or proof submitted by a claimant, or the continuation of payments after the death of a participant or beneficiary), the Plan Administrator (or their delegate) may take the steps it deems appropriate to recover the amount of the overpayment.

Reliance on Third-Party Database for Investment Information-The investment-related information is received from unaffiliated third parties. You must independently determine how to use and interpret the information set forth in this document, including whether you need the assistance of any professionals in interpreting the information included in this document. The Plan's Recordkeeper is not responsible for the manner in which you interpret the information in this document. Please note, some and perhaps all, of the information included in this document is time sensitive and subject to change.

Washington Central Unified Union School District 403(b) Plan

Investment and Fee Notice

The table depicts the performance of the plan's designated investment alternatives over different time periods and allows you to compare them to an appropriate benchmark for the same time periods. While you cannot invest in a benchmark, the performance of the benchmark will give you an idea of how well the investment did in the same time period.

In addition to providing investment information, the table below shows fee and expense information for the plan's designated investment alternatives. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option.

Some investment options available in the plan may apply trading restrictions or shareholder type fees. The table below provides information on these restrictions and shareholder type fees.

Please note, past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money.

PERFORMANCE INFORMATION	Average Annual Total Return					Gross Exp Ratio		Trade Rest.	Shareholder Fee
	1 YR	5 YR	10 YR	Incept	As of	%	Per 1,000		
INSTL MONEY MARKET DEPOSIT AC (Fund ID FTCIMA)	1.93%	0.63%	0.35%		6/30/25				
DFA EMERGING MARKETS PORTFOLIO (Fund ID DFEMX)	17.58%	9.45%	8.55%	6.91%	9/30/25	0.46%	4.60		
idx:MSCI EM NR USD	17.32%	7.02%	7.99%						
US Fund Diversified Emerging Mkts									
VANGUARD FTSE ALL WRLD EX US (Fund ID VFWAX)	16.93%	10.46%	8.41%	7.50%	9/30/25	0.08%	0.80	*	
idx:MSCI EAFE NR USD	14.99%	11.15%	8.17%						
US Fund Foreign Large Blend									
OAKMARK INT'L INVESTOR (Fund ID OAKIX)	15.56%	11.59%	6.82%	8.76%	9/30/25	1.05%	10.50		
idx:MSCI EAFE NR USD	14.99%	11.15%	8.17%						
US Fund Foreign Large Value									
PRINCIPAL GLOBAL REAL ESTATE S (Fund ID POSIX)	-1.59%	4.11%	4.34%	3.62%	9/30/25	1.01%	10.10		
idx:FTSE EPRA Nareit Developed TR USD	0.74%	6.54%	4.75%						
US Fund Global Real Estate									
AMERICAN CENTURY INFL ADJ BOND (Fund ID AIANX)	3.77%	1.42%	2.85%	3.70%	9/30/25	0.34%	3.40		
idx:BBgBarc US Treasury US TIPS TR USD	3.79%	1.42%	3.01%						
US Fund Inflation-Protected Bond									
BAIRD AGGREGATE BOND (Fund ID BAGIX)	3.08%	-0.12%	2.26%	4.36%	9/30/25	0.30%	3.00		
idx:BBgBarc US Agg Bond TR USD	2.88%	-0.45%	1.84%						
US Fund Intermediate Core Bond									
VANGUARD FIVE HUNDRED INDEX FD (Fund ID VFIAX)	17.55%	16.42%	15.26%	8.63%	9/30/25	0.04%	0.40	*	
idx:S&P 500 TR USD	17.60%	16.47%	15.30%						
US Fund Large Blend									
HARBOR CAPITAL APPRECIATION FD (Fund ID HACAX)	20.07%	12.95%	17.12%	12.77%	9/30/25	0.72%	7.20		
idx:S&P 500 Growth TR USD	26.91%	16.88%	17.62%						
US Fund Large Growth									
MFS VALUE FUND (Fund ID MEIKX)	7.45%	12.36%	10.70%	8.64%	9/30/25	0.45%	4.50		
idx:S&P 500 Value TR USD	6.76%	15.33%	12.04%						
US Fund Large Value									
VANGUARD MID CAP INDEX FUND (Fund ID VIMAX)	13.10%	12.44%	11.38%	10.28%	9/30/25	0.05%	0.50	*	
idx:S&P MidCap 400 TR	6.13%	13.61%	10.82%						
US Fund Mid-Cap Blend									

Washington Central Unified Union School District 403(b) Plan

Investment and Fee Notice

PERFORMANCE INFORMATION	Average Annual Total Return					Gross Exp Ratio		Trade Rest.	Shareholder Fee
	1 YR	5 YR	10 YR	Incept	As of	%	Per 1,000		
AMERICAN FDS AMERICAN BALANCED (Fund ID RLBGX)	14.84%	10.71%	10.26%	11.13%	9/30/25	0.25%	2.50		
idx:Morningstar Mod Tgt Risk TR USD	10.43%	7.61%	7.87%						
US Fund Moderate Allocation									
MANNING & NAPIER PRO BLEND MOD (Fund ID EXBAX)	3.97%	4.36%	5.71%	6.31%	9/30/25	1.06%	10.60		
idx:Morningstar Mod Con Tgt Risk TR USD	7.97%	5.15%	6.06%						
US Fund Moderately Conservative Allocation									
STATE ST INSTL US GOVT MMKT (Fund ID SALXX)	4.05%	2.71%		1.96%	8/31/25	0.36%	3.60		
idx:FTSE Treasury Bill 3 Mon USD	4.61%	3.10%	2.12%						
US Fund Money Market-Taxable									
LOOMIS SAYLES BOND FUND (Fund ID LSBDX)	6.29%	3.36%	3.68%	7.63%	9/30/25	0.72%	7.20		
idx:BBgBarc US Agg Bond TR USD	2.88%	-0.45%	1.84%						
US Fund Multisector Bond									
VANGUARD SHORT TERM INV GRADE (Fund ID VFSUX)	5.25%	2.25%	2.69%	3.38%	9/30/25	0.09%	0.90		
idx:BBgBarc US Govt/Credit 1-5 Yr TR USD	4.12%	1.39%	1.99%						
US Fund Short-Term Bond									
VANGUARD SMALL CAP INDEX FUND (Fund ID VSMAX)	8.67%	12.21%	10.57%	9.23%	9/30/25	0.05%	0.50	*	
idx:S&P SmallCap 600 TR USD	3.64%	12.94%	10.03%						
US Fund Small Blend									
PGIM Jennison Small Co (Fund ID PJSQX)	3.92%	12.33%	10.64%	10.58%	9/30/25	0.69%	6.90		
idx:S&P SmallCap 600 Growth TR USD	2.55%	11.18%	10.22%						
US Fund Small Growth									
DFA US TARGETED VALUE (Fund ID DFFVX)	7.50%	19.55%	10.72%	10.98%	9/30/25	0.30%	3.00		
idx:S&P SmallCap 600 Value TR USD	4.64%	14.58%	9.66%						
US Fund Small Value									
VANGUARD TARGET RETIRE 2020 (Fund ID VTWNX)	8.59%	6.03%	6.99%	6.31%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2020 TR USD	8.54%	6.46%	6.89%						
US Fund Target-Date 2020									
VANGUARD TARGET RETIRE 2025 (Fund ID VTTVX)	10.52%	7.38%	7.99%	7.00%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2025 TR USD	9.41%	7.47%	7.66%						
US Fund Target-Date 2025									
VANGUARD TARGET RETIRE 2030 (Fund ID VTHRX)	11.70%	8.50%	8.78%	7.22%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2030 TR USD	10.37%	8.74%	8.53%						
US Fund Target-Date 2030									
VANGUARD TARGET RETIRE 2035 (Fund ID VTTHX)	12.84%	9.56%	9.55%	7.93%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2035 TR USD	11.72%	10.16%	9.45%						
US Fund Target-Date 2035									
VANGUARD TARGET RETIRE 2040 (Fund ID VFORX)	13.90%	10.62%	10.30%	8.03%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2040 TR USD	12.96%	11.34%	10.18%						
US Fund Target-Date 2040									
VANGUARD TARGET RETIRE 2045 (Fund ID VTIVX)	14.94%	11.66%	10.89%	8.71%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2045 TR USD	13.84%	12.10%	10.66%						
US Fund Target-Date 2045									

Washington Central Unified Union School District 403(b) Plan

Investment and Fee Notice

PERFORMANCE INFORMATION	Average Annual Total Return					Gross Exp Ratio		Trade Rest.	Shareholder Fee
	1 YR	5 YR	10 YR	Incept	As of	%	Per 1,000		
VANGUARD TARGET RETIRE 2050 (Fund ID VFIFX)	16.08%	12.20%	11.16%	8.49%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2050 TR USD	14.15%	12.47%	10.93%						
US Fund Target-Date 2050									
VANGUARD TARGET RETIRE 2055 (Fund ID VFFVX)	16.07%	12.20%	11.15%	10.77%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2055 TR USD	14.47%	12.63%	11.06%						
US Fund Target-Date 2055									
VANGUARD TARGET RETIRE 2060 (Fund ID VTTSX)	16.05%	12.20%	11.15%	10.65%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date 2060 TR USD	14.44%	12.62%	11.14%						
US Fund Target-Date 2060									
Vanguard Target Retire Inc (Fund ID VTINX)	7.89%	4.55%	5.29%	5.21%	9/30/25	0.08%	0.80	*	
idx:S&P Target Date Retirement Income TR USD	7.53%	4.81%	5.26%						
US Fund Target-Date Retirement									

* Although restrictions may apply at the fund level, they may be waived for retirement plans under certain circumstances. Refer to your fund's prospectus for more information.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at http://www.dol.gov/ebsa/publications/401k employee.html. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Please visit http://www.investmentterms.com for a glossary of investment terms relevant to the investment options available under this plan. This glossary is intended to help you better understand your options.

Additional information and more recent performance for each of the designated investment alternatives can be accessed through your plan's Retirement Education Center (R.E.C.). To view this information, go to https://rec.epicrps.com, enter WCSWCS as the R.E.C. code in the designated R.E.C. field and click 'Enter'. (Please note that your plan's R.E.C. ID is case sensitive so enter the ID using all upper-case characters). To review additional investment information, go to the Investment Information page on the R.E.C. You can access the investments's prospectus by clicking on the "P" icon. If you click on the "F" icon you will be directed to the fund's fact sheet.

Please contact the Participant Service Center should you have any issue with accessing the information or if you would like a free printed copy of the investment information, that is available via the R.E.C.

Washington Central Unified Union School District 403(b) Plan

Qualified Default Investment Alternative Notice

Right to direct investment/default investment. You have the right to direct the investment of all of your accounts under the Plan (your "directed accounts") in any of the investment choices explained in the investment information materials provided to you.

We encourage you to make an investment election to ensure that amounts in the Plan are invested in accordance with your long-term investment and retirement plans. However, **if you do not make an investment election**, then the amounts that you could have elected to invest will be invested in a default investment that the Plan officials have selected.

Description of default investment. The default investment(s) are listed below.

Name	Gross Annual Expense Ratio	As of
Vanguard Target Retire Inc	0.08 %	09/30/2025

The investment seeks to provide current income and some capital appreciation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.

VANGUARD TARGET RETIRE 2020	0.08 %	09/30/2025

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

VANGUARD TARGET RETIRE 2030	0.08 %	09/30/2025

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

VANGUARD TARGET RETIRE 2040	0.08 %	09/30/2025

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

VANGUARD TARGET RETIRE 2050	0.08 %	09/30/2025

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

VANGUARD TARGET RETIRE 2060	0.08 %	09/30/2025

The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in a mix of Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.

Right to alternative investment. If the Plan invests some or all of your accounts in the default investment, then you have the continuing right to direct the investment of your accounts ("directed accounts") in one or more of the other investment choices available to you as explained above. You may change your investments at any time.

This Notice contains only a brief description of the Plan’s Default Investment and its fees and expenses. Please refer to the summary document for more detailed information.

Where to go for further investment information. To learn more about the Plan's investment alternatives and procedures for changing how your accounts are invested you can log onto the participant website or contact the Plan Administrator at:

Washington Central Unified Un
1130 Gallison Hill Road
Montpelier, VT 05602

Washington Central Unified Union School District 403(b) Plan

Electronic Statements Disclosure

As a participant in the Plan, you are entitled to receive a benefit statement on a periodic basis. These benefit statements will be provided to you electronically through the participant website.

The benefit statement includes important information regarding the Plan, including:

- Your total account balance under the Plan
- Your vested interest in your account balance
- The value of any investment options in which assets of your account are invested
- If you have the right to direct the investment of your account, information regarding (i) any restrictions on those rights, (ii) the importance of diversifying your investments, and (iii) the availability of investment information provided by the Department of Labor on its website.

The information required to be included in your benefit statement is available continuously through a secure website maintained by the Plan's third party service provider.

To access that information, log on to your participant website. Once you are logged in, your most recent benefit statement can be viewed. If you provide a valid email address, you will be notified by email each time a new benefit statement has been posted to the website.

If you would prefer to receive a paper copy of your benefit statement, please contact the Participant Service Center. The paper copy will be provided to you free of charge.

Participant Service Center
(800) 716-3742.