

Get Real With Your Retirement

Making the Most of Your Workplace Retirement Plan

Messiah University Defined Contribution Retirement Plan





Time To Dream

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

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

Inside:

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

Getting Started Online

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

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

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

Questions? Call 800.858.5420.

Pre-Tax Savings

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

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

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

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

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



Anne, age 60; Roger, age 64

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

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

¹ Amounts saved in the plan are taxable upon withdrawal.

Pick Your Approach

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

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

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

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

Managed may be a good choice if you:

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

Managed: Do It All For Me

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

With Managed, we:

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

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

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

Guided: Guide Me Through The Process

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

With Guided, we:

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

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

Independent: I'll Do It All Myself

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

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

Ready To Sign Up Now?

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

Guided may be a good choice if you:

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

Independent may be a good choice if you:

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

Find Your Investment Style

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

Investor Profile Quiz

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

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

Score: _____

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

- | | |
|--|-----------|
| a. I expect my pay to increase much faster than inflation (due to promotions, new job, etc.). | 12 |
| b. I expect my pay to increase slightly faster than inflation. | 10 |
| c. I expect my pay to just keep up with inflation. | 5 |
| d. I expect my pay to decrease (due to retirement, part-time work, depressed industry, etc.). | 0 |

Score: _____

3. How do you feel about investing for retirement?

- | | |
|--|-----------|
| a. I am seeking maximum stability, even if returns are low. | 0 |
| b. I can tolerate a small amount of fluctuation in my investment account, and I am seeking consistent returns. | 4 |
| c. I am middle-of-the-road, prefer both growth potential and consistency of returns and can tolerate a fair amount of market movement in exchange for attractive long-term returns. | 8 |
| d. I am willing to assume a relatively high level of volatility for potentially greater returns. | 12 |
| e. I am seeking maximum long-term growth, even if it means wide swings in my account value. | 15 |

Score: _____

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

- | | |
|--|-----------|
| a. I am willing to take a lot of risk with all of my retirement account. | 15 |
| b. I am willing to take a lot of risk with some of my retirement account. | 12 |
| c. I am willing to take a little risk with all of my retirement account. | 8 |
| d. I am willing to take a little risk with some of my retirement account. | 4 |
| e. I am unwilling to take on more risk. | 0 |

Score: _____

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

- | | |
|--|----------|
| a. Sell all of my stock funds immediately and put the money in something more stable. | 0 |
| b. Transfer some of my stock funds into less aggressive investments. | 2 |
| c. Do nothing and wait for it to come back. | 4 |
| d. Buy more: increase my stock investments while prices are low. | 8 |

Score: _____

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

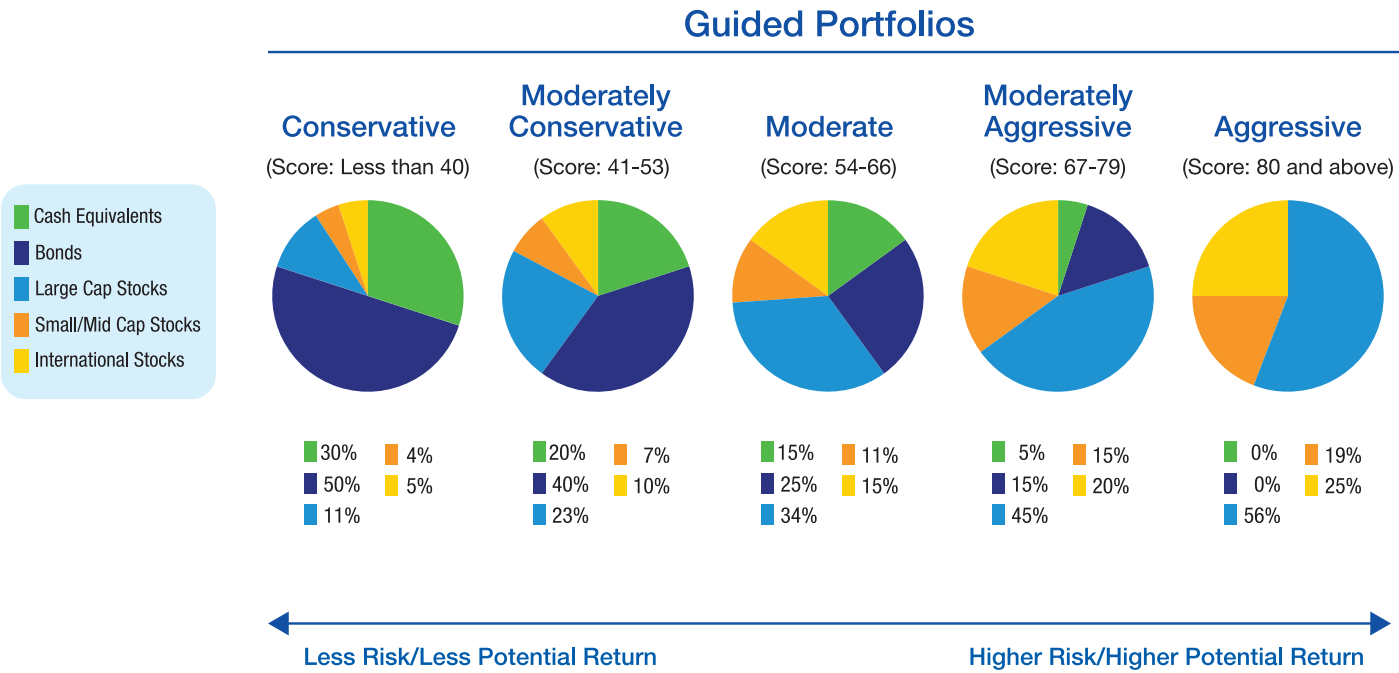
- | | |
|--|-----------|
| a. Sell all of my stock funds immediately and put the money in something more stable. | 0 |
| b. Transfer some of my stock funds into less aggressive investments. | 3 |
| c. Do nothing and wait for it to come back. | 6 |
| d. Buy more: Increase my holdings in stock funds while prices are low. | 10 |

Score: _____

Enter your total score: _____

Use Your Quiz Results To Select A Portfolio

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



You should carefully consider the investment objectives, risks, charges and expenses of the investment options offered under the retirement plan before investing. Small-company (small cap) investing involves specific risks not necessarily encountered in large-company investing, such as increased volatility. Funds that invest in bonds are subject to certain risks, including interest-rate risk, credit risk and inflation risk. As interest rates rise, the prices of bonds fall. International investing involves certain risks, such as currency fluctuations, economic instability and political developments. These risks may be accentuated in emerging markets.

Your plan may be funded by a mutual fund trust, collective trust or a group annuity contract. All are suitable for long-term investing, including saving for retirement. While annuities generally provide tax-deferred treatment of earnings, the group annuity contract does not provide any additional tax-deferred treatment beyond the treatment provided by your retirement plan.

We'll Rebalance For You

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

Quick-Enroll Option*

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



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

Time to Enroll

Take Action Today!

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

Create an Online Account

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

Enroll in the Plan

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

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

Sign up for Professional Account Management

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

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

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

If you have questions, please call us at 800.858.5420.



TheStandard®

Mainspring Managed Savings Form
Messiah University Defined Contribution
Retirement Plan
#807945

By completing this form, I am signing up for Mainspring Managed. I understand StanCorp Investment Advisers, Inc. will develop a Savings and Investment Plan designed just for me. They will also work with me on an ongoing basis to update my plan as my personal circumstances change. I also understand that the monthly fee for Mainspring Managed services will be deducted directly from my account and that the total amount charged depends on my account balance. This fee is waived for 90 days following your initial enrollment in the service.

Account Balance	Fee
\$0.00 to \$5,000.00	\$0.00
\$5,000.01 to \$10,000.00	\$5.00
\$10,000.01 and up	\$10.00

Social Security Number	Last Name	First Name
Mailing Address	City	State Zip
Date of Birth (mm/dd/yy)	Date of Hire (mm/dd/yy)	Expected Retirement Age (default 59)
Phone Number	E-mail Address	

HOW MUCH DO YOU WANT TO SAVE?

The smallest amount you can contribute is 1% of your compensation. The most you can save during 2020 is \$19,500 (\$26,000 if you are age 50 or older). This amount includes both pre-tax and after-tax Roth contributions. Other plan or legal limits may also apply.

- ☐ I elect to contribute as pre-tax contributions: ☐ _____ %
- ☐ I elect to contribute as after-tax Roth contributions: ☐ _____ %

MY RISK TOLERANCE

Select one of the three options below regarding your risk tolerance. (If you do not complete this question, we will assume you are a middle-of-the-road investor.) StanCorp Investment Advisers is available to assist you with more detailed planning. We encourage you to complete the Mainspring Managed Supplemental Information Form located in the enrollment booklet so we can provide you with guidance that is tailored to your needs.

- ☐ I am seeking maximum stability even if returns are low.
- ☐ I am a middle-of-the-road investor and prefer both growth potential and consistency of returns.
- ☐ I am seeking maximum long-term growth, even if it means wide swings in my account value.

AUTHORIZATION

I authorize my employer and the plan administrator to deduct from my earnings the amounts determined by the percentage(s) designated above and to forward such amounts to the Plan. I authorize annual increases to my savings amount. I also direct my employer and the plan administrator to implement any other instructions I have provided on this form. I have read the Disclosure Statement and Mainspring Managed Agreement in the following sections and, by signing here, I agree to be bound by their terms. The employer, trustees and any others concerned with the administration of the plan are entitled to rely on these instructions; each shall be fully protected in taking or omitting any action under any provisions of the plan in reliance on this information.

Participant Signature _____

Date _____

DISCLOSURE STATEMENT

You must notify The Standard within 15 days of receipt of your quarterly account statement if you think an error has occurred, or if you requested and confirmed an investment transfer or directive change that was not completed during the period covered by the statement. You may give notice by contacting a customer service representative at **800.858.5420** or by e-mailing **savings@standard.com**. Unless you give such notice, The Standard will not be liable for any resulting loss to your account. In any case, The Standard will not be liable if circumstances beyond its control prevent the transaction, or if its liability is otherwise limited by regulation or agreement.

MAINSRING MANAGED AGREEMENT

This Agreement is between you, a participant in a retirement plan, and StanCorp Investment Advisers, Inc. ("us" or "we"), for a specific advisory service called Mainspring Managed. Access to Mainspring Managed is provided to you by the sponsor of your retirement plan. Termination of the agreement between the plan sponsor and StanCorp Investment Advisers will end your access to the Mainspring Managed service.

While this Agreement is in effect, StanCorp Investment Advisers will:

1. Assist in establishing, reviewing and updating your investment goals.
2. Assist in selecting and monitoring the investment funds in your portfolio.
3. Determine, review and change the allocation of assets in your investment account through the use of an asset allocation model and periodically rebalance your account to your target allocation.
4. Provide telephone access to an investment advisor representative to address specific changes to your personal and financial circumstances and how they may affect your investment account.
5. Monitor, report and assess your investment results on no less than a quarterly basis.

You may be charged a monthly fee during the time this agreement remains in effect; please refer to the first paragraph on the front of this form for fee information.

This Agreement will remain in effect until you opt out of the Mainspring Managed service by calling our Advisory Service Center, by withdrawing your entire vested account balance from the plan or by other means that we make available to you. The Agreement will terminate if your entire account is transferred to your beneficiary or to an alternative payee pursuant to a qualified domestic relations order. In addition, you or we may terminate the Agreement at any time after providing written notice to the other party. You may revoke this Agreement within 10 days of its effective date without being charged a fee.

The Mainspring Managed service will be available to you only while the agreement between your plan sponsor and StanCorp Investment Advisers is in effect. If your employer ceases to offer the Mainspring Managed service, your participation in it will cease and this Agreement will terminate.

You acknowledge and understand that StanCorp Investment Advisers will have discretion to supervise, manage and direct the assets in your investment account and any subsequent additions to the investment account. While this Agreement is in effect, StanCorp Investment Advisers will have authority to adjust your contribution amount, and invest, reinvest, exchange and trade the assets in your investment account among the investments selected by the plan's trustees or other fiduciary, all without prior consultation with you, as we deem appropriate. You will receive notice prior to any adjustment of your contribution amount so that you may instruct StanCorp Investment Advisers or its agent not to make that change.

You understand that your savings and investment strategy will be based on the personal information you provide, data we have available about your retirement savings and assumptions about future economic results and mortality determined by StanCorp Investment Advisers. If you have assets with another provider that are included on your quarterly statement, we will assume those assets are invested in a portfolio of assets with risk and return characteristics similar to that of your managed portfolio.

Further, you acknowledge that this service is intended as a long-term investment program and that the value of your portfolio will fluctuate. We cannot guarantee the profitability of your portfolio. Past performance is no guarantee of future results.

You agree that StanCorp Investment Advisers will have no liability for any advice given to you based on inaccurate personal information provided by you or your plan sponsor to us on any information form or by telephone or electronic medium. You also agree that StanCorp Investment Advisers will not be liable for any tax which may result from a securities transaction effected or omitted under this Agreement.

We agree not to assign this Agreement within the meaning of the Investment Advisers Act of 1940 as amended without your prior consent.

You acknowledge receipt of our Disclosure Statement, Part II of the Form ADV, as amended to date, or a separate brochure which contains the Part II information.

This Agreement constitutes the only agreement between you and StanCorp Investment Advisers with respect to the provision of Mainspring Managed services.

Please return this signed document to:

Standard Retirement Services, Inc.
1100 SW Sixth Avenue
Portland, OR 97204

The Standard is the marketing name for StanCorp Financial Group, Inc. and its subsidiaries. StanCorp Equities, Inc., member FINRA, wholesales a group annuity contract issued by Standard Insurance Company and a mutual fund trust platform for retirement plans. Third-party administrative services are provided by Standard Retirement Services, Inc. Investment advisory services are provided by StanCorp Investment Advisers, Inc., a registered investment advisor. StanCorp Equities, Inc., Standard Insurance Company, Standard Retirement Services, Inc. and StanCorp Investment Advisers, Inc. are subsidiaries of StanCorp Financial Group, Inc. and all are Oregon corporations.



StanCorp Investment Advisers, Inc. will provide a more detailed Savings and Investment Plan if you provide additional information. Please complete this form, which is confidential and is not shared with your employer. If you have questions about how to complete this form, contact the Advisory Service Center at 800.858.5420.

SECTION 1: YOUR INFORMATION

Social Security Number	Last Name	First Name
Date of Birth		

SECTION 2: SCOPE OF RECOMMENDATION

Check either Yes or No. If you select Yes, you must complete Section 3. If you do not complete Section 3, we cannot include information about your spouse/partner in our recommendations.

- ☐ Yes, I want to include information about my spouse/partner. The recommendations from StanCorp Investment Advisers, Inc. will address the goal of providing a retirement income that will support both me and my spouse/partner. **I understand that if I don't provide the following information about my spouse/partner, StanCorp Investment Advisers cannot include my spouse/partner in its planning.**
- ☐ No, I do not want to include information about my spouse/partner. **I understand that the recommendations from StanCorp Investment Advisers will focus on providing a retirement income that will support only myself. Please continue to Section 4. Do NOT complete Section 3.**

SECTION 3: INFORMATION ABOUT YOUR SPOUSE/PARTNER (Complete if you answered "Yes" in Section 2)

1. Are you planning to tap into your retirement savings as of your retirement date, or your spouse/partner's retirement date?	<input type="checkbox"/> Self <input type="checkbox"/> Spouse/Partner
2. Spouse/Partner's Date of Birth (If not provided, we are unable to use your spouse/partner's retirement date.)	____/____/____
3. Spouse/Partner's Expected Retirement Age (We will assume age 65 if no response is provided.)	_____
4. Spouse/Partner's Current Annual Salary (We will assume \$0 if no response is provided.)	\$ _____
5. Spouse/Partner's Retirement Plan - 401(k)	
a. Current Pre-Tax Account Balance (include only your spouse/partner's pre-tax 401(k) balance)	\$ _____
b. Current Roth Account Balance (include only your spouse/partner's Roth 401(k) balance)	\$ _____
c. Approximate percent of salary your spouse/partner contributes each year (pre-tax)	____%
d. Approximate percent of salary your spouse/partner contributes each year (Roth)	____%
e. Employer Match (Please indicate a single percentage for your spouse/partner's match. For example, if your spouse/partner's plan provides a match of 50% on the first 4% of salary, you would indicate a match of 2% (4% multiplied by 50%)).	____%
f. What percent of the current account balance is invested in stocks or stock funds? (If not provided, we will assume a response of "Between 30%-70%.")	<input type="checkbox"/> Less than 30% <input type="checkbox"/> Between 30%-70% <input type="checkbox"/> Greater than 70%

Please place in supplied envelope
or return signed document to:

Standard Retirement Services, Inc.
1100 SW Sixth Avenue
Portland, OR 97204
Email: enrollment.forms@standard.com

Continued on back

SECTION 4: OTHER RETIREMENT INCOME (Combined totals for you and your spouse/partner)**Outside Tax-Deferred Savings (Excluding Current Employer 401(k) Balance)**

Please provide information about any tax-deferred savings you or your spouse/partner have set aside for retirement. Do not include savings that will be used for other expenses such as college tuition. Examples include:

- Retirement plan assets from another employer (If you included your spouse/partner's retirement 401(k) balance in Section 3, do not add it again here.)
- Traditional (pre-tax) Individual Retirement Accounts (IRAs)
- Annuities

- a. Current combined account balance \$ _____
- b. Approximate combined amount you and your spouse/partner contribute each year \$ _____
- c. Do you and your spouse/partner plan to increase your contribution as your salary increases?
(We will assume "no" if no response is provided.) ☐ Yes ☐ No
- d. Percent of the current account balance invested in stocks or stock funds? ☐ Less than 30%
(We will assume "Between 30%-70%" if no response provided.) ☐ 30%-70%

Outside Roth IRA and Roth 401(k) Savings

Please provide information about any Roth IRA savings you or your spouse/partner have set aside for retirement.

- a. Current combined account balance \$ _____
- b. Approximate combined amount you and your spouse/partner contribute each year \$ _____
- c. Do you and your spouse/partner plan to increase your contribution as your salary increases?
(We will assume "no" if no response is provided.) ☐ Yes ☐ No
- d. Percent of the current account balance invested in stocks or stock funds? ☐ Less than 30%
(We will assume "Between 30%-70%" if no response provided.) ☐ 30%-70%

Outside Non-Tax-Deferred Savings

Please provide information about any non-tax-deferred savings you and your spouse/partner have set aside for retirement. Examples include:

- Bank Account
- Certificates of Deposit
- Mutual Funds not part of a retirement plan
- Stocks and Bonds not part of a retirement plan

- a. Current combined account balance \$ _____
- b. Approximate combined amount you and your spouse/partner contribute each year \$ _____
- c. Do you and your spouse/partner plan to increase your contribution as your salary increases?
(We will assume "no" if no response is provided.) ☐ Yes ☐ No
- d. Percent of the current account balance invested in stocks or stock funds? ☐ Less than 30%
(We will assume "Between 30%-70%" if no response provided.) ☐ 30%-70%
☐ Greater than 70%

Pension Plan Income

If you expect to have income from a defined benefit pension plan during retirement, enter the monthly benefit here. Enter amounts for you and your spouse/partner payable at your individual expected retirement dates. You may receive a statement from your Plan Administrator periodically that contains this information. Don't forget to include any benefits payable from companies from which you've terminated employment.

Self \$ _____
(per month)

Partner \$ _____
(per month)

Social Security Income

Include Social Security Income in retirement planning assumptions? (We will assume "Yes" if no response is provided.) ☐ Yes ☐ No

SECTION 5: EMPLOYEE CERTIFICATION

This certifies that all of the above information is accurate. I understand that I am responsible for contacting the Advisory Service Center at 800.858.5420 to update my personal information on a regular basis.

Signature _____

Date _____

Printed Name _____

Social Security Number _____

StanCorp Investment Advisers, Inc.

www.standard.com

1100 SW Sixth Avenue

Portland, OR 97204

Phone: 971.321.8844

Item 1 - Cover Page

March 8, 2016

This brochure provides information about the qualifications and business practices of StanCorp Investment Advisers, Inc. If you have any questions about the contents of this brochure, please contact us at 971.321.8844. The information in this brochure has not been approved or verified by the U.S. Securities and Exchange Commission or by any state securities authority.

StanCorp Investment Advisers, Inc., is a registered investment advisor. Registration of an investment advisor does not imply a certain level of skill or training.

Additional information about StanCorp Investment Advisers, Inc., is also available on the SEC's website at www.adviserinfo.sec.gov.

Item 2 - Material Changes

The following is a summary of material during the period between this brochure and our previous version, dated June 15, 2015:

- StanCorp Financial Group, Inc., our parent company, was purchased by Meiji Yasuda Life Insurance Company. Meiji Yasuda does not expect to make any changes to our personnel, management, operations, products or services. Our business goals, strategic approach and brand will also remain the same. The purpose of the acquisition was to expand the scope of Meiji Yasuda's offerings in the United States, to accelerate its diversification internationally and to counter the shrinking domestic insurance market in Japan.
- The fixed income and derivatives portfolio of Standard Insurance Company is no longer managed by StanCorp Investment Advisers, Inc. Effective Jan. 1, 2016, management of the assets was reassigned to Standard Insurance Company. This change enhances our focus on retirement plan clients and streamlines our operations.

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Item 4 - Advisory Business

We provide investment management services to retirement plan clients, including:

1. investment consulting services to the retirement plan clients of Standard Insurance Company and Standard Retirement Services, Inc., consisting of:
 - fund selection and monitoring for group annuity separate accounts and the Standard Retirement Services, Inc.'s Net Asset Value platform
 - development and maintenance of model asset allocations for defined contribution plans
 - fund portfolio construction for defined benefit plans
 - assistance with selecting funds for specific retirement plan menus and portfolios
 - quarterly monitoring reports reflecting the performance of funds offered to Standard Insurance Company and Standard Retirement Services, Inc., retirement plan clients
 - participant-level advice through the Mainspring Managed service
2. investment advice to the Reliance Advisory Portfolio Collective Trusts, a series of 14 collective trusts owned by Reliance Trust that:
 - invest in unaffiliated mutual funds representing a broad range of asset categories

- have 10 fully diversified portfolios and four style-based portfolios, each representing the large, small and mid-cap, fixed income and international equity categories
- are only available to clients of Standard Retirement Services, Inc.

Our total Regulatory Assets Under Management as of February 19, 2016, were \$15.4 billion. Of that, \$9.6 billion was managed on a discretionary basis, and \$5.8 billion was managed on a non-discretionary basis.

Item 5 - Fees and Compensation

Standard Insurance Company and Standard Retirement Services, Inc., pay a fixed retainer to us for services provided to their retirement plan clients. In addition, retirement plan clients pay Standard Retirement Services, Inc., an asset-based fee for administrative and recordkeeping services. In some cases, clients pay additional fees to the custodian. Participants enrolled in the Mainspring Managed service may pay Standard Retirement Services, Inc., a per-participant fee. Retirement plan clients may terminate with a 60-day notice. Since no advisory fees are charged, there is no closing bill from our firm.

Portfolios that include mutual funds and/or ETFs may have a layered fee structure. In addition to the management fees paid to StanCorp Investment Advisers, Inc., the funds' expenses are deducted from the value of the mutual funds. We may recommend mutual funds that are no-load or those having a 12b-1 fee. No load funds have no sales charges included in their expenses, and 12b-1 fees are sales charges that are incorporated into the expense ratio and, therefore, the price of the fund. In no case does StanCorp Investment Advisers, Inc., receive compensation from mutual fund companies. If a 12b-1 fee is paid, it is returned to the plan sponsor as a reduction of its Standard Retirement Services, Inc., asset-based fee. StanCorp Equities, Inc., an affiliated limited broker dealer, does not process transactions. Clients purchase the investments we recommend through unaffiliated custodians or through the Standard Insurance Company group annuity contract.

Item 6 - Performance-based Fees

We do not offer performance-based fee schedules.

Item 7 - Types of Clients

We provide investment consulting services to the retirement plan clients of Standard Retirement Services, Inc., and Standard Insurance Company as well as some retirement plan clients not administered by our affiliated companies. We are the investment advisor to participants in the Mainspring Managed service offered by Standard Retirement Services, Inc., and the Reliance Trust collective trust portfolios used in that service. We also offer services to endowments and other organizations.

Item 8 - Methods of Analysis, Investment Strategies and Risk of Loss

Retirement plan clients primarily invest in mutual funds, collective trusts and group annuity contracts. Investments are selected and retained based on their long-term adherence to specific performance and portfolio criteria. Portfolios are constructed based on mean return and variance analysis.

For endowments and other organizations, we primarily invest in mutual funds but may include stocks, bonds and/or ETFs. These investments are used to populate allocations that are expected to produce returns and risk consistent with the client's long-term objectives and risk tolerance. Mutual funds are selected and retained based on their long-term adherence to specific performance and portfolio criteria. Our fixed income and equity selections are based on fundamental and quantitative analysis.

All investments present some risk of loss that clients should be prepared to bear. Stocks have greater return potential but are more volatile than other investment types. Mutual funds and ETFs may focus on certain sectors that may involve a greater degree of risk than other funds that provide broader diversification. In addition to the normal risks associated with equity investing, investments in smaller and mid-cap companies and narrowly focused investments typically exhibit higher volatility and are less readily marketable than investments in larger companies or more diversified strategies. Similarly, international investing involves certain risks, such as currency fluctuations, economic instability and political developments. These risks may be accentuated in emerging markets. Real estate investment trusts are subject to special risks, such as tax law changes and general economic conditions that may affect the value of the underlying real estate assets. Bonds are subject to certain risks including interest-rate, credit and inflation risks. As interest rates rise, the prices of bonds fall. Derivatives are subject to a number of risks, such as liquidity, interest rate, market, credit and management risk.

Item 9 - Disciplinary Information

We have no disciplinary actions to disclose.

Item 10 - Other Financial Industry Activities and Affiliations

We are a subsidiary of StanCorp Financial Group, Inc., which is also the holding company for Standard Insurance Company; The Standard Life Insurance Company of New York; Standard Retirement Services, Inc.; StanCorp Mortgage Investors, LLC, a commercial loan underwriter; StanCorp Real Estate, LLC, a real estate investment and property management company; and StanCorp Equities, Inc., a limited broker-dealer. StanCorp Financial Group, Inc. is owned by Meiji Yasuda Life Insurance Company.

Members of our senior management team are also officers of one or more of the sister subsidiaries and may be engaged in the business of those subsidiaries in addition to the responsibilities they have to our firm. Our clients may also be clients of Standard Insurance Company, Standard Retirement Services, Inc., or StanCorp Mortgage Investors, Inc.

Item 11 - Code of Ethics

We have adopted and maintained a code of ethics that governs the actions of personnel in their dealings with clients. The code covers personal trading, gifts and gratuities and the protection of client information. Any client or prospective client may request a copy of our code of ethics at any time. From time to time, our personnel may purchase the same securities that are recommended to clients. This could present a potential

conflict of interest by encouraging personnel to act on their own behalf before the clients. To overcome this possible conflict, personnel transactions are monitored to detect inappropriate trading activity.

Item 12 - Brokerage Practices

When applicable, we have the discretion to determine the broker and/ or institution with which trades are executed, the specific securities that are purchased and the size of transactions without prior client consent, within client established guidelines. Transactions for endowments and other clients are executed through a custodian platform. The basis for recommendation of the custodian includes availability of low-cost, high-quality mutual funds offered, transaction costs, and the accuracy and quality of trade execution and overall client service. We do not execute trades for soft dollar benefits nor do we have directed brokerage arrangements.

Item 13 - Review of Accounts

Investment portfolios are reviewed regularly. Fixed income holdings are monitored for changes in credit quality, business focus and merger activity using alert mechanisms from various information sources. Mutual funds and ETFs are monitored for changes in ownership, management or investment strategy.

Mutual fund performance, selections and terminations are reviewed at least quarterly, and occasionally more often, by our investment committee. Clients receive a quarterly performance review comparing investment returns to appropriate benchmarks.

Item 14 - Client Referrals and Other Compensation

We do not pay for referrals. In the past, we participated in the Schwab Advisor Network, a service designed to help investors find an independent investment advisor. Schwab is a broker dealer independent of and unaffiliated with our firm; does not supervise our activities; and has no responsibility for our management of client portfolios or our other advice or services. We no longer pay Schwab fees to receive client referrals through the service nor ongoing fees for past referrals.

In the course of providing investment services, we may refer clients to third-party professionals such as attorneys, CPAs, bookkeepers and others. Neither our personnel providing the referral, nor the firm, receives any compensation from any party for these referrals. These recommendations are based on industry information or work related to other clients; however, we have not researched or otherwise conducted a due diligence review of the referred professional and do not make any representation or warranty of the professional being referred. We highly recommend you conduct a thorough due diligence review to ensure the referred professional can adequately meet your needs.

Item 15 - Custody

We are considered to have custody of client assets because in some cases we may deduct our management fee directly from client accounts. However, we do not physically hold client assets. Our clients' custodians and brokers provide at least quarterly statements either electronically or in print. We may also provide quarterly reports. Clients are encouraged to compare balances between the custodian statements and our quarterly reports, taking into account possible timing differences.

Item 16 - Investment Discretion

We have investment discretion for participants in the Mainspring Managed service through a participant agreement. We also have discretion for retirement plan clients using the group annuity contract and NAV plans who select discretionary management. The Mainspring Managed service moves participant portfolios to more or less aggressive strategies based on the changes in the participants' situations, such as declining time to retirement, changes in assets relative to the retirement requirements, or other changes reported or requested by the participant. We select, monitor and remove mutual funds from our retirement plan client accounts based on our fund selection and monitoring criteria.

Item 17 - Voting client Securities

We vote the proxies for securities on the Standard Insurance Company group annuity contract but do not vote proxies for securities on the Standard Retirement Services, Inc., NAV platform. In general, we vote with the boards of directors unless the item would significantly change the nature of the investment the clients hold. Clients may obtain a record of our votes as well as our proxy voting policies upon request.

Item 18 - Financial Information

We have no financial impairment that would preclude the firm from meeting contractual commitments to clients. We do not require prepayment of fees of more than \$1,200 per client, six months or more in advance; therefore, a balance sheet is not attached.

Retirement Plans

Advisory Service Center

1100 SW Sixth Avenue
Portland, OR 97204
Phone: 800.858.5420



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

Chris Campbell

Educational Background and Business Experience

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

Business Activities

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

Doug Corra

Educational Background and Business Experience

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

Business Activities

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

Nicole Cutcher

Educational Background and Business Experience

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

Business Activities

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

Marina Ford

Educational Background and Business Experience

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

Business Activities

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

Jeremy Oder

Educational Background and Business Experience

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

Business Activities

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

Marija Petrova Muta

Educational Background and Business Experience

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

Business Activities

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

Sandra Sechrist

Educational Background and Business Experience

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

Business Activities

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



The Standard®

Savings Form
Messiah University Defined Contribution
Retirement Plan
#807945

Sign up now! Simply complete the information below to begin saving in your retirement plan. *Return the completed form to Susan Deitch.*

YOUR INFORMATION

Social Security Number	Last Name	First Name	
Mailing Address	City	State	ZIP
Date of Birth (mm/dd/yy)	Date of Hire (mm/dd/yy)	Email Address	Phone

HOW MUCH DO YOU WANT TO SAVE?

Pre-Tax Savings (Check One)

The smallest amount you can contribute is 1% of your compensation. The most you can save during 2020 is \$19,500 (\$26,000 if you are age 50 or older). Other plan or legal limits may apply.

I elect to contribute as pre-tax contributions:

☐ _____ %

☐ No pre-tax amounts at this time. I elect to opt out of pre-tax contributions and understand I can enroll at a later time.

Roth Savings (Check One)

Enter the after-tax amount you wish to contribute to your Roth retirement savings account. The smallest amount you can contribute is 0% of your compensation. The most you can save during 2020 (including any pre-tax contributions) is \$19,500 (\$26,000 if you are age 50 or older). Other plan or legal limits may also apply.

☐ _____ %

☐ I elect not to make Roth contributions at this time. I understand I can change my election at a later time.

AUTHORIZATION

I authorize my employer and the plan administrator to deduct from my earnings the amounts determined by the designation above and to forward such amounts to the plan. I also direct my employer and the plan administrator to implement any other instructions I have provided on this form. I have read the Disclosure Statement on this form and, by signing here, agree to be bound by its terms. The employer, trustees and any others concerned with the administration of the plan are entitled to rely on these instructions; each shall be fully protected in taking or omitting any action under any provisions of the plan in reliance on this information.

Signature _____

Date _____

NEXT STEPS

Please return the completed form to your human resources department. When you submit this completed form, your employer will make your contribution request at the first opportunity allowed under the plan, assuming that you are eligible to participate.

This form will override any changes previously made using The Standard's automated phone system or online via Personal Savings Center.

To make changes to your contribution amount after you have enrolled, please complete a new Savings Form, available from your human resources department.

Visit www.standard.com/retirement to access Personal Savings Center to manage your account or you can call a customer service representative at 800.858.5420.

To select how you want your money to be invested, please use the Investing Form.

DISCLOSURE STATEMENT

You must notify The Standard within 15 days of receipt of your quarterly account statement if an error occurred, or if you requested and confirmed an investment transfer or directive change that was not completed during the period covered by the statement. You may give notice by contacting a customer service representative at **800.858.5420** or by emailing **savings@standard.com**. Unless you give such notice, The Standard will not be liable for any resulting loss to your account. In any case, The Standard will not be liable if circumstances beyond its control prevent the transactions, or if its liability is otherwise limited by regulation or agreement.

The Standard is the marketing name for StanCorp Financial Group, Inc. and its subsidiaries. StanCorp Equities, Inc., member FINRA, wholesales a group annuity contract issued by Standard Insurance Company and a mutual fund trust platform for retirement plans. Third-party administrative services are provided by Standard Retirement Services, Inc. Investment advisory services are provided by StanCorp Investment Advisers, Inc., a registered investment advisor. StanCorp Equities, Inc., Standard Insurance Company, Standard Retirement Services, Inc. and StanCorp Investment Advisers, Inc. are subsidiaries of StanCorp Financial Group, Inc. and all are Oregon corporations.

YOUR INFORMATION

Social Security Number	Last Name	First Name	
Mailing Address	City	State	ZIP
Date of Birth (mm/dd/yy)	Date of Hire (mm/dd/yy)	Email Address	Phone

HOW DO YOU WANT TO INVEST YOUR CONTRIBUTIONS?

The Standard can help you manage your investments when you select a Guided Portfolio. You may create your own portfolio by completing the Independent section below. If you do not make a selection, your contributions will be invested in the plan's default fund(s).

You may change your investment instructions at any time by logging into www.standard.com/retirement or calling 800.858.5420.

Complete only one subsection, not both.

Option 1: Guided Portfolios — Choose one of the Guided Portfolios below by checking the appropriate box. The allocation for each of these portfolios can be found on the reverse side of this form.

<input type="checkbox"/> Conservative	<input type="checkbox"/> Moderately Conservative	<input type="checkbox"/> Moderate
<input type="checkbox"/> Moderately Aggressive	<input type="checkbox"/> Aggressive	

Option 2: Independent — Select your own combination of investments by entering whole percentages below. Please be sure that your selections total 100 percent. The minimum for any investment is 1 percent.

1. Signifies a scheduled fund termination that will occur in the next 120 days. 2. Redemption fee may apply to short-term investments.

____ % Prudential Guaranteed Inc 38	____ % American Century InfAdjBdInv	____ % Metropolitan W Tot R Bd Plan
____ % Vanguard Wellington Adm	____ % Vanguard Equity Income Adm	____ % TIAA-CREF So Ch Eq Ins
____ % Fidelity 500 Index	____ % JPMorgan US Equity R6	____ % MainStay Winslow LgcpGrw R6
____ % Wells Fargo Spec MdCp Val R6	____ % Nuveen Mid Cap Value R6	____ % Vanguard Mid Cap Index Adm
____ % Baron Asset Instl	____ % DFA US Targeted Value I	____ % Vanguard Small Cap Index Adm
____ % Vanguard Explorer Adm	____ % American Funds New Prspct R6	____ % DFA International Core Eq I
____ % American Funds EuroPacfc R6	____ % PGIM High Yield Z	____ % Invesco Oppen Dev Mkts R6
____ % Cohen & Steers Instl Realty		
100% Total		

AUTOMATIC REBALANCER

Check a box below to select the Automatic Reblancer service for your account. If you select this service, your account assets will be rebalanced to match your investment directives at the time of rebalancing. Automatic Rebalancer will remain off if you do not make a selection below.

How often would you like your account rebalanced? ☐ Quarterly ☐ Semiannually ☐ Annually

AUTHORIZATION

I authorize my employer and the plan administrator to invest my savings as outlined on this form. I also direct my employer and the plan administrator to implement any other instructions I have provided on this form. I have read the Disclosure Statement on this form and, by signing here, agree to be bound by its terms. The employer, trustees and any others concerned with the administration of the plan are entitled to rely on these instructions; each shall be fully protected in taking or omitting any action under any provisions of the plan in reliance on this information.

Signature _____ Date _____

GUIDED PORTFOLIO DESCRIPTIONS

	Conservative	Moderately Conservative	Moderate	Moderately Aggressive	Aggressive
Cash Equivalent	30%	20%	15%	5%	0%
Prudential Guaranteed Inc 38	30%	20%	15%	5%	0%
Bonds	50%	40%	25%	15%	0%
Metropolitan W Tot R Bd Plan	50%	40%	25%	15%	0%
Large-Cap Stocks	11%	23%	34%	45%	56%
Fidelity 500 Index	5%	11%	16%	23%	28%
MainStay Winslow LgcpGrw R6	3%	6%	9%	11%	14%
Vanguard Equity Income Adm	3%	6%	9%	11%	14%
Small-/Mid-Cap Stocks	4%	7%	11%	15%	19%
Baron Asset Instl	1%	2%	3%	4%	5%
Wells Fargo Spec MdCp Val R6	1%	2%	3%	4%	5%
Vanguard Small Cap Index Adm	2%	3%	5%	7%	9%
International Stocks	5%	10%	15%	20%	25%
DFA International Core Eq I	5%	10%	15%	20%	25%

NEXT STEPS

Your employer will forward the completed form to The Standard. This form will override any changes previously made using The Standard's automated phone system or online via Personal Savings Center.

The Standard will deem invalid any Investing Form that is completed incorrectly. Invalid forms include, but are not limited to, those containing: investment elections that do not total 100 percent, fractional investment election percentages, conflicting or contradictory elections, the selection of old investment options no longer available in the plan, illegible, incomplete or unsigned forms. If an Investing Form is deemed to be invalid, any contributions received will be invested in the plan's default fund. The Standard will notify by letter any participant whose investment elections have been defaulted with instructions on how they can make changes to their investments.

For information about redemption fees that may apply to certain funds signified by the second footnote, please contact The Standard at 800.858.5420.

Visit www.standard.com/retirement to access Personal Savings Center to manage your account or call a customer service representative at 800.858.5420.

To select the amount you wish to save, please use the Savings Form.

DISCLOSURE STATEMENT

You must notify The Standard within 15 days of receipt of your quarterly account statement of any errors or if you requested and confirmed an investment transfer or directive change that was not completed during the period covered by the statement. You may give notice by contacting a customer service representative at **800.858.5420** or by emailing **savings@standard.com**. Unless you give such notice, The Standard will not be liable for any resulting loss to your account. In any case, The Standard will not be liable if circumstances beyond its control prevent the transaction or if its liability is otherwise limited by regulation or agreement.

The Standard is the marketing name for StanCorp Financial Group, Inc. and its subsidiaries. StanCorp Equities, Inc., member FINRA, wholesales a group annuity contract issued by Standard Insurance Company and a mutual fund trust platform for retirement plans. Third-party administrative services are provided by Standard Retirement Services, Inc. Investment advisory services are provided by StanCorp Investment Advisers, Inc., a registered investment advisor. StanCorp Equities, Inc., Standard Insurance Company, Standard Retirement Services, Inc. and StanCorp Investment Advisers, Inc. are subsidiaries of StanCorp Financial Group, Inc. and all are Oregon corporations.



TheStandard®

Beneficiary Designation for Death Benefits Form

Messiah University Defined Contribution Retirement Plan

#807945

See reverse for instructions and explanation.

PARTICIPANT Complete this section (and Spouse section, if necessary), and submit to your employer

Name of Participant

Social Security Number

Date of Birth

I have read the explanation on the back of this form. I understand that if I am married, (1) and if I die before I retire, my Plan Benefits will be paid to my spouse in the form of a Qualified Preretirement Survivor Annuity (QPSA, a life annuity), (2) I have the right to waive the form of payment, provided my spouse consents to the waiver, (3) I have the right to waive payment to my spouse as sole beneficiary, provided my spouse consents to the waiver, and (4) I can revoke these waivers at any time. If I am under age 35, I understand that this election will become invalid when I reach 35; I may then make a new election. This designation supersedes any previous designation.

100% of the benefits will be paid to the Primary Beneficiaries. Contingent beneficiaries receive benefits only if all Primary Beneficiaries predecease you.

I designate as my beneficiary(ies) for benefits from this plan:

% of proceeds for Primary Beneficiaries must total 100%

% of proceeds for Contingent Beneficiaries must total 100%

Name of Primary Beneficiary (please print) Social Security Number

Name of Contingent Beneficiary (please print) Social Security Number

Relationship Date of Birth % of Proceeds

Relationship Date of Birth % of Proceeds

Current Address

Current Address

Name of Primary Beneficiary (please print) Social Security Number

Name of Contingent Beneficiary (please print) Social Security Number

Relationship Date of Birth % of Proceeds

Relationship Date of Birth % of Proceeds

Current Address

Current Address

Name of Primary Beneficiary (please print) Social Security Number

Name of Contingent Beneficiary (please print) Social Security Number

Relationship Date of Birth % of Proceeds

Relationship Date of Birth % of Proceeds

Current Address

Current Address

I am ☐ married ☐ unmarried

If I am married and have designated someone other than my spouse as my beneficiary, this designation will be effective only if my spouse consents to it by signing in the spouse section below.

☐ I choose to waive payment of death benefits in the form of a QPSA and instead choose payment in the form of _____ . (Consult the Plan Administrator for alternate forms.) I acknowledge that this choice will be effective only if my spouse consents to it by signing below. (The beneficiary may elect another form at the time a death benefit is payable.)

X

Participant Signature

Date

Please complete additional information on the other side

SPOUSE

SPOUSE Complete this section if the participant designated a non-spouse beneficiary or waived the QPSA. Your consent must be witnessed by a Plan Representative or Notary Public.

I have read the explanation below. I understand the terms of the QPSA and I understand that my consent is irrevocable unless the participant revokes that election.

- ☐ I consent to the beneficiary designation made by the participant. I understand that if the participant dies prior to retirement, any benefits under the Plan will be paid to the designated beneficiary.
- ☐ I consent to the election by the participant to waive payment in the form of a QPSA. I understand that if the participant dies prior to retirement, any benefits under the Plan will be paid in the form the participant has elected above, or in another form elected by the participant or by the beneficiary.

	X	
Name of Spouse (please print)		Signature of Plan Administrator or Notary Public
		Date
X		
Spouse Signature	Date	Title

PLAN REPRESENTATIVE Complete this section if there is no Spouse signature

I, _____, state that it has been established to my satisfaction that spousal consent to this election cannot be obtained because there is no spouse, the spouse cannot be located, or other circumstances make obtaining such spousal consent impossible.

X		
Plan Representative Signature	Title	Date

INSTRUCTIONS

- Participant must complete the "Participant" Section, and if necessary, have his or her spouse complete the "Spouse" Section.
- The participant should then return the form to the employer who will complete the "Plan Representative" Section, if applicable, and keep the completed form on file for future reference.

EXPLANATION OF DEATH BENEFIT

MARRIED PARTICIPANTS

If you die before you retire, your retirement plan provides that any plan benefits to which you are entitled will be paid to your surviving spouse in the form of a Qualified Pre-retirement Survivor Annuity (QPSA). A QPSA provides for monthly income for the life of your spouse. Your surviving spouse is the spouse to whom you are married throughout the one-year period ending on your date of death.

However, if your spouse consents in writing, you may elect to waive payment in the form of an annuity for the life of your spouse, or you may designate a beneficiary other than your spouse to receive the benefit, or both. Your spouse's consent must be witnessed by the Plan Administrator or the Plan Administrator's representative or by a Notary Public.

When your spouse has consented in writing to your election to waive the life annuity, you may choose to receive payment in any form allowed by the plan. After your death, your beneficiary may also elect any form of payment allowed by the plan.

You may not change your beneficiary designation without your spouse's written consent.

You may revoke your election at any time. To make a new election, you must again obtain your spouse's written consent.

If you are not yet age 35 when you make such an election, your election will become invalid on the first day of the plan year in which you reach age 35. At that time, you may make a new election.

UNMARRIED PARTICIPANTS

You may designate a beneficiary to receive any benefits to which you are entitled if you die before you retire.

The plan provides that your benefits will be paid to your beneficiary in a lump sum. However, your beneficiary may elect another form of payment allowed by the plan after your death.

If you marry after completing this form, your beneficiary designation may no longer be valid and your spouse may be entitled to the benefits described above for married participants.

IF YOUR MARITAL STATUS CHANGES OR IF YOU HAVE ANY QUESTIONS ABOUT THIS EXPLANATION, PLEASE CONTACT THE PLAN ADMINISTRATOR.

Please keep a copy of this form for your records



TheStandard®

Application for Rollover Form
Messiah University Defined Contribution
Retirement Plan
#807945

Note: Contact your prior retirement plan provider to initiate your rollover distribution to The Standard.
See reverse for instructions on completing this form

PARTICIPANT INFORMATION

PARTICIPANT NAME: <i>(please print)</i>	SOCIAL SECURITY NUMBER:
EMAIL ADDRESS:	DAYTIME PHONE NUMBER (REQUIRED):

ROLLOVER CONTRIBUTION INFORMATION

I request the plan administrator accept my rollover based on the following information.

Name of distributing plan or IRA custodian: _____

The requested rollover represents an eligible rollover distribution from a (check one option):

- a. ☐ Qualified retirement plan
- b. ☐ 403(b) plan (from prior employer)
- c. ☐ Governmental 457(b) plan
- d. ☐ Traditional IRA (After-tax contributions are not eligible for rollover. Only money that otherwise would be includible in gross income is eligible.)

If the requested rollover contains a designated Roth 401(k) account or Roth 403(b) account, please provide:

- a. Date of the first Roth contribution: _____ (The starting date for the IRS five-taxable-year period)
- b. Total Roth Contributions \$ _____
- c. Total earnings on Roth contributions: \$ _____

Note: Roth IRAs cannot be rolled into this plan.

PARTICIPANT'S SIGNATURE

I hereby certify to the best of my knowledge that the rollover contribution made to this plan is eligible for rollover. Distributions eligible for rollover into this plan include: distributions from a 401(a), 401(k), 403(b), governmental 457(b) plans, an IRA, a Roth 401(k), or a Roth 403(b) plan. If my distribution includes after-tax amounts, I understand that those amounts can only be rolled over if my plan accepts such contributions and if I provide information related to the cost basis of those amounts. I understand that if this rollover is accepted, it will be directed to investments based on my contribution directives in place at the time the rollover is received by The Standard. If I do not have directives in place, the rollover will be placed into the plan's default investment option.

PARTICIPANT SIGNATURE:	DATE:
------------------------	-------

AUTHORIZED SIGNER ACCEPTANCE (To be completed by your Plan Administrator)

As an authorized representative of the Messiah University Defined Contribution Retirement Plan, I certify I have investigated the rollover requested. I certify that the rollover information provided is true and correct and that I am an authorized representative of the retirement plan.

As The Standard is designated as the Manager of the Approval Process (MAP), you DO NOT need to sign this form. By signing this authorization request, you will be responsible for the oversight and authorization of this transaction.

NAME AND TITLE: *(printed)*

SIGNATURE:	DATE:
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INSTRUCTIONS FOR SUBMITTING FORM

Email form to: Rolloverforms@standard.com

or Fax form to: 971.321.7998

or Mail form to:

Standard Retirement Services, Inc.,
1100 SW 6th Avenue P8
Portland, OR 97204-1020

Attention: Plan No.: 807945

Plan Name: Messiah University Defined Contribution
Retirement Plan

PAYEE AND MAILING INSTRUCTIONS

The check must be made payable to the custodian as listed below. If the check is payable to you, please endorse as :
Payable to (Custodian listed below).

Reliance Trust Company
FBO: (Participant's Name)
Custodian Account No. 0155866973
Mail Stop 579
PO Box 5396
Carol Stream, IL, 60197-5396

Complete the application by following the steps below. If you have any questions, please call a customer service representative at 800.858.5420 for assistance.

- o **Contact your prior retirement plan provider to initiate your rollover distribution to The Standard**
- o Complete the **Participant Information** section on the form with your current information
- o Complete **Rollover Contribution Information** Section- see below
- o **Participant's Signature:** Sign and date the form
- o After completing the above sections on this form, have your current Plan Administrator fill out the **Authorized Signer Acceptance** section
- o Submit the completed Application for Rollover form by email, fax or mail. See the instructions on the front side of the form. **Please do not submit duplicate requests.**

ROLLOVER CONTRIBUTION INFORMATION

Please fill in the following information so The Standard can accept and process your rollover funds.

This information can be found by contacting your prior retirement plan service provider or by looking at your prior plan statements.

- Name of distributing plan or IRA custodian. Provide the name of the custodian that is currently holding your funds.
- Check the type of plan the rollover funds are coming from. The funds may be from a qualified retirement plan, a tax-sheltered annuity (403b) plan, a governmental (457) plan, or an IRA.

ROTH Funds Only:

- If you have Roth funds in your prior plan complete the Roth section on the form
- Provide the following: the date of your first contribution into your Roth plan, the total Roth contributions and the total earnings on the Roth contributions.

Please note: The plan administrator reserves the right to require reasonable evidence that your distribution is from a source allowed by the plan.

AUTHORIZED SIGNER ACCEPTANCE (To be completed by your Plan Administrator)

- Review your Plan Document to ensure the requested rollover can be accepted. More detailed instructions may be found in the Administration Guide available on our PlanNet® website.
- If the rollover request is acceptable, sign and date the form in the Authorized Signer Box.
- Please provide a copy of the completed form to the employee.
- Email, Fax, or mail a completed copy to The Standard. See front of form for information.

PLEASE NOTE:

- If the distribution check was made payable to you, the rollover funds and a check for any taxes withheld from your eligible distribution, must be received by The Standard within 60 days of the date on the distribution check.
- Certain types of distributions are not eligible for rollover, including: required minimum distributions (on or after age 70 ½), non-taxable payments (after-tax contributions) from IRAs, Roth IRAs, periodic payments for your life or for a period of 10 years or more and hardship withdrawals.
- A rollover check that is received at The Standard will be returned if a completed Application for Rollover is not received within 30 business days.
- The Application for Rollover will be returned to the employer/participant, if rollover assets are not received within 30 business days of receiving the rollover form.



The Standard[®]

Standard Retirement Services, Inc.
1100 SW Sixth Avenue Portland OR 97204-1020
971.321.7998 Fax

Application for 403(b) Transfer

To transfer assets from another Internal Revenue Code section 403(b) account to an account with The Standard, first contact your current provider to initiate the transfer. Then complete this form to notify The Standard that you are transferring assets. Fax this completed form to 971.321.7998.

May we contact your prior provider to assist with the transfer process? ☐ Yes ☐ No

PARTICIPANT INFORMATION

Participant Name	Social Security No.	Date of Birth
Mailing Address	City	State Zip Phone No.

CURRENT PROVIDER INFORMATION

Current 403(b) Provider Name	Contract or Account No.
Current 403(b) Provider Address	

AMOUNT AND SOURCE OF FUNDS

Estimated employee pre-tax deferral source transfer amount: _____

Estimated employer contribution source transfer amount: _____

Estimated Roth after-tax employee deferral source amount: _____

TOTAL estimated transfer amount: _____

SPECIAL INSTRUCTIONS TO CURRENT PROVIDER *Please liquidate the annuity contract or custodial account identified above and transfer the assets to:*

Reliance Trust Company
Mail Stop 579
PO Box 5396
Carol Stream IL 60197-5396

Account Number: _____

For Benefit Of (my name): _____

Contract Number: _____

I understand that this transfer is intended to qualify as a contract exchange or transfer under applicable regulations, and will not constitute actual or constructive receipt for federal income tax purposes. I understand these assets will be treated as pre-tax or Roth contributions and earnings as identified above and will be invested according to my investment directives currently on file with The Standard or, if I do not have investment directives on file, in a default fund identified by a plan fiduciary. I acknowledge the information provided above is true and complete.

Participant Signature

Date

The Plan Sponsor has adopted or will adopt a written 403(b) Plan ("Plan"), which will include The Standard as an approved Provider to receive exchanges/transfers. It is the Sponsor's intent that the written plan will meet the requirements of section 403(b) of the Internal Revenue Code ("Code") and the regulations thereunder. The Standard will make available investment options meeting the requirements of section 403(b) of the Code to Plan participants.

The Standard will accept the transferred funds for the benefit of this Plan participant and apply the restrictions of Code section 403(b) as applicable.

Print Name of Sponsor _____

Authorized Signature: _____

Print Name: _____

Title: _____

Email Address: _____

SRS 14368-Reliance

The Standard

Signature: _____

Print Name: _____

Title: _____

403(b) Transfers

What Is A Transfer?

A transfer is moving your 403(b) accounts from a prior provider to The Standard.

Why Choose The Standard?

The Standard has more than 80 years of experience providing security and peace of mind. Transferring your 403(b) to The Standard gives you:

- Easy access to your account by phone and online.
- Skilled customer service representatives who can provide personal assistance.
- A diversified portfolio of quality investment options.
- A single, easy-to-read statement where you can easily review your retirement investments. This allows you to track progress toward your goals and simplifies your recordkeeping.

Why Choose The Standard?

When transferring 403(b) money to The Standard from another retirement plan provider, be sure to ask your old provider the following questions and record their answers below:

Q: What paperwork is required to transfer my account balance to The Standard?

A: _____

Q: Will you accept The Standard's 403(b) transfer form, which names The Standard as an approved provider under the plan?

A: _____

Q: Once you receive the necessary paperwork for the transfer, when will my account balance move to The Standard?

A: _____

Q: How will I be notified when this transfer is complete?

A: _____

Q: What charges will apply to my transfer?

A: _____

Note: The Standard's 403(b) transfer form must be completed before the transferred money can be credited to your new account.

A Smart Move For Your Retirement Money

Saving for retirement – these three words can put a lot of people to sleep, but the decisions involved are among the most important you'll ever make.

At times throughout your career, you might have to decide whether to move your retirement plan account. You might be dissatisfied with your current investment options, or you could just want to consolidate your retirement accounts with a single provider for the sake of simplicity. A 403(b) transfer is one option available to you.

403(b) Transfers

Checklist

Action Items

- ☐ Contact your prior provider. Ask the questions above and complete and send the necessary forms. Usually, they will have a process you must follow. They also may impose a charge for transferring your account.
- ☐ Obtain a copy of your most current statement from your prior provider and verify the balance.
- ☐ Review and choose your investment options from the funds offered by The Standard. Our Investor Profile quiz can help you create a personalized investment plan. (You may wish to select your investment options before transferring your money; otherwise, your funds will be transferred to the plan's default fund.)
- ☐ Ensure that the transfer check is mailed to The Standard as follows:
Reliance Trust Company
Mail Stop 579
PO Box 5396
Carol Stream IL 60197-5396
Note: Reliance Trust Company serves as custodian for transferred 403(b) accounts.
- ☐ Send a copy of The Standard's 403(b) transfer form to your previous 403(b) provider along with copies of any other forms your prior provider may require.
- ☐ Keep this and copies of **all** paperwork for your records.

Highlights of Your Retirement Plan

Messiah University Defined Contribution Retirement Plan

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

When Can I Start Saving?

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

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

Your Contributions

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

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

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

Minimum 0 percent of compensation

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

How Will My Money Be Invested?

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

Your Employer's Contributions Can Help You Save More

To help you reach your retirement goals, we may match your contribution to the plan. Please refer to your Summary Plan Description for the details of the matching contribution formula.

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 or more	100%

Refer to your Summary Plan Description for additional requirements.

Rolling Over Retirement Accounts

Combining assets from several accounts is easier than ever before. Plans may now accept rollovers from:

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

Follow the instructions on the Application for Rollover form available on Personal Savings Center (www.standard.com/retirement).

Questions?

If you have questions about the plan, please contact Susan Deitch.

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

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

Fee Disclosure
Messiah University Defined Contribution Retirement Plan
As of September 22, 2020

About This Information

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

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

Section One - Participation and Plan-Level Fees

General Plan Information

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

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

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

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

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

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

Plan Administrative, Investment Advisory and Individual Plan Fees

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

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

Annual Plan Administrative Fees

Fee Name	Fee Amount
Plan Administrative Fees (including applicable recordkeeping, accounting, compliance and consulting services. The fees reflect an annual amount deduction proportionally on a quarterly basis)	\$150,000.00 allocated pro rata among participant accounts plus
Please refer to the end of this document for more details.	0.27% assessed on total plan assets, allocated pro rata among participant accounts
Eligible Participants with a Balance	Annual fee of \$15.00 allocated to participant accounts on a per capita basis

Individual Fees

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

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

Fee Name	Fee Amount
Qualified Domestic Relations Order	\$200.00 minimum
Mainspring Managed Account - Employee Paid	Up to \$10.00 per month
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. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. For Fixed Return Investments, the tables focus on the performance of the investment option. The tables also show shareholder-type fees, which are in addition to the Total Annual Operating Expenses. You may not be charged some of these shareholder-type fees, depending on the fund companies' policies with respect to qualified plans and your individual circumstances. In addition, mutual fund companies may make revenue-sharing payments in the form of asset based fees, which are collected for the benefit of your plan. These revenue-sharing payments may be applied to reduce the fees and expenses associated with your plan (whether the plan sponsor is billed for the services, or the amount is deducted from plan assets) and/or plan pricing, which includes The Standard's fees. Any revenue-sharing payments may also be allocated among participants. The amount of revenue-sharing payments differs among the mutual funds. Information about an option's principal risks and revenue-sharing as well as other important information is available in Personal Savings Center by visiting www.standard.com/retirement and selecting performance from the top menu bar.

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

Variable Return Investments

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

VARIABLE RETURN INVESTMENTS										
Name/ Type of Option	Average Annualized Total Return provided as of 06/30/20				Benchmark			Mutual Fund Expenses	Total Operating Expenses	*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception	As a %	Per \$1,000
Bond										
American Century InfAdjBdInv/Inflation-Protected Bond	6.82%	3.20%	2.91%	4.73%	8.28%	3.75%	3.52%	—	0.47%	\$4.70
					BarCap US Treasury US TIPS TR USD					
Metropolitan W Tot R Bd Plan/Intermediate Bond	9.18%	4.41%	4.85%	4.58%	7.88%	4.42%	4.12%	3.90%	0.37%	\$3.70
					BarCap US Universal TR USD					
PGIM High Yield Z/High Yield Bond	-0.59%	5.11%	6.74%	6.30%	-1.10%	4.58%	6.48%	6.66%	0.54%	\$5.40
					ML US HY Master II TR USD					

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 06/30/20				Benchmark			Mutual Fund Expenses	Total Operating Expenses		*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.		Since Inception	As a %		Per \$1,000
Large Cap												
Vanguard Equity Income Adm/Large Cap Value	-5.45%	7.15%	12.02%	7.28%	-8.84%	4.64%	10.41%	6.21%	0.18%	\$1.80		
Fidelity 500 Index/Large Cap Blend	7.49%	10.72%	13.97%	11.83%	7.48%	10.47%	13.97%	11.72%	0.02%	\$0.15		
JPMorgan US Equity R6/Large Cap Blend	13.13%	11.02%	14.39%	13.34%	7.48%	10.47%	13.97%	12.83%	0.44%	\$4.40		
TIAA-CREF So Ch Eq Ins/Large Cap Blend	8.10%	10.19%	12.99%	6.08%	7.48%	10.47%	13.97%	6.21%	0.17%	\$1.70		
MainStay Winslow LgcpGrw R6/Large Cap Growth	22.12%	15.59%	16.74%	16.25%	23.28%	15.89%	17.23%	16.17%	0.64%	\$6.40		
Small/Mid Cap												
Nuveen Mid Cap Value R6/Mid Cap Value	-11.92%	3.18%	8.67%	-7.41%	-11.81%	3.32%	10.29%	-4.91%	0.77%	\$7.70		
Wells Fargo Spec MdCp Val R6/Mid Cap Value	-9.44%	4.29%	11.37%	7.78%	-11.81%	3.32%	10.29%	6.55%	0.72%	\$7.20		
Vanguard Mid Cap Index Adm/Mid-Cap Blend	-0.20%	6.99%	12.47%	9.40%	-2.24%	6.76%	12.35%	9.44%	0.05%	\$0.50		
Baron Asset Instl/Mid Cap Growth	11.25%	13.79%	15.67%	15.94%	11.91%	11.60%	15.09%	15.56%	1.05%	\$10.50		
DFA US Targeted Value I/Small Cap	-19.38%	-0.63%	8.04%	8.91%	-17.48%	1.26%	7.82%	7.84%	0.36%	\$3.60		
Vanguard Small Cap Index Adm/Small Cap	-5.60%	5.40%	11.59%	8.29%	-6.63%	4.29%	10.50%	7.24%	0.05%	\$0.50		
Vanguard Explorer Adm/Small Cap	4.39%	9.23%	13.89%	9.22%	3.48%	6.86%	12.92%	8.46%	0.34%	\$3.40		

VARIABLE RETURN INVESTMENTS										
Name/ Type of Option	Average Annualized Total Return provided as of 06/30/20				Benchmark			Mutual Fund Expenses	Total Operating Expenses	*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception	As a %	Per \$1,000
International Stock										
American Funds New Prspct R6/World Large Stock	11.14%	10.52%	12.37%	13.06%	3.17%	6.86%	9.28%	10.08%	0.42%	\$4.20
					MSCI ACWI Large Cap NR USD					
DFA International Core Eq I/Foreign	-7.31%	1.70%	5.70%	3.93%	-4.80%	2.26%	4.97%	3.86%	0.28%	\$2.80
					MSCI AC World Ex USA NR USD					
American Funds EuroPacific R6/Foreign	3.17%	4.90%	7.48%	8.51%	5.80%	5.61%	7.04%	8.44%	0.46%	\$4.60
					MSCI ACWI Ex USA Growth NR USD					
Invesco Oppen Dev Mkts R6/Diversified Emerging Mkts	-1.69%	4.78%	5.54%	5.63%	-3.39%	2.86%	3.27%	3.49%	0.83%	\$8.30
					MSCI EM NR USD					
Other										
Vanguard Wellington Adm/Balanced	4.87%	7.82%	9.97%	7.54%	3.70%	6.00%	7.76%	6.30%	0.17%	\$1.70
					Morningstar Moderate Target Risk					
Cohen & Steers Instlt Realty/Specialty-Real Estate	-4.40%	6.99%	10.43%	11.09%	-12.95%	3.86%	8.94%	10.05%	0.75%	\$7.50
					S&P United States REIT TR USD					
*This table shows the fees elected by the fund. You may not be charged this full amount depending on individual circumstances.										

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					Shareholder Type Fees and Restrictions
Name/ Type of Option	Return	Term	Other	Mutual Fund Expenses	
Prudential Guaranteed Inc 38/Cash Equivalent	1.80%	181 Days	The rate of return on 06/30/20 was 1.8 percent. This rate is fixed for 181 days but will never fall below a guaranteed minimum rate of 1.25 percent. Most current rate of return information is available on www.standard.com/retirement .	0.10%	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 .

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

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term cumulative effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>. Fees and expenses are only one of many factors you should consider when making your investment decision. Consideration should also be given to whether investment decisions, combined with your other investments held outside the plan, will help you achieve your financial goals.

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

Please visit Personal Savings Center at www.standard.com/retirement for a glossary of investment terms relevant to the investment options under this plan.

This glossary is intended to help you better understand your options.

Plan sponsors and participants should carefully consider the investment objectives, risks, charges and expenses of the investment options offered under the retirement plan before investing. The prospectuses for the individual mutual funds and each available investment option in the group annuity contain this and other important information. Prospectuses may be obtained by calling 877.805.1127. Please read the prospectus carefully before investing. Investments are subject to market risk and fluctuate in value.

The Standard is the marketing name for StanCorp Financial Group, Inc., and its subsidiaries. StanCorp Equities, Inc., member FINRA, wholesales a group annuity contract issued by Standard Insurance Company and a mutual fund trust platform for retirement plans. Third-party administrative services are provided by Standard Retirement Services, Inc. Investment advisory services are provided by StanCorp Investment Advisers, Inc., a registered investment advisor. StanCorp Equities, Inc., Standard Insurance Company, Standard Retirement Services, Inc., and StanCorp Investment Advisers, Inc., are subsidiaries of StanCorp Financial Group, Inc., and all are Oregon corporations.

Messiah University
One University Avenue
Suite 3015
Mechanicsburg, PA 17055

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www.standard.com/retirement

800.858.5420
between 5 a.m. and 5 p.m. Pacific,
8 a.m. and 8 p.m. Eastern

Standard Retirement Services, Inc.
1100 SW Sixth Avenue
Portland, OR 97204
800.858.5420

www.standard.com/retirement

807945 (09/22/2020)