

Special Notice and Plan Overview

Community Connections, Inc. 401(k) Plan

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

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

Entering the Plan

An employee becomes a participant in our plan immediately upon hire if they are 18 years of age or older.

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

- √ Union employees
- √ Non-resident aliens with no US source income

Participant Contributions

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

Minimum 0 percent of compensation

Maximum 100 percent of compensation, \$18,000 in 2017 (additional \$6,000 if age 50 or older) or maximum allowed by law, whichever is less

Other factors may further limit contributions.

Traditional 401(k) contributions are made on a pre-tax basis, thus reducing your current taxable income. Your contributions and earnings grow on a tax-deferred basis and will be taxable upon distribution.

Roth Contributions

Roth contributions allow you to contribute to your retirement account on an after-tax basis. Earnings on Roth contributions will be tax free upon withdrawal if certain conditions are satisfied. To be tax free, the withdrawal cannot occur for at least five years after the first Roth contribution is made to your account and you must be at least age 59½ or disabled. If you die, your beneficiary can take a tax-free withdrawal after the account has been in place for five years. The five-year period is measured from the first day of the tax year in which the first Roth contribution is made.

You must declare how your contributions are to be invested - traditional or Roth - before they are made. After money is in a Roth account, it cannot be transferred into a traditional pre-tax 401(k) account. You may stop contributing to the Roth account and start contributing to the traditional 401(k), but the Roth and pre-tax accounts will remain separate.

Regardless of whether you choose a traditional 401(k) deferral or a Roth 401(k) contribution, you may change your contribution percentage or re-enter the plan on the first day of any future payroll period. Contact your payroll department for details. If necessary, you may stop your contributions on the first day of any payroll period with reasonable advance notice.

Your participant contributions to either a traditional 401(k) or a Roth 401(k) are 100 percent vested - which means that you own them - at all times.

Please consider your options carefully prior to making an enrollment selection.

Qualified Default Investment Alternative Notice

You can direct how your contributions are invested among the available investment options. If you do not direct how your contributions should be invested, they will be invested in the following Qualified Default Investment Alternative (QDIA):

Contributions will default to a target date fund based on your date of birth and the plan's normal retirement age. A target date fund is comprised of a mix of investments and is managed based on an assumed retirement year.

Investment	Participant Birth Year
T.Rowe Price Retirement 2015	1900 - 1952
T.Rowe Price Retirement 2020	1953 - 1957
T.Rowe Price Retirement 2025	1958 - 1962
T.Rowe Price Retirement 2030	1963 - 1967
T.Rowe Price Retirement 2035	1968 - 1972
T.Rowe Price Retirement 2040	1973 - 1977
T.Rowe Price Retirement 2045	1978 - 1982
T.Rowe Price Retirement 2050	1983 - 1987
T.Rowe Price Retirement 2055	1988 - 2090

If we do not have a valid date of birth for you, contributions will default as follows:

Investment	Default Directive Percent
Vanguard Wellington Adm	100%

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

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

Employer Contributions

An employee becomes eligible for an employer contribution on the first monthly entry date after satisfying the following requirements:

- 18 years of age or older
- 12 months of service
- 1,000 hours of service during the 12-month period beginning on your date of hire or any plan year beginning after your date of hire

Entry date is the first day of any month.

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.

You will become vested in - which means you will earn ownership of - the matching contribution according to this schedule:

Years of Service	Vested Percentage
Less than 2	0%
2	25%
3	50%
4	75%
5 or more	100%

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.

To receive a contribution for a plan year, you must meet the following criteria:

- have 1,000 hours of service during the plan year

For additional information about profit sharing contributions, please see your Summary Plan Description.

You will become vested in - which means you will earn ownership of - the profit sharing contribution according to this schedule:

Years of Service	Vested Percentage
Less than 2	0%
2	25%
3	50%
4	75%
5 or more	100%

Vesting Service

Employees earn credit toward vesting for all plan years in which they work at least 1,000 hours with our company. Individuals who were employed on the plan's effective date will qualify for vesting credit for their prior service with our firm on the same basis.

Loans

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

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

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

Distributions and Withdrawals

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

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

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

Rolling over retirement accounts

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

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

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

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

Questions

If you have questions about the plan, please contact Human Resources.

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

If you have received this notice electronically, you can obtain a paper copy or supplemental materials described in this notice from your plan administrator or the human resources department.

ERISA 404(c) Notice and Information

Participants in The Community Connections, Inc. 401(k) Plan are responsible for directing the investment of their own retirement accounts. Your plan has several investment options in which you can invest some or all of your account. Using these investment options, you can build a portfolio that delivers the mix of risk and return that is most appropriate for your circumstances.

By taking an active role as an investor of your retirement account, you also have the opportunity to make investment choices that could potentially deliver better returns for your account than would otherwise be possible. At the same time your decisions may also result in investment losses or returns that are lower than might have been possible had other choices been made.

The Employee Retirement Income Security Act (ERISA) provides regulations regarding the investment of retirement plan assets. Section 404(c) of ERISA states that a plan fiduciary is not responsible for the investment choices made by plan participants. By meeting all of the requirements under Section 404(c), the fiduciary may be relieved of fiduciary responsibility for the asset allocation decisions made by plan participants. Fiduciaries of a Section 404(c) plan are not liable for losses that result from plan participants' exercise of control over the assets in their retirement plan accounts.

The Community Connections, Inc. 401(k) Plan intends to qualify as an ERISA Section 404(c) plan. As part of the effort to ensure full compliance with the requirements of Section 404(c), the plan will:

- Let you choose from at least three different, internally diversified* investment options that have materially different risk and return characteristics;
- Permit you to transfer your retirement account assets among the investment options on any business day (although other considerations will affect the frequency of your trades); and
- Provide you with the opportunity to obtain sufficient information to make informed investment decisions.

*Diversification does not ensure against loss.

More information about your plan's fees and investment options

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

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

Frequent Trading Policy

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

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

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

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

Fee Disclosure
Community Connections, Inc. 401(k) Plan
As of October 24, 2016

About This Information

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

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

Section One - Participation and Plan-Level Fees

General Plan Information

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

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

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

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

Voting and Other Rights: Standard Insurance Company, as issuer of the group annuity contract that holds plan assets, exercises any voting or other rights associated with the 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.

Plan Administrative and Individual Expenses

There are certain fees and expenses associated with your plan, such as recordkeeping, compliance, consulting and accounting. Unless the plan sponsor, which is typically your employer, elects to pay some or all of those expenses, they will be paid from the plan assets, which will affect your account balance. The cost for these services fluctuates each year based on a variety of factors. Generally, most of The Standard's fees are reflected in the total annual operating expenses of each investment option and are shown below with each investment option in Section Two. 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)	None

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	\$200.00 minimum
Overnight Delivery	\$30.00 per event
Paper Distribution	\$75.00 per event
Paper Distributions upon Death/ Disability/ Retirement	\$75.00 per event
Paper Loan	\$125.00 per event
Paperless Distribution	\$50.00 per event
Paperless Distributions upon Death/ Disability/ Retirement	\$50.00 per event
Paperless Loan	\$100.00 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 and The Standard's fees that are reflected in the investment's Total Annual Operating Expenses. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Where applicable, amounts shown in the column for The Standard's Asset Based fee include a credit for payments that fund companies pay to The Standard. For Fixed Return Investments, the tables focus on the performance of the investment option. The tables also show shareholder-type fees, which are in addition to the Total Annual Operating Expenses. You may not be charged some of these shareholder-type fees, depending on the fund companies' policies with respect to qualified plans, and your individual circumstances. In addition, mutual fund companies may make revenue sharing payments, in the form of asset based fees, which are collected for the benefit of your plan. These revenue sharing payments may be applied to reduce the fees and expenses associated with your plan (whether the plan sponsor is billed for the services, or the amount is deducted from plan assets) and/or plan pricing, which includes The Standard's fees. Any revenue sharing payments may also be allocated among participants. The amount of revenue sharing payments differs among the mutual funds. Information about an option's principal risks and revenue sharing as well as other important information is available in Personal Savings Center by visiting www.standard.com/retirement and selecting performance from the top menu bar.

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

Variable Return Investments

This Variable Return Investment Table focuses on the performance and costs of investment options that do not have a fixed or stated rate of return. The table below shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about the principal risks of each option is available on the website.

VARIABLE RETURN INVESTMENTS											
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16			Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	1yr.	5yr.	10yr.					As a %
Bond											
Metropolitan W Total R Bond I/Intermediate Bond	4.82%	4.83%	6.48%	5.19%	3.08%	4.79%	5.42%	0.44%	0.60%	1.04%	\$10.40
Templeton Global Bond Adv/World Bond	0.68%	2.99%	6.50%	12.61%	0.24%	3.94%	4.29%	0.64%	0.55%	1.19%	\$11.90
						BarCap US Agg Bond TR USD					
						Citi WGBI NonUSD USD					

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16				Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.				
Bond											
Prudential High Yield Z/HHigh Yield Bonds	11.62%	8.14%	7.52%	6.59%	12.82%	8.24%	7.59%	7.11%	0.58%	1.03%	\$10.30
Large Cap											
Vanguard Equity Income Adm/Large Cap Value	17.35%	15.67%	7.73%	7.44%	16.20%	16.15%	5.85%	6.64%	0.17%	0.87%	\$8.70
Vanguard 500 Index Admiral /Large Cap Blend	15.39%	16.34%	7.23%	5.05%	14.93%	16.41%	7.40%	5.30%	0.05%	0.75%	\$7.50
T.Rowe Price Growth Stock/Large Cap Growth	10.05%	17.36%	8.61%	10.73%	13.76%	16.60%	8.85%	—	0.67%	1.22%	\$12.20
Vanguard Growth Index Adm/Large Cap Growth	13.51%	16.54%	8.80%	4.77%	13.76%	16.60%	8.85%	3.84%	0.08%	0.78%	\$7.80
Small/Mid Cap											
JPMorgan Mid Cap Value I/Mid Cap Value	13.65%	17.39%	8.71%	12.76%	14.25%	16.67%	8.32%	9.27%	0.75%	1.35%	\$13.50
Vanguard Mid Cap Idx Adm/Mid Cap Blend	12.64%	16.52%	8.20%	9.70%	14.25%	16.67%	8.32%	9.89%	0.08%	0.78%	\$7.80
Prudential Jennison MIdCpGr Z/Mid Cap Growth	6.07%	12.69%	8.30%	9.76%	11.24%	15.85%	8.51%	8.31%	0.75%	1.20%	\$12.00
Prudential QMA Sm Cap Val Z/Small Cap	17.75%	14.74%	7.91%	11.41%	18.81%	15.45%	5.78%	10.37%	0.73%	1.38%	\$13.80
Vanguard Sm Cap Idx Adm/Small Cap	14.97%	16.70%	8.42%	8.74%	15.47%	15.82%	7.07%	7.71%	0.08%	0.78%	\$7.80
International Stock											
Oppenheimer Global Y/World Stock	5.87%	11.85%	5.25%	8.62%	11.96%	10.63%	4.34%	—	0.90%	1.40%	\$14.00

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16			Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.					10yr.	Since Inception	As a %
International Stock													
Oppenheimer Intern Growth Y/Foreign	9.06%	9.85%	5.50%	6.75%	11.51%	7.45%	3.14%	4.47%	0.89%	0.50%	1.39%	\$13.90	
Harbor International Instl/Foreign	7.75%	7.31%	3.81%	10.68%	MSCI ACWI Ex USA Growth NR USD 9.26%	6.04%	2.16%	—	0.76%	0.70%	1.46%	\$14.60	
MFS International Value R6/Foreign	16.67%	13.13%	6.69%	6.43%	MSCI AC World Ex USA NR USD 9.26%	6.04%	2.16%	1.90%	0.66%	0.70%	1.36%	\$13.60	
Other													
Vanguard Wellesley Incm Adm/Allocation--30% to 50% Equity	11.64%	8.78%	7.19%	7.08%	8.92%	6.60%	5.27%	5.68%	0.16%	0.70%	0.86%	\$8.60	
Vanguard Wellington Adm/Balanced	12.03%	11.60%	7.23%	7.32%	10.69%	8.57%	5.75%	6.21%	0.18%	0.70%	0.88%	\$8.80	
Vanguard REIT Index Adm/Sector	19.70%	15.69%	6.47%	11.53%	19.60%	15.78%	6.15%	11.46%	0.12%	0.70%	0.82%	\$8.20	
T.Rowe Price Retire Bal/Allocation--30% to 50% Equity	8.74%	6.85%	5.00%	6.33%	S&P United States REIT TR USD 8.92%	6.60%	5.27%	6.58%	0.57%	0.55%	1.12%	\$11.20	
T.Rowe Price Retire 2015/Target Date	10.49%	9.62%	5.71%	6.33%	Morningstar Moderately Cons Target Risk 9.41%	7.78%	5.81%	6.55%	0.62%	0.55%	1.17%	\$11.70	
T.Rowe Price Retire 2020/Target Date	11.09%	10.65%	5.89%	8.55%	Morningstar Lifetime Moderate 2015 10.14%	8.71%	5.89%	8.97%	0.66%	0.55%	1.21%	\$12.10	
T.Rowe Price Retire 2025/Target Date	11.57%	11.49%	6.04%	6.81%	Morningstar Lifetime Moderate 2020 10.94%	9.78%	5.97%	7.08%	0.69%	0.55%	1.24%	\$12.40	
T.Rowe Price Retire 2030/Target Date	11.93%	12.24%	6.17%	9.16%	Morningstar Lifetime Moderate 2025 11.75%	10.73%	6.04%	9.65%	0.72%	0.55%	1.27%	\$12.70	

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16			Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees		
	1yr.	5yr.	10yr. Since Inception	1yr.	5yr.	10yr. Since Inception					As a %	Per \$1,000
Other												
T.Rowe Price Retire 2035/Target Date	12.14%	12.72%	6.24%	7.06%	12.40%	11.30%	6.10%	7.37%	0.74%	0.55%	1.29%	\$12.90
T.Rowe Price Retire 2040/Target Date	12.29%	12.98%	6.34%	9.30%	12.78%	11.47%	6.11%	9.89%	0.75%	0.55%	1.30%	\$13.00
T.Rowe Price Retire 2045/Target Date	12.30%	12.97%	6.34%	7.17%	12.94%	11.40%	6.07%	7.23%	0.76%	0.55%	1.31%	\$13.10
T.Rowe Price Retire 2050/Target Date	12.30%	12.96%	—	5.72%	12.99%	11.28%	6.03%	5.30%	0.75%	0.55%	1.30%	\$13.00
T.Rowe Price Retire 2055/Target Date	12.26%	12.95%	—	5.71%	13.02%	11.14%	5.96%	5.23%	0.76%	0.55%	1.31%	\$13.10

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

The Standards Asset Fee includes fees for consulting and an annual recordkeeping fee of .25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

Fixed Return Investments

This Fixed Return Investments Table focuses on the performance and costs of investment options that have a fixed or stated rate of return. It shows the annual rate of return of each option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

FIXED RETURN INVESTMENTS						
Name/ Type of Option	Return	Term	Other	Mutual Fund Expenses	The Standard's Asset Based Fee	Shareholder Type Fees and Restrictions
The Standard Stable Asset A/Cash Equivalent	2.25%	90 Days	The rate of return on 09/30/16 was 2.25%. This rate is fixed for 90 days, but will never fall below a guaranteed minimum rate of 1.0%. Most current rate of return information is available on www.standard.com/retirement .	0.18%	0.70%	Many fixed return investments include restrictions on withdrawals depending upon a variety of factors. For any applicable restrictions see the information provided on this fund by logging into Personal Savings Center from www.standard.com/retirement .

The Standards Asset Fee includes fees for consulting and an annual recordkeeping fee of .25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

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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 http://www.dol.gov/ebsa/publications/401k_employee.html. Fees and expenses are only one of many factors you should consider when making your investment decision. Consideration should also be given to whether investment decisions, combined with your other investments held outside the plan, will help you achieve your financial goals.

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

As noted above, your Administrative fees vary based on the total amount of assets in the Plan. Following are the table(s) of applicable asset-based rates:

Plan Administration

Tiered Rate (In Millions):	
From \$0.00 to \$1.00	0.65%
From \$1.00 to \$5.00	0.45%
From \$5.00 to \$8.00	0.40%
From \$8.00 to \$12.00	0.35%
From \$12.00 to \$16.00	0.33%

Plan Administration

Tiered Rate (In Millions):

From \$16.00 to \$20.00

0.31%

From \$20.00 and greater

0.29%

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.