



This workshop is designed to provide you with an overview of basic investment styles and asset classes and to help you understand the importance of building a diversified portfolio. Let's get started.

# AGENDA

- Why diversify
- The basics of investing
- Your Plan's investment options
- Managing your account



Today's topics are:

- Why diversify
- The basics of investing
- Your Plan's investment options
- Managing your account

# WHY DIVERSIFY

- Owning a variety of investments helps reduce the impact of a decline in any one area.
- Diversification helps provide a balance for the good and bad times.

Diversification does not guarantee a profit or protect against a loss. It is possible to lose money in a diversified portfolio.

The idea behind diversification is pretty simple. Diversification is the concept of spreading risk by investing in different types of asset classes, sectors, and regions. In other words, diversification is the idea that you should not put all of your eggs in one basket. Remember, diversification doesn't guarantee a profit or protect against a loss. *It is possible to lose money in a diversified portfolio.*

# FIRST... SOME INVESTMENT BASICS

## ● Stocks

- Shares or part ownership of a company.
- Offer the opportunity to build wealth.

## ● Bonds

- IOUs from a company or government.
- Offer the potential for greater stability.

## ● Capital preservation instruments

- Short-term investments (e.g., US Treasury bills).
- Seek stability of principal and liquidity.



Many of the investment options in your Plan are funds that pool your money with that of many other people who have similar goals. Depending on the fund's investment goals, professional money managers use the pool of money to buy investments in one or more of the three asset classes – stocks, bonds, and capital preservation instruments.

- Stocks are shares or part ownership of a company.
- Bonds are IOUs from a company or government.
- Capital preservation instruments are short-term investments like US Treasury bills.

You can get a sense for the differences between these asset classes by looking at how they have performed over time. Of course, past performance does not guarantee future results.

# STOCK SIZES

## ○ Small-cap

- Small companies that offer innovative products and services.
- Because of their small size, these companies may present volatility and liquidity risks.

## ○ Mid-cap

- Mid-sized companies may have a faster growth rate than larger companies.
- May also have more stability than smaller companies.

## ○ Large-cap

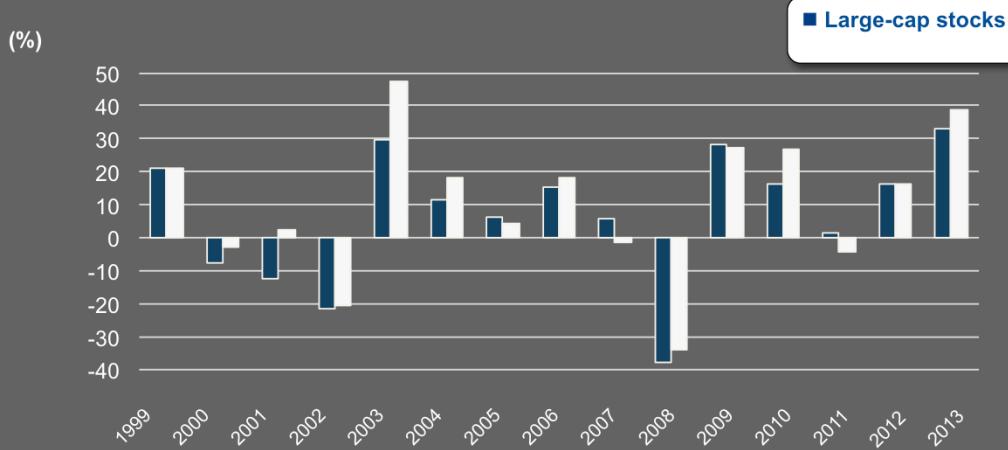
- Larger companies tend to be the most stable because of their asset size.
- May offer proven products and services but slower potential growth rate.
- May fall out of favor and underperform small- or mid-cap stocks.

Small- and mid-cap stocks historically have been more volatile than large-cap stocks.

One way to classify stock is by capitalization range. There are small-cap, mid-cap, and large-cap stocks.

Capitalization refers to the market value of a company and is calculated by multiplying the stock price by the number of outstanding shares. Small- and mid-cap stocks historically have been more volatile than large-cap stocks.

# STOCK MARKET PERFORMANCE 1999–2013



Past performance is no guarantee of future results. Small stocks are represented by the Russell 2000 Index. Large stocks are represented by the Russell 1000 Index. The Russell 2000 Index measures the performance of the small-cap segment of the US equity universe. The Russell 2000 Index is a subset of the Russell 3000 Index representing approximately 10% of the total market capitalization of that index. It includes approximately 2,000 of the smallest securities, based on a combination of their market cap and current index membership. The Russell 1000 Index measures the performance of the large-cap segment of the US equity universe. It is a subset of the Russell 3000 Index and includes approximately 1,000 of the largest securities based on a combination of their market cap and current index membership. The Russell 1000 represents approximately 92% of the US market. An investment cannot be made directly in an index.

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This chart illustrates the performance of small-cap stocks (represented by the Russell 2000 Index) and large-cap stocks (represented by the Russell 1000 Index). While both types of stocks have experienced long-term growth, there have been periods of time when their performance has been very different. Of course, past performance is no guarantee of future results.

The Russell 2000 Index is a subset of the Russell 3000 Index representing approximately 10% of the total market capitalization of that index. It includes approximately 2,000 of the smallest securities based on a combination of their market cap and current index membership. The Russell 1000 Index measures the performance of the large-cap segment of the US equity universe. It is a subset of the Russell 3000 Index and includes approximately 1,000 of the largest securities based on a combination of their market cap and current index membership. The Russell 1000 represents approximately 92% of the US market. An investment cannot be made directly in an index.

# STOCK STYLES

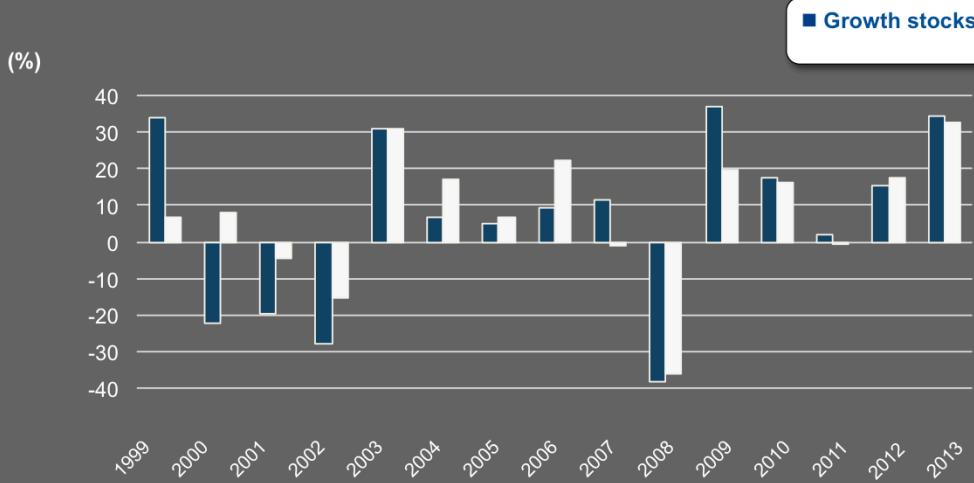
- Growth stocks
  - Pursue rapidly rising profits.
  - Can have higher volatility.
  - Have high long-term growth expectations.
- Value stocks
  - Known as “discounted stocks.”
  - Are for investors hoping for a rebound.
  - Have potentially higher yields; can pay dividends.



Whatever the size, stocks are categorized as either growth or value. Your investment “style” is defined by which of these stock types you favor.

Growth stocks represent companies with rapidly expanding earnings growth. Growth stocks can be risky because investors may bail out if the growth rate slows, which in turn can drive the stock’s price down. Value stocks are “bargain” or out-of-favor stocks that are inexpensive relative to company earnings or assets. Value investors hope that, in time, the price of their stock will rise to reflect its true value; this expectation may or may not pay off.

# STOCK MARKET PERFORMANCE 1999–2013



**Past performance is no guarantee of future results.** Based on the years 1997–2011. Growth stocks are represented by the Russell 3000 Growth Index; value stocks are represented by the Russell 3000 Value Index. The Russell 3000 Growth Index measures the performance of the broad growth segment of the US equity universe. It includes those Russell 3000 companies with higher price-to-book ratios and higher forecasted growth values. The Russell 3000 Value Index measures the performance of the broad value segment of the US equity value universe. It includes those Russell 3000 companies with lower price-to-book ratios and lower forecasted growth values. This is for illustrative purposes only and not indicative of any investment. An investment cannot be made directly in an index.

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You can see from this chart that between growth and value categories of stocks, one type has outperformed the other at different times during the years. For example, value stocks have sometimes led the field, while at other times growth stocks have been the leader. There's no telling what will happen in the future. Past performance does not guarantee future results.

The Russell 3000 Growth Index measures the performance of the broad growth segment of the US equity universe. It includes those Russell 3000 companies with higher price-to-book ratios and higher forecasted growth values. The Russell 3000 Value Index measures the performance of the broad value segment of the US equity value universe. It includes those Russell 3000 companies with lower price-to-book ratios and lower forecasted growth values. An investment cannot be made directly in an index.

# INVESTING GLOBALLY

- Domestic
  - US companies.
- International
  - Non-US companies.
  - Generally greater risk.



## *Risks of international investing*

- Currency fluctuations.
- Economic and political instability.
- Illiquidity and volatility.

Another way to categorize company stocks is geographically – as either domestic (based in the United States) or international (based outside the United States).

# GLOBAL HOUSEHOLD NAMES

## Domestic

- Coca-Cola
- Ford
- General Electric
- Harley-Davidson
- Home Depot
- McDonald's
- Microsoft
- Nike
- Procter & Gamble
- Starbucks
- Walt Disney

## International

- Adidas (Germany)
- Electrolux (Sweden)
- Hyundai (S. Korea)
- Michelin (France)
- Nestle (Switzerland)
- Nintendo (Japan)
- Nokia (Finland)
- Samsung (S. Korea)
- Sony (Japan)
- Tom Tom (Netherlands)
- Toyota (Japan)
- Volkswagen (Germany)

Source: *Forbes.com*, The World's Biggest Public Companies, values calculated April 2011.

Although investing abroad can seem a little frightening at first, consider that many of the products you use on a daily basis are from companies that call other countries their home. Globalization has helped to increase brand awareness with investors around the world. Investing internationally can help diversify your portfolio, as domestic and international markets do not always move up or down at the same times.

# GLOBAL INVESTING

## 1998–2012

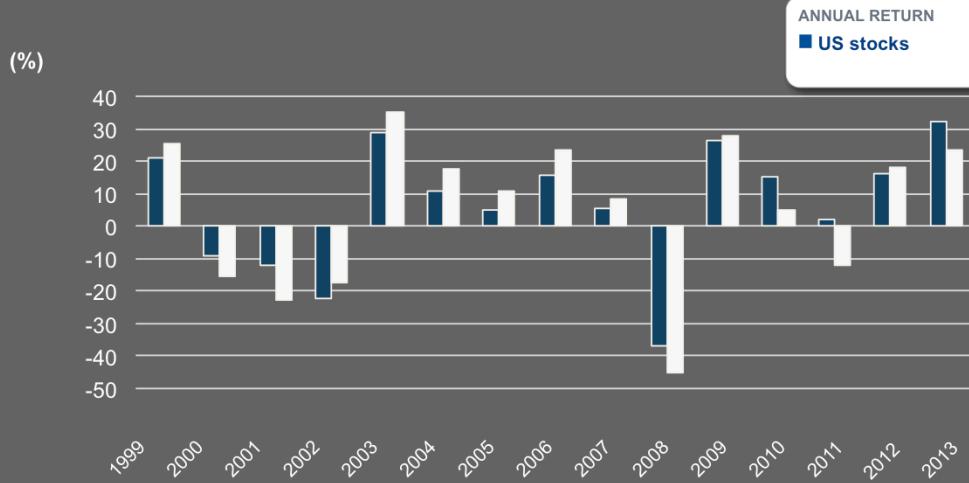


**Past performance is no guarantee of future results.** International stocks are represented by the MSCI EAFE Index. US stocks are represented by the S&P 500 Index. The MSCI EAFE Index (Europe, Australasia, Far East) is a free-float-adjusted market-capitalization index that is designed to measure the equity market performance of developed markets, excluding the US and Canada. The S&P 500 Index includes 500 leading companies in leading industries of the US economy. The S&P 500 focuses on the large-cap segment of the market, with approximately 75% coverage of US equities. This is for illustrative purposes only and is not indicative of any investment. An investment cannot be made directly in an index.

As you can see, domestic markets may outperform international markets at times, and at times the opposite may be true. The fact that these markets perform at different levels at different times is another key reason to make sure your investment portfolio is well diversified. Past performance is no guarantee of future results.

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# GLOBAL INVESTING 1999–2013



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# TYPES OF BONDS AND CAPITAL PRESERVATION INSTRUMENTS

## ► Bonds

- US Treasury and agency securities.
  - ▶ T-bills, bonds, and notes.
  - ▶ Mortgage-backed bonds.
- Corporate bonds.
  - ▶ Investment-grade.
  - ▶ High-yield.

## ► Capital preservation

- Guaranteed investment contracts (GICs).\*
- Certificates of deposit (CDs).
- Money market instruments.\*\*

\* Guarantees are based on the claims-paying ability of the insurance company and are subject to certain limitations, terms, and conditions.

\*\* *Money market funds are not insured or guaranteed by the Federal Deposit Insurance Corp. (FDIC) or any other government agency. Although the fund seeks to maintain a constant share price of \$1.00, it is still possible to lose money in this fund.*

Like stocks, there are a number of different types of bonds, including US government bonds, corporate bonds, and mortgage-backed securities. Corporate bonds may offer higher yields than government bonds in exchange for more risk (there is a greater risk of a corporation defaulting than the US government).

High yield bonds typically pay higher interest rates, or yields, than investment-grade bonds, because they carry greater risks. First, companies that issue high yield bonds have a greater chance of defaulting on their bonds, or failing to make scheduled interest and/or principal payments. Second, if an issuer's financial health deteriorates, which may be more likely if the company is below investment grade, credit rating agencies may downgrade the bonds, which can reduce their value. Also, companies rated below investment grade may be more negatively affected by economic downturns and adverse market conditions than those with higher credit ratings.

There are also several types of securities that fall into the capital preservation category, including guaranteed investment contracts (typically issued by banks or insurance companies), certificates of deposit, and money market instruments. ***Money market funds are not insured or guaranteed by the Federal Deposit Insurance Corp. (FDIC) or any other government agency. Although the fund seeks to maintain a constant share price of \$1.00, it is still possible to lose money in this fund.***

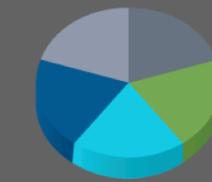
# WHAT IS A FUND?

- An investment that allows a group of investors to pool their money together with a predetermined investment objective.
- Typically invests in a combination of stocks, bonds, and/or capital preservation instruments.
- Professionally managed.

A fund is a professionally managed investment that allows a group of investors to pool their money together with a predetermined investment objective. Funds typically invest in a combination of stocks, bonds, and/or capital preservation instruments.

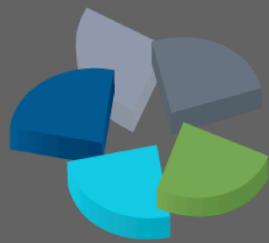
## **WHAT ARE THE PLAN' S INVESTMENT OPTIONS?**

### **The plan offers two ways to invest**



#### **Choose a ready-mixed portfolio**

Make a single investment choice to professionally diversify your Plan account across an array of investments.



#### **Mix your own portfolio**

Choose your own diversified combination of individual investment options in the Plan.

*Diversification does not guarantee a profit; you can still lose money in a diversified portfolio.*

To meet the needs of various investors, the Plan offers two ways to invest and diversify your retirement savings. You can choose a single professionally diversified, “ready-mixed” portfolio, or you can mix your own portfolio.

Why is diversification important? Because owning a mix of different investments – whether or not you choose them yourself – can help you reduce risk and increase your exposure to market opportunities. Of course, you can still lose money in a diversified portfolio.

# WHAT ARE THE PLAN'S INVESTMENT OPTIONS?

## Your ready-mixed choices



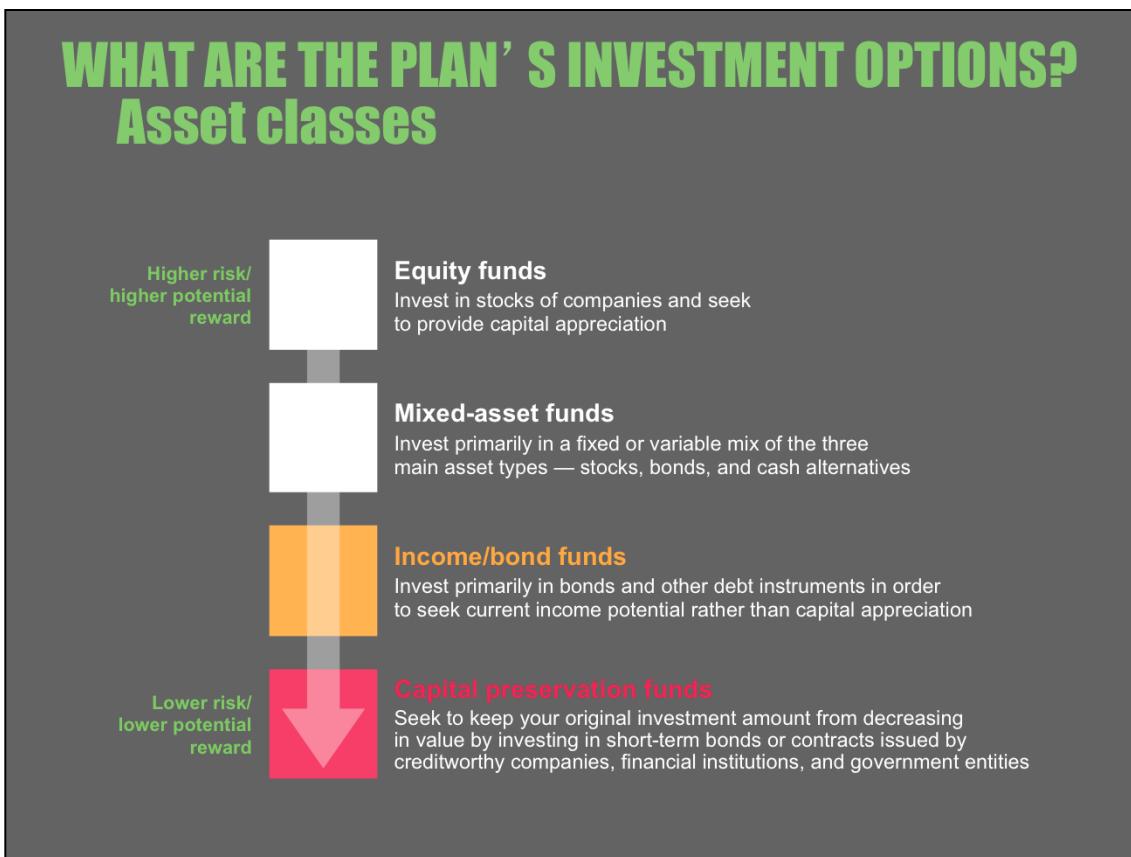
Here are your ready-mixed options.

The funds are generally weighted more heavily toward more aggressive, higher-risk investments when the target retirement date of the fund is far off and more conservative, lower-risk investments when the target retirement date of the fund is near. This means that both the risk of your investment and your potential return are reduced as the target retirement date of the particular fund approaches, although there can be no assurance that any one fund will have less risk or more reward than any other fund.

*The Putnam Retirement Advantage Funds are ranked according to market and credit risk. Market risk measures how sensitive an investment may be to economic and market changes. Market risk is generally higher for investments that invest heavily in stocks. Credit risk measures how susceptible an investment's income holdings may be to the nonpayment of principal or interest by the issuer. These rankings are relative only to the investments on the previous slide and should not be compared with the rankings of other investments. There can be no assurance that any one investment will have less risk or more reward than any other investment. Diversification does not guarantee a profit; you can still lose money in a diversified portfolio. The target date investment is designed for investors expecting to retire around the year indicated in the product name. The asset allocation strategy generally becomes increasingly conservative as it approaches the target date and beyond. Investment risks change over time as the underlying investment asset allocation changes. The investment is subject to the volatility of the financial markets, including equity and fixed-income investments in the US and abroad, and may be subject to risks associated with investing in high-yield, small-cap, commodity-linked, and foreign securities. Principal invested is not guaranteed at any time, including at or after the target dates.*

# WHAT ARE THE PLAN'S INVESTMENT OPTIONS?

## Asset classes



If you choose to mix your own portfolio, there are four main asset classes that your Plan's investment options may fall within. The asset classes shown here are listed in order of higher risk/higher potential reward down to lower risk/lower potential reward.

**The first asset class is Equities** – Equity funds invest in stocks of companies and seek to provide capital appreciation. Historically, equities have offered the greatest potential for long-term growth; however, they also involve the greatest risk of loss.

**Next is Mixed Assets** – Mixed-asset funds invest primarily in a fixed or variable mix of the three main asset types – stocks, bonds, and cash alternatives. Because the more conservative assets reduce the overall level of risk, mixed-asset funds are considered less risky than pure equity funds.

**After that is Income/Bond** – Income/bond funds invest primarily in bonds and other debt instruments in order to seek current income potential rather than capital appreciation. Bonds offer less risk of loss, but also less opportunity for long-term growth.

**Last on the list is Capital Preservation** – Capital Preservation funds seek to keep your original investment amount from decreasing in value by investing in short-term bonds or contracts issued by creditworthy companies, financial institutions, and government entities. This asset class presents the least risk and also the smallest opportunity for growth.

# WHAT ARE THE PLAN'S INVESTMENT OPTIONS?

## Mix-your-own portfolio options

### GLOBAL/INTERNATIONAL

Dodge & Cox International Fund

### SMALL-CAP DOMESTIC EQUITY

Hartford Small Company HLS Fund  
Putnam Small Cap Value Fund

### MID-CAP DOMESTIC EQUITY

Vanguard Mid Cap Index Signal Fund

### LARGE/MULTI-CAP DOMESTIC EQUITY

American Beacon Large Cap Value Fund  
JHancock Disciplined Value Mid Cap Fund  
Prudential Jennison Mid Cap Growth Fund  
Vanguard 500 Index Fund\*  
T. Rowe Price Growth Stock Fund

### MIXED ASSET

Local 94 Annuity Fund  
Putnam Dynamic Asset Allocation Balanced Fund

### INCOME/BOND

BlackRock Inflation Protected Bond Fund  
Loomis Sayles Investment Grade Bond Fund

### CAPITAL PRESERVATION

Putnam Stable Value Fund

- Equity funds
- Mixed-asset funds
- Income/bond funds
- Capital preservation funds

Here are the individual investment options in your Plan that you can choose from to create your own diversified portfolio.

As you can see, you have a broad range of investments to choose from. They are color-coded to show you which options are equity funds, which are mixed-asset funds, which are income/bond funds, and which are capital preservation funds.

How you invest will depend on your age, time horizon until retirement, and tolerance for investment risk.

*All investing involves risk. Keep in mind that investments that include international or foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. Investments that include small- or mid-cap securities or securities of smaller, less well-known companies can be more volatile than those of larger companies. Investing in company stock involves additional risk, since it is not diversified. Sector funds involve more risk than funds that invest more broadly. Fixed-income investments entail interest rate risk (as interest rates rise, bond prices usually fall), the risk of issuer default, issuer credit risk, and inflation risk. Money market funds are not insured or guaranteed by the Federal Deposit Insurance Corp. (FDIC) or any other government agency. Although money market funds seek to maintain a constant share price of \$1.00, it is still possible to lose money in this fund. Government and agency securities are not guaranteed. For more detailed information regarding the risks and other important information regarding the investments listed on the previous slide, please refer to the Summary Plan Description (SPD) or the investment's offering statement or prospectus.*

# THE ROLE OF REBALANCING

	INITIAL ALLOCATION 1/1/2014		HYPOTHETICAL PERFORMANCE 1/1/2014–12/31/2014*		YEAR-END ALLOCATION 12/31/2014	
● Growth fund A	60%	\$600	➡ -20%	➡ 52.2%	\$480	
● Value fund B	20%	\$200	➡ +14%	➡ 24.8%	\$228	
● Income fund C	10%	\$100	➡ +8%	➡ 11.7%	\$108	
● Capital preservation fund D	10%	\$100	➡ +4%	➡ 11.3%	\$104	



\* Compounded monthly. This hypothetical illustration does not reflect the actual performance of investments in your plan, which will fluctuate. Rebalancing does not guarantee a profit or prevent a loss in declining markets.

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4

Here's an example. At the beginning of the year, an investor contributes \$1,000 among four funds, diversifying his portfolio based on his risk tolerance and investment goals. By year end, due to uneven price movements among investments, the portfolio's allocation has shifted from its initial strategy. Without rebalancing, the investor could inadvertently take on more or less investment risk in a certain asset category than intended, and that difference may likely be reflected in the portfolio's future returns.

In this example, growth was the worst-performing asset class. Because the portfolio's growth allocation went from an initial 60% to 52.2% due to poorer performance, the investor would need to rebalance to get back to his initial allocation.

# AUTOMATIC REBALANCING

- ▶ An important part of a long-term investment strategy.
- ▶ Provides an easy way to rebalance your accounts and keep your retirement strategy on track.
- ▶ Rebalancing does not guarantee a profit or prevent a loss in declining markets.

The screenshot shows a web-based application interface for managing a retirement plan. At the top, there's a navigation bar with links like 'Help', 'Prospectuses', 'Chat', 'Login Management', 'Customize', and 'Logout'. Below the navigation, there are tabs for 'Summary', 'Contributions', 'Investments' (which is selected), 'Withdrawals', 'Loans', and 'Transactions'. A sub-menu under 'Investments' includes 'Your Investments', 'Your Investment Strategy', 'Rebalance', 'Change Your Investments', 'Fund Research', and 'Institutional Benefit'. On the right side of the main content area, there's a 'Quick Links' box containing links to 'Change your investment strategy', 'Change your contributions', and 'Maximize your contributions'. The central part of the page is titled 'CASH BALANCE PLAN' and shows a table of investments:

Percent	Fund Name	Investment Style
20%	PUTNAM INTERNATIONAL VALUE FUND CLASS Y	INCOME
15%	FOINCO TOTAL RETURN FUND INSTITUTIONAL, CLASS I	GROWTH
10%	PUTNAM NEW OPPORTUNITIES FUND CLASS Y	GROWTH
10%	PUTNAM VOYAGER FUND, CLASS Y	GROWTH
30%	NMAG OVERDIVE TEST	CAPITAL PRESERVATION
10%	FIDELITY MAGELLAN FUND	GROWTH
5%	PUTNAM MONEY MARKET FUND, CLASS A	CAPITAL PRESERVATION

Below the table, there's a note about diversification and rebalancing, followed by a disclaimer about money market funds. At the bottom of the page, it says 'Delivered by MERICK' and 'Important Investment Information'.

*For illustrative purposes only.*

As we discussed earlier, rebalancing is an important part of a long-term investment strategy.

Select rebalancing frequency – every 3, 6, or 12 months.

Based on the direction from the Plan sponsor, you may be presented with the option to exclude certain investments from the rebalancing transaction and future automatic rebalancing. If your Plan offers this ability, you will see the investments listed at the beginning of the “Change How Your Money is Invested” experience/transaction flow.

Timing of rebalancing is chosen by you and is not necessarily tied to a quarter-end, mid-year, or year-end date. Your account will automatically rebalance to your original designated allocations. Automatic rebalancing provides an easy way to balance your accounts and keep your retirement strategies on track. Rebalancing does not guarantee a profit or prevent a loss in declining markets.

Automatic rebalancing is available on your Plan’s website, [www.ibenefitcenter.com](http://www.ibenefitcenter.com), and by calling your Plan’s toll-free number.

# ACCESSING YOUR ACCOUNT

- Virtually 24 hours a day, 7 days a week, at [www.ibenefitcenter.com](http://www.ibenefitcenter.com) or 1-877-864-6644.
- Service Representatives are available 8 am to 10 pm ET, any business day, at 1-877-864-6644.
- Forgot your password or PIN? Request a new one at [www.ibenefitcenter.com](http://www.ibenefitcenter.com) or 1-877-864-6644.

You have virtually around-the-clock access to your Plan account either by using the Plan's personalized website, [www.ibenefitcenter.com](http://www.ibenefitcenter.com), or by using the Plan's automated toll-free phone service. You also have access to Mercer Service Representatives on any business day.

## **HOW CAN I MANAGE MY PLAN ACCOUNT?**

**[www.ibenefitcenter.com](http://www.ibenefitcenter.com)**

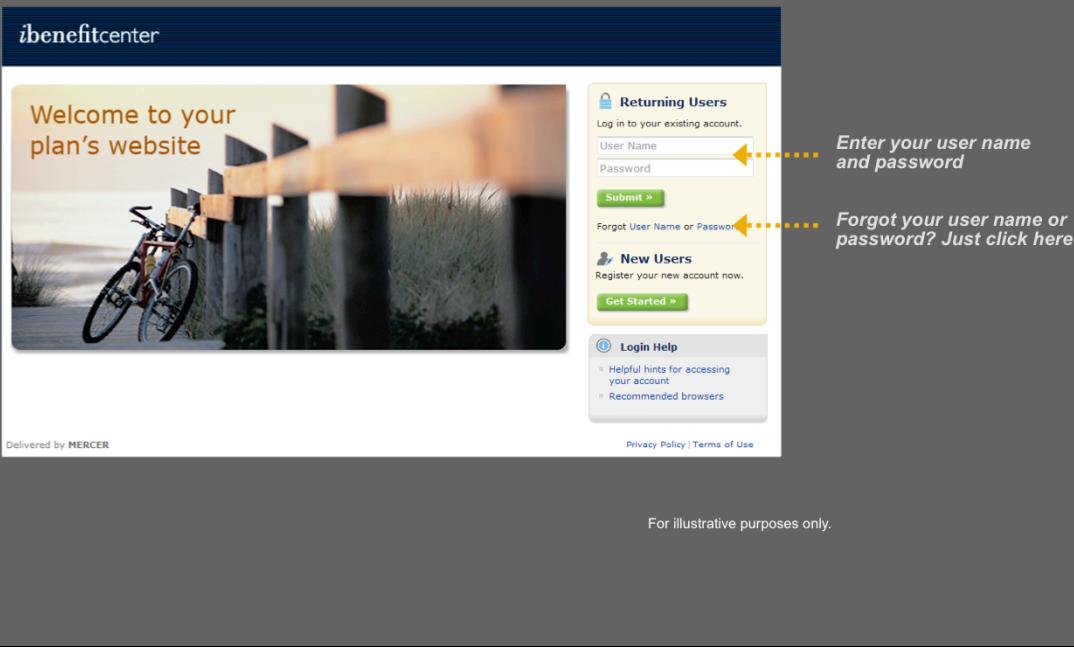
- Check your current account balance.
- Make fund changes.
- Review investment information.
- Access retirement planning tools.
- Use the MyView® and MyView Plus® Retirement Planners.

MyView and MyView Plus are registered service marks of Mercer, Inc.



You will be able to use the website to check your balance, make transactions, learn more about the available investment options, and access retirement planning tools.

# LOGIN



Mercer's website, [www.ibenefitcenter.com](http://www.ibenefitcenter.com), offers one-stop shopping for online account access and investment education.

- Log on to [www.ibenefitcenter.com](http://www.ibenefitcenter.com).
- If you have never logged on to the Plan's website, you will need to create a unique user name and password to access your account online.
- As part of the account setup process, you will also be asked to give the answers to several security questions. This will allow you to retrieve your login information if you forget it in the future.

# HOW CAN I MANAGE MY PLAN ACCOUNT?

## Check your account balance

The screenshot shows a web-based plan management interface. At the top, there's a navigation bar with 'Wealth', 'Forms', and 'Resource Center'. Below it, a 'myWealth' section displays account balances for 'YOUR PLAN NAME' (\$0.00) and other market data like DJIA and NASDAQ. To the right, there's a 'What do I need?' section featuring 'MyView' (Retirement Planner), 'Market Watch' (with NY Markets Closed), and 'Wealth Resources' (Stock Portfolio, Watch List, MyView, MyView Plus). A sidebar on the right includes 'Contact Us', 'New website enhancements now live!', 'News' (with links to fund change brochure and Vanguard funds), and 'Changes In Your Life' (with links to job changes, family death, divorce, plan leave, and marriage). An annotation with an arrow points to the 'YOUR PLAN NAME' link in the account balance section, with the text 'Click on "YOUR PLAN NAME"'.

For illustrative purposes only.

Click on "YOUR PLAN NAME"

After logging in you can view your account balance in the “What do I have?” callout box. You can click on your Plan’s name to access your account.

# HOW CAN I MANAGE MY PLAN ACCOUNT?

## Review and change your investments

The screenshot shows a web-based application for managing a plan account. At the top, there's a navigation bar with tabs for Summary, Contributions, Investments, Withdrawals, and Transactions. Below the navigation bar is a "Plan Overview" section with a "Plan Overview" link and links for Tax Forms, Statement Info, Contact Information, and Plan History.

The main content area has a heading "Plan Overview" and a sub-section "At A Glance". It displays three boxes: "Current Value" (\$0.00), "Vested Plan Balance" (\$0.00), and "YTD Contributions" (\$0.00). Below these boxes, a message states: "You do not currently have any investments for this plan." There are two call-to-action buttons: "Learn more" and "Sign up".

On the right side, there's a "Quick Links" sidebar with the following categories and links:

- Recent transactions
- Withdrawals
- Available funds
- Change how your money is invested
- Make rollover contributions
- Account balance

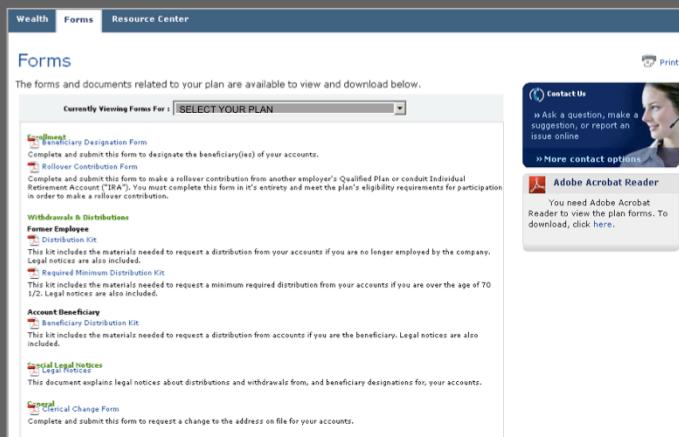
Under "Tracking Your Investments", there are links for "View your current investments", "Change your investments", "Research available funds", and "Access tax forms".

Under "Plan Maintenance", there are links for "Review plan statements" and "Less Mail, More Trees".

After clicking on the Plan's name, you will be able to manage your account. For example, you will be able to make rollover contributions to your Plan, change how your money is invested including rebalancing your account, get an overview of what withdrawals, if any, you are able to take from the Plan, get a summary of your recent transactions, and review and research all of the investments available in the Plan.

# HOW CAN I MANAGE MY PLAN ACCOUNT?

## View the Plan's forms



The Forms tab will allow you to access the various forms including requesting a withdrawal and electing your beneficiary.

# HOW CAN I MANAGE MY PLAN ACCOUNT?

## Access the Plan's tools

The screenshot shows the 'Resource Center' tab selected in the top navigation bar. The main content area is divided into several sections:

- Wealth Education:** A green section featuring a photo of a man and woman looking at a laptop. It contains links to 'Budgeting', 'College Planning', and 'Plan Information'.
- Tools:** A yellow section listing items like 'Should I pay down debt or invest my monthly surplus?' and 'How long until my retirement savings account may reach my goals?'. It also includes a link to 'More tools'.
- Changes In Your Life:** A yellow section listing 'Change to a full-time job', 'Death in family', 'Divorce', and 'More life changes'.
- Plan Information:** A yellow section containing 'Expense ratio fees disclosure' and 'Investing for Retirement'.
- Leaving? Retiring?**: A small sidebar with a 'Print' button and a link to 'Find out how > Enroll now'.
- Newsletters:** A sidebar showing 'Fall 2010' and 'Winter 2010' issues.
- Did You Know?**: A sidebar with the text 'Ready-mixed portfolios offer one-step diversification.'

At the bottom left, it says 'Delivered by MERCER'. At the bottom right, there are links for 'Privacy Policy | Terms Of Use | Contact Us' and 'Mercer Securities | A division of MMC Securities Corp. Member FINRA/SIPC | N250220'.

A callout arrow points from the text 'Education guide and any Plan changes' to the 'Leaving? Retiring?' sidebar.

The Resource Center tab will give you access to the Plan's tools as well as to the Plan's education guide and any recent fund changes made to the Plan.

# HOW CAN I MANAGE MY PLAN ACCOUNT?

## Use the MyView and MyView Plus calculators

The screenshot shows a website interface for managing a plan account. At the top, there's a navigation bar with 'Wealth', 'Forms', and 'Resource Center'. Below it, a banner says 'myWealth' and encourages users to review their current plan balances, track performance, and access investment research. A 'Print' button is also present.

The main content area has several sections:

- What do I have?**: Shows account balances for 'YOUR PLAN NAME' with a value of '\$0.00'. It includes a link to 'View balance date information'.
- What do I need?**: Features the 'MyView' Retirement Planner, which allows users to quickly model their potential monthly income in retirement. It includes links for 'Advanced view' and 'More contact options'.
- Market Watch**: Displays stock market data for DIA, NASDAQ, and S&P 500, showing last prices and changes.
- Wealth Resources**: Provides links to 'Stock Portfolio', 'Watch List', 'MyView', 'MyView Plus', and 'More wealth resources'.
- Resource Center**: Offers links to 'Budgeting', 'College Planning', 'Estate Planning', 'Investing Basics', and 'Managing Debt', along with a link to 'More wealth topics'.
- Contact Us**: Allows users to ask questions, make suggestions, or report issues online. It includes a 'New website enhancements now live!' message and a 'Learn more' link.
- News**: Lists recent news items such as the download of the 4/2/10 fund change brochure and prospectuses for new Vanguard funds.
- Changes In Your Life**: Lists life events like 'Change to a full-time job', 'Death in family', 'Divorce', 'Leave the plan', and 'Marriage'.

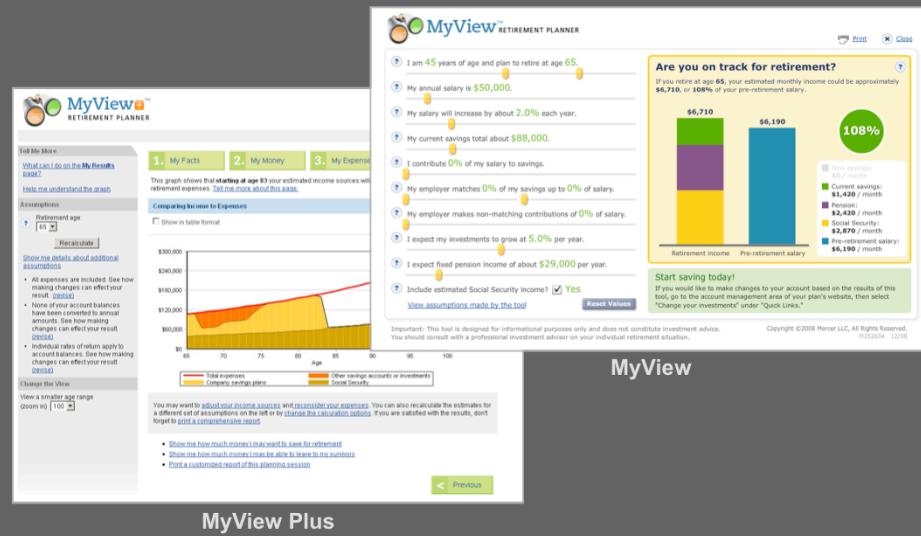
A callout box with an arrow points to the 'MyView' section, with the text: 'Click on the MyView banner'.

At the bottom of the page, a note says 'For illustrative purposes only.'

Back on your Plan's homepage you can access the MyView Retirement Planner by clicking on the link under the "What do I need?" callout box.

# HOW CAN I MANAGE MY PLAN ACCOUNT?

## Use the MyView and MyView Plus calculators



MyView

For illustrative purposes only.



MyView Plus

The MyView Retirement Planner is an online calculator that automatically populates certain personal data, such as current account balance, along with other demographic information. Users can create a wide variety of financial scenarios simply by sliding the tabs to increase or decrease such inputs as current or anticipated retirement age, income, or anticipated pension income.

The MyView Plus Retirement Planner offers greater customization for those who want a more in-depth view of retirement income scenarios. In addition to the information found in MyView, users can input other outside investments and assets, such as a spouse's account, as well as details on post-retirement expenses. Users can then receive a detailed chart that compares estimated future income and expenses with potential savings and anticipated length of retirement.

# MAKING ACCOUNT CHANGES

- Change the investments for your future contributions.
- Transfer your existing balances\* (by 4 pm ET).

\* A short-term trading fee may apply to certain exchanges. See fund prospectuses for details.

3  
2

The plan provides you with a great deal of choice and flexibility. Your ability to move your money among the funds in the plan, to increase your deferral, or to alter how future contributions will be invested truly gives you the chance to manage your account.

And though you should not make frequent adjustments, it makes sense to shift your investment strategy when faced with a change in your financial situation, such as a growing family, a new home, a child's college education, or a milestone birthday.

# STATEMENT OF YOUR ACCOUNT

## Go Green!

- Less mail, more trees.
- Obtain your account statement online.



You have access to your Plan account either by using the plan's personalized website, [www.ibenefitcenter.com](http://www.ibenefitcenter.com), or by using the Plan's automated toll-free number. You also have access to Service Representatives any business day, and you will receive quarterly account statements.

If you would like to stop receiving your account statements in the mail, select the "Less mail more trees" banner on the homepage of the Plan's website, [www.ibenefitcenter.com](http://www.ibenefitcenter.com). You will be alerted by e-mail when your latest statement is available online. You can resume statement mailing at any time by logging on to the Plan's website or calling the Plan's toll-free number, 1-877-864-6644. Service Representatives are available between 8 am and 10 pm ET, any business day.

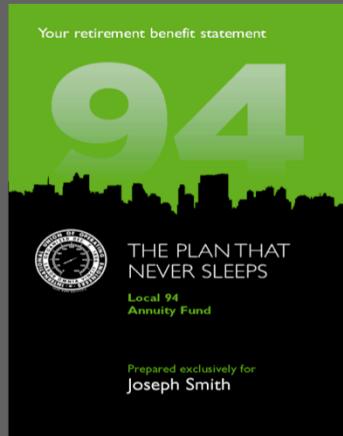
# ONE-ON-ONE INVESTMENT ADVICE

- Personalized one-on-one investment guidance over the phone by calling J.W. Thompson Investments at no cost to you.
- J.W. Thompson Investments.
  - Speak to a live person for investment advice.
  - Customize your portfolio to meet your retirement needs using “Retire Rite.”
  - 1-888-453-1869.
- To take advantage of investment guidance for your Plan account, call J.W. Thompson Investments.

J.W. Thompson Investments is not affiliated with Mercer, LLC, which does not provide investment advice.

The Plan offers personalized one-on-one investment guidance over the phone by calling J.W. Thompson Investments. J.W. Thompson Investments allows you to speak to a live person for investment advice and customize your portfolio to meet your retirement needs.

# RETIREMENT BENEFIT STATEMENT



- Mailed in April (annual basis).
- Personalized statement.
- Analysis of personal account information.
- Helps close the gap.

Investing involves risk, including the risk of loss.

In April 2013, you received a benefit statement in the mail. This benefit statement will be sent to you on an annual basis. The benefit statement is personalized to help you determine how you are doing when it comes to your retirement savings goals. It offers you an in-depth analysis of your personal account information. Finally, it helps you to realize if there is a gap in your retirement savings and if you need to contribute more in order to help meet your retirement goals. Keep in mind that investing involves risk, including the risk of loss.



**Before investing, carefully consider the investment options' or funds' investment objectives, risks, charges, and expenses. Call 1-877-864-6644 or visit [www.ibenefitcenter.com](http://www.ibenefitcenter.com) for an offering statement or prospectus and, if available, a summary prospectus containing this and other information. Read them carefully.**

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