

# Qualified Default Investment Alternative

503689-01 Great West Affiliated Employers Retirement Savings Plan FBO Worden Brothers, Inc.  
empowermyretirement.com

This Qualified Default Investment Alternative (QDIA) notice gives you important investment information related to your account under the Great West Affiliated Employers Retirement Savings Plan FBO Worden Brothers, Inc. (the Plan). **You should read this notice very carefully to understand how your Plan account assets will be invested if you do not make an investment election for all or any portion of your account.**

The Plan lets you invest your account in a number of different investment funds.

**Unless you choose investment fund(s), your Plan account will be invested in the following investment fund(s):**

Investment Fund:	Birth Year
Vanguard Target Retirement Income Inv	1900 to 1942
Vanguard Target Retirement 2015 Inv	1943 to 1952
Vanguard Target Retirement 2020 Inv	1953 to 1957
Vanguard Target Retirement 2025 Inv	1958 to 1962
Vanguard Target Retirement 2030 Inv	1963 to 1967
Vanguard Target Retirement 2035 Inv	1968 to 1972
Vanguard Target Retirement 2040 Inv	1973 to 1977
Vanguard Target Retirement 2045 Inv	1978 to 1982
Vanguard Target Retirement 2050 Inv	1983 to 1987
Vanguard Target Retirement 2055 Inv	1988 to 1992
Vanguard Target Retirement 2060 Inv	1993 or later

Vanguard Target Retirement 2015 Inv	Investment Objective & Strategy
	The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2015 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.
Fund Investment Expense as of 11/14/2017	Risk and Return Profile
Gross: 0.14% Net: 0.14%	This investment option may be most appropriate for someone willing to take some risk to achieve higher potential returns but also seeking income as a secondary objective. The investor may be in or approaching retirement or may prefer to take less risk than other investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select and manage their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.

<p><b>Vanguard Target Retirement 2020 Inv</b></p>	<p align="center"><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2020 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.14% <b>Net:</b> 0.14%</p>	<p align="center"><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone willing to take some risk to achieve higher potential returns. The investor may be approaching retirement, with a short investment horizon, or may prefer to take less risk than other investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/ stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>
<p><b>Vanguard Target Retirement 2025 Inv</b></p>	<p align="center"><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2025 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.14% <b>Net:</b> 0.14%</p>	<p align="center"><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone willing to take some risk to achieve higher potential returns. The investor may be approaching retirement, with a short investment horizon, or may prefer to take less risk than other investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/ stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>

<p><b>Vanguard Target Retirement 2030 Inv</b></p>	<p align="center"><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2030 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.15% <b>Net:</b> 0.15%</p>	<p align="center"><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone willing to balance the risk of principal fluctuation with the potential for greater capital growth over time. The investor may have a medium investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>
<p><b>Vanguard Target Retirement 2035 Inv</b></p>	<p align="center"><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2035 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.15% <b>Net:</b> 0.15%</p>	<p align="center"><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone willing to balance the risk of principal fluctuation with the potential for greater capital growth over time. The investor may have a medium investment horizon, or may prefer to take less risk than more aggressive investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>

<p><b>Vanguard Target Retirement 2040 Inv</b></p>	<p style="text-align: center;"><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2040 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.16% <b>Net:</b> 0.16%</p>	<p style="text-align: center;"><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor may have a medium to long investment horizon, or may prefer to take less risk than more aggressive investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>
<p><b>Vanguard Target Retirement 2045 Inv</b></p>	<p style="text-align: center;"><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2045 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.16% <b>Net:</b> 0.16%</p>	<p style="text-align: center;"><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor is comfortable with the ups and downs of the market and has a long investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>

<p><b>Vanguard Target Retirement 2050 Inv</b></p>	<p style="text-align: center;"><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2050 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.16% <b>Net:</b> 0.16%</p>	<p style="text-align: center;"><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor may have a long investment horizon, or may prefer to take less risk than more aggressive investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>
<p><b>Vanguard Target Retirement 2055 Inv</b></p>	<p style="text-align: center;"><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2055 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.16% <b>Net:</b> 0.16%</p>	<p style="text-align: center;"><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor is comfortable with the ups and downs of the market and has a long investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>

<p><b>Vanguard Target Retirement 2060 Inv</b></p>	<p><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide capital appreciation and current income consistent with its current asset allocation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of 2060 (the target year). The fund's asset allocation will become more conservative over time, meaning that the percentage of assets allocated to stocks will decrease while the percentage of assets allocated to bonds and other fixed income investments will increase.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.16% <b>Net:</b> 0.16%</p>	<p><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone with a high priority for capital growth and willing to accept a greater degree of risk. The investor is comfortable with the ups and downs of the market and has a long investment horizon. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select their own portfolios. The date in a target date fund's name represents an approximate date when an investor is expected to retire (which is assumed to be at age 65) and/or begins withdrawing money. The principal value of the funds is not guaranteed at any time, including the target date. Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/ stock funds and bonds/bond funds. For more information, please refer to the fund prospectus and/or disclosure document.</p>
<p><b>Vanguard Target Retirement Income Inv</b></p>	<p><b>Investment Objective &amp; Strategy</b></p> <p>The investment seeks to provide current income and some capital appreciation. The fund invests in other Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. Its indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar.</p>
<p><b>Fund Investment Expense as of 11/14/2017</b></p> <p><b>Gross:</b> 0.13% <b>Net:</b> 0.13%</p>	<p><b>Risk and Return Profile</b></p> <p>This investment option may be most appropriate for someone whose highest priority is principal security and is willing to accept lower potential return. The investor may be in or approaching retirement or may prefer to take less risk than other investors. Investors choosing this option want to invest in a mixture of diverse investments suiting their needs but may not have the time, desire, or knowledge to select and manage their own portfolios.</p>

You are placed in particular QDIA default investment fund(s) as specified by your Plan and Plan Administrator, as well as information received in the Plan records, including, but are not limited to, anticipated retirement date, date of birth initially received at the time of default and/or risk profile, as applicable. Should you have further questions regarding the QDIA investment fund selection process, please contact your Plan Administrator.

More detailed information about the investment funds may be available in the prospectus, if applicable, which you can get by logging onto the Plan web site. In addition, you can find out more about the Plan in other documents, including the Plan's Summary Plan Description (SPD) and any Summary of Material Modifications (SMM).

You can change how your Plan account is invested, among the Plan's offered investment funds, by either:

- logging onto the web site [empowermyretirement.com](http://empowermyretirement.com) and following the online instructions, or
- by accessing your account using the automated phone system 1-800-338-4015.

To learn more about the Plan's investment funds and procedures for changing how your Plan account is invested you can call 1-800-338-4015 or visit [empowermyretirement.com](http://empowermyretirement.com). Also, you can contact your employer's Plan Administrator.

**Please consider the investment objectives, risks, fees and expenses carefully before investing. The prospectus contains this and other information about the investment options. Depending on the investment options offered in your plan, your registered representative can provide you with prospectuses for any mutual funds; any applicable annuity contracts and the annuity's underlying funds; and/or disclosure documents for investment options exempt from SEC registration. Please read them carefully before investing.**

**Core securities, when offered, are offered through GWFS Equities, Inc. and/or other broker dealers. GWFS Equities, Inc., Member FINRA/SIPC, is a wholly owned subsidiary of Great-West Life & Annuity Insurance Company.**

**Empower Retirement refers to the products and services offered in the retirement markets by Great-West Life & Annuity Insurance Company, Corporate Headquarters: Greenwood Village, CO; Great-West Life & Annuity Insurance Company of New York, Home Office: NY, NY, and their subsidiaries and affiliates. The trademarks, logos, service marks and design elements used are owned by their respective owners and are used by permission.**

**Representatives of Empower Retirement do not offer or provide investment, fiduciary, financial, legal or tax advice or act in a fiduciary capacity for any client unless explicitly described in writing. Please consult with your investment advisor, attorney and/or tax advisor as needed.**

Funds may impose redemption fees, and/or transfer restrictions, on certain transfers, redemptions or exchanges if assets are held less than the period stated in the fund's prospectus or other disclosure documents.

Not a Deposit. Not FDIC Insured. Not Bank Guaranteed. Funds May Lose Value. Not Insured by Any Federal Government Agency.

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# Notice of Investment Returns & Fee Comparison

503689-01 Great West Affiliated Employers Retirement Savings Plan FBO Worden Brothers, Inc.  
empowermyretirement.com

Your employer-sponsored retirement savings plan allows eligible employees to invest for their retirement. These plans can be valuable in helping participants reach their retirement savings goals. The goal is to build your account through additional contributions and investment returns in your plan. Fees and expenses related to your plan can affect the overall long-term value of your account. The investment options you choose also affect your account. It is important for you to have a clear understanding of the investment options available through your plan and the fees and expenses that are part of your plan.

This notice includes information to help you understand plan costs and compare your retirement plan's investment options. It was designed to meet the participant fee disclosure regulations of the United States Department of Labor (DOL).

For more information on the plan's investment options including investment objectives or goals, principal strategies and risks, portfolio turnover rate, current returns and expenses, please visit the Participant website listed above. This website also includes educational information and tools designed to help you with making investment decisions.

Additional information on the plan's investment options is also available on the Participant website which may include prospectuses or similar documents and fund reports to the extent applicable and fund share/unit valuations.

Paper copies of the investment related information available on the Participant website can be obtained at no cost by contacting Empower Retirement at:

Empower Retirement  
P.O. Box 173764 Denver, CO 80217-3764  
Participant Call Center: 1-800-338-4015

SECTION	Document Summary
1	<b>Investment Rate of Return and Expense Information</b> - Shows investment return information for your plan's investment options. It shows past performance, investment management expenses and General Administrative Services Expenses. The General Administrative Services Expenses table shows non-investment expenses that pay for operating your Plan.
2	<b>Other Investment-Related Fees, Expense Information and Transfer Restrictions</b> - Shows any fees and expenses that are in addition to the investment management expenses in Section 1. This section also shows any investment restrictions.
3	<b>Plan-Related Information</b> - Shows your Plan Related information and Participant Elected Services Expenses tables. The Participant Elected Services Expenses table shows expenses for optional services available through your Plan that may be charged to your individual account for the services you use.

## 1 – Investment Rate of Return and Expense Information

### Variable Rate of Return Investments Table

This table looks at the rates of return from investments that increase and decrease in value. The table shows how these investments have performed over time. You can compare each investment option to a benchmark. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an investment option's principal risks is available on the Web site listed above.

Variable Return Investments Averaged Annualized Total Return as of 10/31/2017									
Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
<b>Asset Allocation</b>									
Vanguard Target Retirement Income Inv <sup>1,2</sup>	VTINX	1.80%	7.18%	7.27%	4.21%	4.89%	4.80%	10/27/2003	0.13%/0.13%
							\$48.00 per \$1,000		\$1.30 per \$1,000 Gross



Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
S&P Target Date Retirement Income TR USD**		1.82%	6.97%	7.23%	4.02%	4.82%	3.81%	10/27/2003	
							\$38.10 per \$1,000		
Vanguard Target Retirement 2015 Inv <sup>1,2</sup>	VTXVX	2.38%	9.65%	10.57%	5.23%	7.25%	4.77%	10/27/2003	0.14%/0.14%
							\$47.70 per \$1,000		\$1.40 per \$1,000 Gross
S&P Target Date 2015 TR USD**		2.29%	9.35%	10.96%	5.31%	7.04%	4.45%	10/27/2003	
							\$44.50 per \$1,000		
Vanguard Target Retirement 2020 Inv <sup>1,2</sup>	VTWNX	2.87%	11.75%	13.30%	6.13%	8.48%	5.05%	06/07/2006	0.14%/0.14%
							\$50.50 per \$1,000		\$1.40 per \$1,000 Gross
S&P Target Date 2020 TR USD**		2.55%	10.49%	12.72%	5.89%	8.00%	4.67%	06/07/2006	
							\$46.70 per \$1,000		
Vanguard Target Retirement 2025 Inv <sup>1,2</sup>	VTTVX	3.23%	13.21%	15.26%	6.71%	9.32%	5.13%	10/27/2003	0.14%/0.14%
							\$51.30 per \$1,000		\$1.40 per \$1,000 Gross
S&P Target Date 2025 TR USD**		2.95%	11.85%	14.65%	6.45%	8.84%	4.83%	10/27/2003	
							\$48.30 per \$1,000		
Vanguard Target Retirement 2030 Inv <sup>1,2</sup>	VTHR X	3.53%	14.52%	17.05%	7.15%	10.10%	5.17%	06/07/2006	0.15%/0.15%
							\$51.70 per \$1,000		\$1.50 per \$1,000 Gross
S&P Target Date 2030 TR USD**		3.34%	13.10%	16.43%	6.99%	9.65%	4.93%	06/07/2006	
							\$49.30 per \$1,000		
Vanguard Target Retirement 2035 Inv <sup>1,2</sup>	VTTHX	3.84%	15.78%	18.86%	7.58%	10.86%	5.38%	10/27/2003	0.15%/0.15%
							\$53.80 per \$1,000		\$1.50 per \$1,000 Gross
S&P Target Date 2035 TR USD**		3.70%	14.32%	18.19%	7.52%	10.35%	5.05%	10/27/2003	
							\$50.50 per \$1,000		
Vanguard Target Retirement 2040 Inv <sup>1,2</sup>	VFORX	4.12%	17.08%	20.69%	8.00%	11.41%	5.67%	06/07/2006	0.16%/0.16%
							\$56.70 per \$1,000		\$1.60 per \$1,000 Gross
S&P Target Date 2040 TR USD**		3.94%	15.15%	19.40%	7.87%	10.84%	5.15%	06/07/2006	
							\$51.50 per \$1,000		
Vanguard Target Retirement 2045 Inv <sup>1,2</sup>	VTIVX	4.22%	17.58%	21.32%	8.20%	11.54%	5.71%	10/27/2003	0.16%/0.16%
							\$57.10 per \$1,000		\$1.60 per \$1,000 Gross
S&P Target Date 2045 TR USD**		4.07%	15.71%	20.29%	8.12%	11.21%	5.15%	10/27/2003	
							\$51.50 per \$1,000		
Vanguard Target Retirement 2050 Inv <sup>1,2</sup>	VFIFX	4.29%	17.60%	21.37%	8.20%	11.54%	5.72%	06/07/2006	0.16%/0.16%
							\$57.20 per \$1,000		\$1.60 per \$1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
S&P Target Date 2050 TR USD**		4.17%	16.21%	21.10%	8.34%	11.56%	5.30%	06/07/2006	
							\$53.00 per \$1,000		
Vanguard Target Retirement 2055 Inv <sup>1,2</sup>	VFFVX	4.26%	17.56%	21.35%	8.14%	11.51%	11.41%	08/18/2010	0.16%/0.16%
							\$114.10 per \$1,000		\$1.60 per \$1,000 Gross
S&P Target Date 2055 TR USD**		4.21%	16.48%	21.58%	8.45%	11.80%	*	08/18/2010	
Vanguard Target Retirement 2060 Inv <sup>1,2</sup>	VTTSX	4.24%	17.56%	21.36%	8.15%	11.50%	11.28%	01/19/2012	0.16%/0.16%
							\$112.80 per \$1,000		\$1.60 per \$1,000 Gross
**		*	*	*	*	*	*	01/19/2012	
							*		
<b>International Funds</b>									
iShares MSCI EAFE International Index K <sup>2</sup>	BTMKX	4.17%	22.65%	23.69%	5.70%	8.32%	0.80%	03/31/2011	0.06%/0.06%
							\$8.00 per \$1,000		\$ .60 per \$1,000 Gross
Morningstar Global Markets ex-US GR USD**		4.43%	23.82%	24.07%	7.57%	8.66%	2.19%	03/31/2011	
							\$21.90 per \$1,000		
<b>Specialty</b>									
Fidelity Real Estate Index Premium <sup>1,2</sup>	FSRVX	-1.60%	0.63%	3.90%	5.19%	9.05%	10.10%	09/08/2011	0.09%/0.09%
							\$101.00 per \$1,000		\$ .90 per \$1,000 Gross
Morningstar US Real Estate Sector PR USD**		-2.32%	0.71%	2.74%	1.58%	4.57%	5.90%	09/08/2011	
							\$59.00 per \$1,000		
<b>Small Cap Funds</b>									
TIAA-CREF Small-Cap Blend Idx Inst <sup>1,2</sup>	TISBX	5.87%	12.06%	28.01%	10.38%	14.71%	7.78%	10/01/2002	0.06%/0.06%
							\$77.80 per \$1,000		\$ .60 per \$1,000 Gross
Morningstar US Small Cap TR USD**		4.73%	10.99%	24.05%	9.14%	14.26%	8.36%	10/01/2002	
							\$83.60 per \$1,000		
Vanguard Small Cap Growth Index Admiral <sup>1,2</sup>	VSGAX	5.88%	18.02%	26.54%	8.99%	13.83%	8.19%	09/27/2011	0.07%/0.07%
							\$81.90 per \$1,000		\$ .70 per \$1,000 Gross
Morningstar US Small Growth TR USD**		7.31%	21.38%	31.14%	10.59%	14.88%	8.01%	09/27/2011	
							\$80.10 per \$1,000		
Vanguard Small Cap Value Index Admiral <sup>1,2</sup>	VSIAX	4.31%	7.86%	22.30%	9.67%	15.10%	8.41%	09/27/2011	0.07%/0.07%
							\$84.10 per \$1,000		\$ .70 per \$1,000 Gross
Morningstar US Small Value TR USD**		3.46%	4.16%	19.48%	7.92%	13.52%	9.08%	09/27/2011	
							\$90.80 per \$1,000		

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
<b>Mid Cap Funds</b>									
Fidelity Mid Cap Index Premium <sup>2</sup>	FSCKX	3.64%	13.49%	20.95%	8.99%	14.81%	14.89% \$148.90 per \$1,000	09/08/2011	0.05%/0.05% \$.50 per \$1,000 Gross
Morningstar US Mid Cap TR USD**		3.88%	14.10%	21.77%	9.64%	15.42%	15.33% \$153.30 per \$1,000	09/08/2011	
Vanguard Mid-Cap Growth Index Admiral <sup>1,2</sup>	VMGMX	4.15%	18.52%	22.58%	8.81%	14.45%	7.16% \$71.60 per \$1,000	09/27/2011	0.07%/0.07% \$.70 per \$1,000 Gross
Morningstar US Mid Core TR USD**		4.39%	14.28%	21.40%	9.37%	15.25%	8.94% \$89.40 per \$1,000	09/27/2011	
Vanguard Mid-Cap Value Index Admiral <sup>1,2</sup>	VMVAX	2.26%	11.14%	19.00%	9.14%	15.39%	8.45% \$84.50 per \$1,000	09/27/2011	0.07%/0.07% \$.70 per \$1,000 Gross
Morningstar US Mid Value TR USD**		2.02%	6.97%	17.67%	10.24%	16.58%	8.81% \$88.10 per \$1,000	09/27/2011	
<b>Large Cap Funds</b>									
Schwab S&P 500 Index <sup>2</sup>	SWPPX	4.77%	16.88%	23.57%	10.68%	15.08%	7.47% \$74.70 per \$1,000	05/19/1997	0.03%/0.03% \$.30 per \$1,000 Gross
Morningstar US Large Cap TR USD**		5.12%	17.98%	24.48%	10.99%	15.12%	7.43% \$74.30 per \$1,000	05/19/1997	
TIAA-CREF Large-Cap Gr Idx Instl <sup>1,2</sup>	TILIX	7.12%	25.28%	29.56%	13.07%	16.73%	9.06% \$90.60 per \$1,000	10/01/2002	0.06%/0.06% \$.60 per \$1,000 Gross
Morningstar US Large Growth TR USD**		5.55%	26.71%	29.36%	12.16%	16.40%	8.50% \$85.00 per \$1,000	10/01/2002	
TIAA-CREF Large-Cap Value Idx Inst <sup>1,2</sup>	TILVX	2.46%	8.66%	17.66%	7.94%	13.39%	5.93% \$59.30 per \$1,000	10/01/2002	0.06%/0.06% \$.60 per \$1,000 Gross
Morningstar US Large Value TR USD**		4.60%	9.67%	19.74%	9.27%	12.59%	4.87% \$48.70 per \$1,000	10/01/2002	
Vanguard Total Stock Mkt Idx Adm <sup>1,2</sup>	VTSAX	4.86%	16.42%	23.96%	10.49%	15.07%	7.72% \$77.20 per \$1,000	11/13/2000	0.04%/0.04% \$.40 per \$1,000 Gross
Morningstar US Large Cap TR USD**		5.12%	17.98%	24.48%	10.99%	15.12%	7.43% \$74.30 per \$1,000	11/13/2000	
<b>Bond Funds</b>									
Fidelity US Bond Index Premium <sup>2</sup>	FSITX	0.41%	3.11%	0.68%	2.31%	1.93%	3.96% \$39.60 per \$1,000	05/04/2011	0.05%/0.05% \$.45 per \$1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Morningstar US Core Bond TR USD**		0.44%	3.28%	0.91%	2.59%	2.19%	4.39%	05/04/2011	
							\$43.90 per \$1,000		
Vanguard Short-Term Bond Index Adm <sup>2</sup>	VBIRX	0.04%	1.47%	0.59%	1.28%	1.10%	2.63%	11/12/2001	0.07%/0.07%
							\$26.30 per \$1,000		\$ .70 per \$1,000 Gross
Morningstar US Short-Term Core Bond TR U**		0.05%	1.34%	0.74%	1.16%	1.07%	2.38%	11/12/2001	
							\$23.80 per \$1,000		
<b>Money Market Funds</b>									
Gabelli US Treasury MMkt AAA <sup>2</sup>	GABXX	0.24%	0.60%	0.66%	0.28%	0.17%	0.39%	10/01/1992	0.11%/0.08%
							\$3.90 per \$1,000		\$1.10 per \$1,000 Gross
USTREAS Treasury Bill Auction Average 3 **		0.27%	0.75%	0.84%	0.38%	0.25%	0.38%	10/01/1992	
							\$3.80 per \$1,000		

1 Additional information on this Investment Option can be found in Section 2.

2 Mutual Fund Option. The start/inception date is that of the fund's original share class. Performance returns for mutual fund options in your Plan offering a different share class with a more current start/inception date have been adjusted to reflect the fees and charges associated with the actual share class.

\* Performance returns not available at time of production.

N/A - Performance returns are not applicable.

~ Gross Total Annual Operating Expenses are the gross fees potentially charged to the investment option and are displayed above in accordance with fee disclosure regulations. The Net Total Annual Operating Expenses, also displayed above as supplementary information, are the actual amounts charged by the investment option and may be different from the Gross Expenses due to certain fee waivers or additional expenses charged by other service providers. Expenses reduce the return of the investment option. Part of these fees may be shared with the plan's service providers to help pay for plan administration and/or recordkeeping fees. Part of these fees may be shared with the plan's service providers and, under an agreement with the applicable plan fiduciaries, may be used to help pay for plan administration and/or recordkeeping fees. The plan's fiduciaries may make changes to the plan's investments at any time subject to applicable notice requirements. Please see the participant website for more information.

\*\* A benchmark index is not actively managed. It does not have a defined investment objective and does not incur fees or expenses. You cannot invest directly in a benchmark index.

### General Administrative Services Expenses Table

This table shows expenses that pay for operating the Plan. These expenses are described below. Fees and expenses for general plan administrative services (for example, recordkeeping services and custodial services) may be charged to the Plan. These fees and expenses may be charged to your individual account if not paid by the Plan Sponsor and/or included in investment-related fees and expenses. How the expenses are charged to participant accounts will depend on the nature of the expense. For example, some fees may be charged as a fixed dollar amount per participant or as a percentage amount spread across the account balances. Blank fields in the table can be assumed to be not applicable or zero.

General Administrative Services Expenses as of 11/14/2017				
Fee Type	Annual Amount	Quarterly Amount	Frequency	Description
Asset Based Charge	0.41%	0.1025%	Quarterly	This fee is for administrative costs associated with the plan and is deducted from your account balance. This fee may not apply to all investments offered under your plan; please see your plan administrator for additional information.
	\$4.10 per \$1,000	\$1.03 per \$1,000		

## 2 – Other Investment-Related Fees, Expense Information and Transfer Restrictions

## Other Investment-Related Fees, Expense Information and Restrictions

This table looks at fees, expenses and transfer restrictions that are in addition to the Investment Expenses in Section 1. Fees and expenses are only one of many things to think about when deciding to invest. You may also want to think about whether an investment in a particular investment option, along with your other investments, will help you reach your financial goals.

Other Investment-Related Fees and Restrictions as of 11/14/2017		
Investment Option	Transfer Rule	Shareholder Type Fees <sup>^</sup>
Vanguard Target Retirement Income Inv	1	
Vanguard Target Retirement 2015 Inv	1	
Vanguard Target Retirement 2020 Inv	1	
Vanguard Target Retirement 2025 Inv	1	
Vanguard Target Retirement 2030 Inv	1	
Vanguard Target Retirement 2035 Inv	1	
Vanguard Target Retirement 2040 Inv	1	
Vanguard Target Retirement 2045 Inv	1	
Vanguard Target Retirement 2050 Inv	1	
Vanguard Target Retirement 2055 Inv	1	
Vanguard Target Retirement 2060 Inv	1	
Fidelity Real Estate Index Premium		Redemption Fee - .75% of money transferred within 90 day(s) of initial investment
TIAA-CREF Small-Cap Blend Idx Inst	2	
Vanguard Small Cap Growth Index Admiral	1	
Vanguard Small Cap Value Index Admiral	1	
Vanguard Mid-Cap Growth Index Admiral	1	
Vanguard Mid-Cap Value Index Admiral	1	
TIAA-CREF Large-Cap Gr Idx Instl	2	
TIAA-CREF Large-Cap Value Idx Inst	2	
Vanguard Total Stock Mkt Idx Adm	1	

Rule #1 - Fund company restriction: A transfer into this fund will not be permitted if a prior transfer was made out of this fund in the last 30 days.

Rule #2 - Due to the frequent trading policy and procedures regarding market timing and excessive trading, if 2 round trips have been processed INTO the fund there may be transfer restrictions. Given the fund's frequent trading policy and procedures and previous warnings, you may be restricted from transferring money into this fund for 60 days.

<sup>^</sup> Shareholder/Shareholder-Type Fees are fees paid directly from your investment in this option (e.g., sales loads, sales charges, deferred sales charges, redemption fees, exchange fees, account fees, purchase fees, transfer or withdrawal fees).

**NOTE: More current information about the Plan's investment options, including fees, expenses and performance updates, may be available at your plan's Web site.**

### 3 – Plan-Related Information

Plan-Related Information is an explanation of general plan information. It includes a description of non-investment management fees and expenses that may be charged to your account. This section also includes a list of the Participant Elected Services Expenses.

#### General Information

**Non-Investment Management Fees and Expenses:** Includes recordkeeping, accounting, legal or other administrative fees that may be charged to your account. The dollar amount actually charged to your account during the previous quarter for such administrative or individual expenses will be reported to you on your quarterly statement. If you have additional questions related to fees on your account, please contact the Voice Response System or your Plan Administrator.

**Investment Instructions:** Your plan lets you direct the investment of your account in the investment options listed in Section 1. You may make changes to your investment options via the plan's Web site or by calling the Voice Response System.

**Limitations on Investments:** Limits on making changes to your investment choices may be imposed by the Plan Administrator or by a manager of an investment option. Any limits or restrictions made by a fund manager are described in the prospectus for the fund. They include restrictions intended to prevent “market timing” (i.e., rapid trading in and out of a fund). If these restrictions apply then they will be listed in Section 2. In addition to the limits and restrictions described in the prospectus, the Plan Administrator may have other restrictions on making changes to your investment choices. If the Plan Administrator has additional limits, they will be described in a separate document that will be provided to you by your Plan Administrator.

**Voting, Tender, and Similar Rights:** The appropriate Plan fiduciaries, or an individual or an institution designated by the Plan fiduciaries, will exercise any voting or other rights associated with ownership of the Designated Investment Alternatives offered in your Plan.

Your plan uses the following designated investment manager(s): W. Michael Montgomery, Montgomery Retirement Plan Advisors, Inc.

**Participant Elected Services Expenses Table**

This table shows expenses for optional services available through your plan. Certain fees may be charged to your individual account for optional services you use.

<b>Participant Elected Services Expenses as of 11/14/2017</b>			
<b>Service</b>	<b>Fee Amount</b>	<b>Frequency</b>	<b>Description</b>
Loan Maintenance Fee	\$6.25	Quarterly	This fee is for annual maintenance of your existing loan. If you have more than one loan, you will be assessed the fee for each outstanding loan.
Loan Origination Fee	\$25 for GWRS \$100 for your TPA	Per Loan	This fee is for the processing of your loan. This fee is applied each time you request a loan from your retirement account and is taken from the proceeds prior to distribution.
Benefit Disbursement Fee	\$25 for GWRS \$100 for your TPA	Per Distribution	This fee is for the processing of a distribution from your account. This fee is applied each time you request a distribution/withdrawal from the Plan.
TPA Disbursement Fee	\$100.00	Per Transaction	Qualified Domestic Relations Order (QDRO)
TPA Disbursement Fee	\$100.00	Per Transaction	Hardship Benefit Fee
ACH Special Handling Charge	\$15.00	Per Distribution	Automated Clearing House. This fee is for transferring your distribution directly into your bank account.
AAG Online Investment Advice	\$6.25	Quarterly	This fee applies if you are enrolled in the Investment Advice option.
AAG Online Managed Accounts	Up to \$100K = 0.162500% Next \$150K = 0.137500% Next \$150K = 0.112500% Over \$400K = 0.087500%	Quarterly	This fee applies if you are enrolled in the Managed Account service and is deducted from the assets within the Managed Accounts service.
EXPRESS Special Handling Charge	\$25.00	Per Distribution	This fee is for sending your distribution via 1- to 2-day express delivery.
WIRE Special Handling Charge	\$40.00	Per Distribution	This fee is for sending your distribution to your bank account via electronic wire.

Fees and expenses do add up and can have a big impact on your retirement savings. Fees and expenses are only two of many other factors to think about when you make investment decisions.

You can visit the Department of Labor website for an example showing the long-term effect of fees and expenses - [http://www.dol.gov/ebsa/publications/401k\\_employee.html](http://www.dol.gov/ebsa/publications/401k_employee.html).

**Visit your plan's website listed in the title for a glossary of investment terms relevant to the investment options under this plan. To request additional Plan information, or a paper copy of certain information available online, free of charge, contact a representative at Empower Retirement, PO Box 173764, Denver, CO 80217-3764.**