

**IBEW LOCAL 40-NECA  
401(k) PLAN**

Summary Plan Description

Revised and Restated Effective  
April 1, 2014

## TO ALL PARTICIPATING EMPLOYEES

The IBEW Local 40-NECA 401(k) Plan has been developed by representatives of the International Brotherhood of Electrical Workers, Local Union No. 40 (hereinafter referred to as the “Union”) and the Los Angeles Chapter of the National Electrical Contractors Association to assist you in providing for your financial security in retirement. This booklet contains a brief explanation of the most important provisions of the IBEW Local 40-NECA 401(k) Plan. It is not possible to cover all of the Plan’s provisions in this booklet. Your rights as a participant in the Plan can only be determined by consulting the Plan document, which may be amended from time to time. This booklet is not intended to change or supersede the Plan documents, which are available for your review at the Administrative Office. We urge you to read this plan description carefully and to refer to it from time to time so that you will be fully aware of your rights and benefits. If you have any questions, you should call the administrative office, Coast Benefits at 619-280-2009 or (800) 886-7559. If you would like to contact Mercer (the Plan’s recordkeeper) directly or wish to access your account via telephone, please call (800)685-6542. You must have your PIN number when calling Mercer directly.

Sincerely,

The Board of Trustees  
IBEW Local 40-NECA 401(k) Plan

## **SUMMARY PLAN DESCRIPTION**

### **Name of Plan**

Your Plan is known as the IBEW Local 40-NECA 401(k) Plan.

### **Description of Plan**

The Plan is a defined contribution individual account retirement plan, qualified under Section 401(a) and 401(k) of the Internal Revenue Code and as such no current federal or state income tax is payable on your employer contributions made to the Plan.

An advantage of this Plan is that all the money contributed to your account earns interest or other investment gains tax free while in the Plan. You pay taxes on this money only when you take a distribution. Distributions are available to you upon retirement, death, disability, or termination of employment in the electrical industry for a period of one year.

### **Eligibility to Participate**

You are eligible to participate because your employer is subject to a collective bargaining agreement between IBEW Local 40 and the Los Angeles Chapter of NECA requiring contributions to this Plan.

You may also be eligible to participate in this Plan as a non-bargaining participant or working-member, subject to the provisions of the Trust Agreement between IBEW Local 40 and the Los Angeles Chapter of NECA.

### **Contributions**

The contributions on your behalf are based on a negotiated hourly contribution under the collective bargaining agreement between NECA and Local 40. In addition, voluntary contributions to the Plan are permitted. Under the terms of the collective bargaining agreement, your employer is bound to transmit the amount of our contributions to the Trust Fund by the 10th day of the month following the month in which you performed the work for which contributions are due.

## **Amount of Benefits**

The amount of your benefits, at any time, is the balance in your individual account. The amount is equal to the total of all wage deferral contributions plus any investment earnings credited as of the last valuation date to the account less any investment losses and administrative expenses charged to the account. You can voluntarily contribute an amount up to \$10 per hour, in \$1 increments, up to a maximum of \$17,500 per year in 2014. This dollar amount is adjusted periodically by the IRS for cost-of-living increases.

Dollar limits for all annual contributions (employer contributions plus voluntary contributions) is the lesser of \$51,000 or 100% of pay.

Participants age 50 and over will be allowed to make annual “catch up” contributions of \$5,500 in 2014. If you intend to take advantage of this “catch up” provision, contact the administrator to coordinate the contribution through your employer’s payroll office.

Your right to your benefits from your wage deferral contributions and employer contributions is 100% vested and cannot be lost or forfeited.

## **Eligibility for Benefits**

You will be eligible for a distribution of benefits when you satisfy one of the following conditions:

- a. You have retired from work in the electrical industry and have attained the retirement age of 55.
- b. You become disabled.
- c. You terminate employment for any reason from the electrical industry and have been separated from such employment for at least one year (including disability, layoff, etc.) with any employer maintaining this Plan prior to age 55. Your contributions and investment earnings are available for distribution following termination of employment *and* receipt of an application for benefits, but may be subject to early withdrawal penalties.
- d. Any time after age 59½, whether or not you have retired.

A written application for benefits is required to be completed and submitted to the administrative office before any benefits are payable under this Plan. Distributions received prior to early retirement age will result in a taxable consequence to the Participant in the year of the distribution, plus a 10% penalty tax, unless the distribution is rolled over into an IRA or tax-qualified plan.

### **Forms of Benefits**

If you are unmarried and fail to elect an alternative form of benefit, your benefits will be paid in a life annuity.

You may receive your benefits in the form of a total or partial lump sum payment. Your spouse must consent to this type of distribution by notarized consent form. Each partial payment shall require a separate application for benefits. Your account balance may be rolled over, tax-free, to an Individual Retirement Account or another tax qualified plan of your current employer (if acceptable to that plan). A married Participant will receive benefits in the form of a joint and survivor annuity, payable over the joint lives of you and your spouse, unless you and your spouse provide a notarized written consent waiving the 50% joint and survivor annuity. See the section entitled “Joint and Survivor Pension.”

### **Payment of Benefits**

Generally, benefit payments will be made as soon as possible after a participant has qualified for a distribution under the Plan and has submitted an application. The amount of the benefits will be based on the value of the Participant’s account.

### **Investments Under the Plan**

Under the Plan, you have the opportunity to select from the investment options described in Schedule “A”. These investment options are mutual funds managed by various investment managers and selected for this Plan under guidelines established by the Trustees and in compliance with ERISA. You may invest the assets of your account, in whole numbers, in any one or any combination of the various funds. The choice is entirely up to you based on your belief as to the best diversification, degree of risk and your desired performance.

It is very important that you direct Mercer as to how you want all of your money invested. This Plan is intended to be a Section 404(c) plan, which means that plan fiduciaries may not be held liable for account losses resulting from participant

investment instructions or default investments pursuant to applicable federal regulations.

If you do not select an investment option, or if your selection does not cover 100% of your account balance or your contributions, the undirected portion will be invested in the appropriate target date retirement fund for you, which is a fund invested in an asset mix which corresponds to your anticipated retirement date. For example, if you are 30 years old in 2008 and do not invest your account, your account will be invested in the JPMorgan SmartRetirement 2035 Fund, based on a target retirement date of age 55. The JPMorgan SmartRetirement Funds are intended to qualify as a Qualified Default Investment Alternative

You may change your investment selection(s) as often as you choose via the voice response system or the internet. To contact Mercer call (800)685-6542 and use your PIN number to make the changes in your investment options. The Trustees reserve the right to change the underlying mutual funds or investment options under the Plan, if they determine such a change is in the best interests of the participants and beneficiaries.

### **Statements**

Statements are mailed to each participant at the end of each calendar quarter showing contributions, investment gains and/or losses, as well as fees and expenses charged for participating in the Plan.

### **Fees**

Administrative expenses (such as costs of collection of contributions, recordkeeping, reporting, legal fees and accounting fees) which are charged to the Plan and applied to each participant on a pro-rata basis. These administrative fees are estimated to be less than 2% of plan assets. Finally, each mutual fund has an expense ratio or fee which is set forth in the fund's prospectus.

### **Divorce**

Under federal law, the Plan must honor a qualified domestic relations order ("QDRO") which divides a participant's account between a Participant and a non-employee spouse. Under a QDRO, the non-employee spouse may have the option of receiving an immediate distribution of his or her share of the participant account but this kind of distribution may cause significant tax consequences. The spouse may

also roll-over his or her portion of the account to another tax-qualified Plan or IRA.

The Plan must be joined in the divorce proceedings. If you are getting a divorce, you should ask your attorney about the division of your Plan benefits. Plan participants may obtain the Plan's QDRO procedures or a sample QDRO from Coast Benefits free of charge.

### **Death Benefits - Designation of Beneficiary**

You may designate, on a form provided by the administrative office, one or more persons to receive your benefits in the event of your death prior to payment of your benefits. If you are married and you wish to designate someone other than your spouse as beneficiary, your spouse must agree in writing to the designation. In this case, your spouse's signature must also be notarized. If you do not designate a beneficiary, or if the designation is ineffective, the death benefit will be paid in accordance with your Union beneficiary designation card, and if such card or designation is ineffective then in the following order of priority:

- a. surviving lawful spouse;
- b. surviving children (including adopted children);
- c. surviving parents;
- d. surviving grandchildren;
- e. surviving brothers and sisters;
- f. surviving grandparents;
- g. surviving uncles and aunts.

If no benefit is payable because of your failure to designate a beneficiary, or because none of the individuals described above survives you, the benefit will revert to the Plan.

### **Joint and Survivor Pension**

If you are married at the date of your retirement, you will automatically receive a 50% Joint and Survivor benefit unless you and your spouse waive this type of payment. Such a waiver must be in writing, notarized and signed by both you and your spouse.

The options available to you are as follows:

**Lump Sum Distribution** – This option provides a lump sum distribution to you and your spouse.

**Joint and Survivor Options** – This option provides a monthly income for you as long as you live and, if your spouse survives you, a lifetime income to your spouse after your death. The 50% Joint and Survivor benefit provides a benefit to you and your spouse during your lifetime and 50% of said amount to your spouse for the remainder of your spouse’s lifetime following your death. The 75% Joint and Survivor benefit provides a reduced benefit to you and your spouse during your lifetime and 75% of said amount to your spouse for the remainder of your spouse’s lifetime following your death. Remember, if you elect a lump sum distribution, no payments will go to your surviving spouse. A full explanation of the options available to you will be made at the time you make an application for benefits. If you have already started to receive the monthly Joint and Survivor Pension, the amount of that benefit will not change even if you and your spouse should get a divorce.

### **Life Annuity Option**

An unmarried Participant will receive his or her benefits in the form of a life annuity payable over the Participant’s lifetime, unless the Participant waives such form of benefit in writing. If you waive the life annuity option, you may receive your benefits in the form of a total or partial lump sum payment

### **The Board of Trustees**

Your Plan is sponsored and administered by a joint labor-management Board of Trustees. You may contact the Board of Trustees through the Administrative Office located at:

Board of Trustees of the  
IBEW Local 40-NECA 401(k) Plan  
3444 Camino del Rio North, Suite 100  
San Diego, California 92108  
(619)280-2009 or (800) 886-7559

A list of participating employers and labor organizations may be obtained by participants and beneficiaries upon written request to the Trustees. The Trustees may impose a reasonable charge to cover the costs of providing this information. Participants and beneficiaries may wish to inquire as to the amount of the charges before requesting such information. The list is available for examination at the administrative office.



## **Identification Numbers**

The employer identification number assigned to the Plan by the Internal Revenue Service is: EIN 91-2018522. The Plan Number is 001.

## **Type of Administration**

Your Plan is administered by a Board of Trustees made up of equal numbers of Union and Employer representatives, with the assistance of a third party administrative office.

## **Agent for Service of Process**

The Board of Trustees has designated Melissa W. Cook, Esq. as agent for the purpose of accepting service of legal process on behalf of the Plan. Ms. Cook's office is located at 3444 Camino del Rio North, Suite 106, San Diego, California 92108. Each member of the Board of Trustees is also an agent for the purpose of accepting service of legal process on behalf of the Plan. The names and addresses of the Trustees are listed below.

## **The Trustees**

The names and principal addresses of the Trustees are:

<b>Employer Trustees</b>	<b>Union Trustees</b>
Mr. James M. Willson Los Angeles County Chapter NECA 100 E. Corson Street, Suite 410 Pasadena, California 91105	Mr. Bill Brinkmeyer IBEW Local Union 40 5643 Vineland Avenue North Hollywood, California 91601
Mr. Michael E. Richards Los Angeles County Chapter NECA 100 E. Corson Street, Suite 410 Pasadena, California 91105	Mr. Randall Holt IBEW Local Union 40 5643 Vineland Avenue North Hollywood, California 91601
Mr. Sean McKeanna Los Angeles County Chapter NECA 100 E. Corson Street, Suite 410 Pasadena, California 91105	Mr. Dave Grabowski IBEW Local Union 40 5643 Vineland Avenue North Hollywood, California 91601

## **Type of Plan**

This Plan is a defined contribution individual account retirement plan, qualified under Section 401(a) and 401(k) of the Internal Revenue Code.

## **Source of Contributions**

Your benefits from the Plan come from any wage deferral contributions you make plus any investment earnings, minus any investment losses and additions through rollovers of other qualified deferred compensation amounts and transfers of excess reciprocity payments or other negotiated employer contributions. Your employer will transfer your wage deferral contributions to the Plan if it has agreed to make such contributions under your collective bargaining agreement. In addition, your employer contributes to the Plan on your behalf in accordance with the provisions of the applicable collective bargaining agreement(s) between IBEW Local 40 and the Los Angeles Chapter of NECA.

## **Accumulation of Assets and Payment of Benefits**

Contributions to the Trust are received and held by the Board of Trustees and invested pursuant to the participants' directions pending the payment of benefits and administrative expenses. The Board of Trustees pays benefits directly from the Trust.

## **Plan Year**

The financial records of the Plan and participant accounts are kept on the basis of the calendar year beginning October 1 and ending September 30. Statements are provided to all Participants with accounts following the end of each calendar quarter.

## **Claims and Appeals Procedure**

1. Notification of Denial of Non-Disability Claim. If an application for benefits submitted by you or any interested party is denied, in whole or in part, notice will be sent to you within 90 days after the receipt of the application by the Trust, unless special circumstances require an extension of time for the processing of that application.

- a. If an extension of time to process the application is required, written notice will be given to you prior to the termination of the initial 90 day period. The notice shall specify the special circumstances requiring the extension of time, any additional information which might assist in

evaluating the application, and the date by which the Trust expects to render its decision. The period for extension of time shall not exceed an additional 90 days.

- b. If notice of denial is not given, and/or no extension notice is sent, you may deem the application denied for the purpose of allowing you to request a review.
2. Notification of Denial of Disability Claim. If a claim involving Disability retirement benefits is denied in part, the Trust shall notify you within forty-five days after receipt of the application. The forty-five (45) day period may be extended for thirty (30) days if the Trust determines that such an extension is necessary due to matters beyond the control of the Trust and the Trust notifies you, prior to the expiration of the initial forty-five (45) day period, of the circumstances requiring the extension of time and the date by which the Trust expects to render a decision. If, prior to the end of the first thirty (30) day extension period the Trust determines that, due to matters beyond the control of the Trust, a decision cannot be rendered within the extension period. The period for making the determination may be extended for up to an additional thirty (30) days, provided that the Trust notifies you, prior to the to the expiration of the first thirty (30) day extension period, of the circumstances requiring the extension and the date which the Trust expects to render a decision. In the case of any extension under this paragraph, the notice of the extension will specifically explain the standards on which entitlement to a benefit is based, the unresolved issues that prevent a decision on the claim, and the additional information needed to resolve those issues, and you will be given at least forty-five (45) days within which to provide the specified information. If notice of denial is not given, and/or no extension notice is sent, you may deem the application denied for the purpose of allowing you to request a review.
3. Content of Notification. If the application is denied in whole or in part, the Administrative Manager shall provide to you a written notice containing the following information:
    - a. The reason or reasons for the denial of the application;
    - b. Reference to the particular provisions of this Pension Plan upon which the denial is based;

- c. A description of any additional information necessary to perfect the application and an explanation of why such information is necessary;
- d. Specific information as to the steps to be taken if you wish to request a review and
- e. In the case of a Disability retirement benefit claim, if an internal rule, guideline, protocol or similar criterion was relied upon in making the adverse determination, a statement that such rule, guideline, protocol or similar criterion was relied upon in making the adverse determination and that a copy of such rule, guideline, protocol or other criterion will be provided free of charge to you upon request.

4. Benefit Review. The Trustees have the responsibility to provide you with a full and fair review of the denial of all claims. The Plan will not require payment of a fee or costs as a condition to the Participant making a claim or appeal.

- a. You must notify the Administrative Manager in writing of your request for review within 60 days (180 days for disability retirement claims) of the denial of the application; provided, that should you be physically unable to give such notice, you shall have a reasonable extension of time to complete such notice.
- b. The Administrative Manager will arrange for a hearing before the Trustees within 60 days of the receipt of your request for review. The review of an adverse benefit determination upon appeal will take into account all comments, documents, records, and other information submitted by the claimant, regardless of whether the information was submitted or considered in the initial benefit determination. The determination of the Trustees shall be limited to affirming or revoking the decision of the Benefit Review Committee.
- c. The Plan will continue to review benefit determinations upon appeal at regularly scheduled meetings that take place at least quarterly. The Board shall make benefit determinations upon appeal at the meeting that immediately follow the Plan's receipt of a request for review, unless the request is filed within 30 days of the meeting. In such case, the Board may make a benefit determination upon appeal at the second meeting following the Plan's receipt of the request for review.

- d. You shall be notified in writing at least 14 days prior to the hearing of the date, time and place of such hearing. In addition, you or your representative shall be entitled upon submission of a written request to:
  - (1) Review all pertinent documents used or relied upon by the Administrative Manager in denying the application;
  - (2) Review all pertinent Trust documents; and
  - (3) Submit in writing, any issues, comments, or other evidence, at least 7 days prior to the date of the review hearing, relied upon by you to justify the application and overcome the determination made by the Trust.
- e. If the Trustees desire additional comment or evidence on the issue of the validity of the application, they may request the same from you; provided, no continuance of the review hearing shall be allowed without your express consent.
- f. You shall be notified in writing of the determination of the Trustees within 5 days after the meeting. If the determination is adverse to your claim, it shall also state the reason or reasons for the denial, the particular provisions of this Pension Plan upon which the denial is based, and a description of any additional information which would be necessary to perfect your application.

5. Arbitration. The determination of the Trustees shall be final and binding upon all parties unless overturned by judicial proceedings. If you, your spouse or beneficiary disagree with the decision of the Trustees, you have the right to appeal the matter to arbitration pursuant to the Employee Benefit Claim Rules of the American Arbitration Association. A request to proceed to arbitration must be in writing and submitted to the Trustees within 60 days after receipt of the Trustees' decision. Arbitration is permitted as the second level of appeal only after exhaustion of the required appeal to the Board of Trustees. The Plan will provide to any claimant upon request sufficient information relating to arbitration to enable the claimant to make an informed decision about whether to submit to arbitration. No fees or costs are imposed on the claimant as part of arbitration with the exception of the claimant's attorney's fees, if any, which shall be borne by the claimant. The questions for the arbitrator shall be: (1) whether the Trustees were in error on an issue of law; (2)

whether the Trustees acted arbitrarily or capriciously in the exercise of their discretion; and (3) whether the Trustees' findings of fact were supported by substantial evidence. The decision of the arbitrator shall be final and binding upon all parties whose interests are affected thereby.

### **Statement of ERISA Rights**

As a participant in the IBEW Local 40-NECA 401(k) Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants are entitled to:

- Examine, without charge, at the administrative office, upon 10 days advance written request, all plan documents including insurance contracts, collective bargaining agreements and copies of all documents filed by the Plan with the U.S. Department of Labor, such as annual reports and plan descriptions.
- Obtain copies of all plan documents and other plan information upon written request to the plan administrator. The plan administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age, which is 55 under the Plan, and, if so, what your benefits would be at normal retirement age if you stop working under the Plan now. This statement must be requested in writing and is not required to be given more than once a year. The Plan must provide the statement free of charge.

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to act prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA. If you are improperly denied a pension benefit, in full or part, you have the right to a hearing before the Trustees,

at which you may present your position and any supporting evidence. You may also have the right to be represented by an attorney or any other representative of your choosing. If you are dissatisfied with the Trustees' determination you may file suit in federal or state court. If you request materials from the Plan and do not receive them within 30 days, you may file suit in federal court. In such case, the court may require the plan administrator to provide the materials, and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If it should happen that plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in federal court. The court will decide who should pay court and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees, If you lose, the court may order you to pay these costs and fees; for example, if the court finds your claim is without merit.

If you have any questions about your Plan, you should contact the plan administrator. If you have any questions about this section or about your rights under ERISA, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor.

### **Termination of Plan and Insurance**

This Plan may be terminated by action of the Board of Trustees. If terminated, the Plan assets will be distributed to all participants in the Plan in proportion to their account balances as of the date of distribution.

The benefits provided by this Plan are not insured by the Pension Benefit Guaranty Corporation because federal law does not require plan termination insurance coverage for defined contribution individual account plans.

### **Additional Information**

This Summary Plan Description is required by federal law. Of necessity, many of the Plan's provisions have been set forth in summary form. For a complete and detailed description, the official plan document is available for your inspection.

All questions with respect to participation, contributions, eligibility for benefits, or the nature and amount of benefits, or with respect to any matter of plan administration should be referred to the administrative office.

IBEW Local 40-NECA 401(k) Plan  
3444 Camino del Rio North, Suite 100  
San Diego, California 92108  
619-280-2009 or (800) 886-7559

The only parties authorized by the Board of Trustees to answer questions concerning the Plan are the administrative agent, Coast Benefits or Mercer. No participating employer, employer association, or labor organization, nor any individual employed thereby, has any authority in this regard.

You can obtain general information by visiting the Plan on-line at [www.ibenefitcenter.com](http://www.ibenefitcenter.com). All requests for prospectuses and information regarding investments in the Plan should be directed to:

Mercer  
IBEW Local 40 (650337)  
P.O. Box 9740  
Providence, RI 02940-9740  
(800) 685-6542



## SCHEDULE A PLAN INVESTMENTS

### **Alger Spectra Fund**

Ticker Symbol: SPECX      Investment style: Growth

Size: Large-cap              Geography: Domestic

Seeks long-term capital appreciation. The fund invests primarily in the equity securities of companies of any size that it believes demonstrate promising growth potential. The fund's management believes companies undergoing "positive dynamic change" offer the best investment opportunities. Growth investing targets companies with above-average earnings that may be subject to price volatility if earnings expectations are not met.

### **American Century Heritage Fund**

Ticker Symbol: ATHWX      Investment style: Growth

Size: Mid-cap                 Geography: Domestic

Seeks long-term capital growth by investing in companies whose earnings and revenues are growing at an accelerated rate. Firms exhibiting these accelerated rates will, in the view of fund management, have a greater potential of increasing in value over the long term. The securities of smaller, less well-known companies can be more volatile than those of larger companies.

### **American Funds AMCAP Fund**

Ticker Symbol: RAFCX      Investment style: Growth

Size: Large-cap              Geography: Domestic

Seeks to provide long-term growth of capital. To pursue its investment objective, the fund invests primarily in common stocks of issuers located in the U.S. with a record of above average long-term growth. Growth investing targets companies with above-average earnings that may be subject to price volatility if earnings expectations are not met.

### **Arbitrage Fund**

Ticker Symbol: ARBFX      Investment style: Growth

Size: Small-cap              Geography: Global

Seeks growth of capital by investing primarily in equity and related securities of companies that are involved in publicly announced mergers, takeovers, tender offers, leveraged buyouts, spinoffs, liquidations, and other corporate reorganizations. The fund uses investment techniques with risks that are different from the risks ordinarily associated with equity investments. Such techniques, and strategies include merger arbitrage risks, high portfolio turnover risks, options risks, borrowing risks, short sale risks, non-diversification risks, and foreign investment risks, which may increase volatility and costs and lower performance.

### **Calamos Growth & Income Fund**

Ticker Symbol: CVTRX    Investment style: Growth

Size: Large-cap                      Geography: Domestic

Seeks high long-term total return through growth and current income. The fund invests primarily in convertible, equity, and fixed-income securities of U.S. companies without regard to market capitalization. The fund uses these different assets to balance between risk and reward in terms of growth and income. Growth investing targets companies with above-average earnings that may be subject to price volatility if earnings expectations are not met. In general, bond prices rise when interest rates fall and vice versa. This effect is usually more pronounced for longer-term securities. Lower-rated bonds may offer higher yields in return for more risk.

### **Heartland Value Plus Fund**

Ticker Symbol: HRVIX    Investment style: Value

Size: Small-cap                      Geography: Domestic

Seeks long-term capital appreciation and modest current income. The fund invests in a limited number of small dividend-paying companies, which are selected on a value basis. The fund also invests in dividend-paying common stocks, as well as preferred stocks and convertible securities. The securities of smaller, less well-known companies can be more volatile than those of larger companies. Although value investing targets stocks believed to be priced too low, there is no guarantee they will appreciate. In addition, value stocks may fall out of favor with investors and underperform growth stocks during given periods. The fund concentrates its assets in fewer stocks, which reduces diversification and could therefore affect performance.

### **Ivy Asset Strategy Fund**

Ticker Symbol: WASAX    Investment style: Growth

Size: Large-cap                      Geography: Global

Seeks high total return over the long term by allocating its assets among stocks, bonds, and short-term instruments. Within each of these classes, the fund may invest in both domestic and foreign securities. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. The use of derivatives involves special risks and may result in losses. Bond investing is subject to risks, such as interest rate, credit, and inflation risk. As interest rates rise, bond prices fall. Long-term bonds have more exposure to interest rate risk than short-term bonds. Unlike bonds, bond funds have ongoing fees and expenses. Lower-rated bonds may offer higher yields in return for more risk.

**Janus Overseas Fund**

Ticker Symbol: JAOSX      Investment style: Growth

Size: Large-cap              Geography: International

Seeks long-term growth of capital. The fund invests, under normal circumstances, at least 80% of its net assets in securities of issuers from countries outside of the United States. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. The use of derivatives involves special risks and may result in losses.

**Janus Triton Fund**

Ticker Symbol: JATTX      Investment style: Growth

Size: Small-cap              Geography: Domestic

Seeks long-term growth of capital. The fund pursues its objective by investing primarily in common stocks selected for their growth potential. In pursuing that objective, the fund invests in equity securities of small and medium-sized companies. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. The securities of smaller, less well-known companies can be more volatile than those of larger companies.

**Loomis Sayles Strategic Income Fund**

Ticker Symbol: NEZAX      Investment style: Income

Size: N/A                      Geography: Domestic

Seeks high current income with a secondary objective of capital growth. Under normal market conditions, the fund will invest substantially all of its assets in income-producing securities with a focus on U.S. corporate bonds, convertible securities, and foreign debt instruments. Bond investing is subject to risks, such as interest rate, credit, and inflation risk. As interest rates rise, bond prices fall. Long-term bonds have more exposure to interest rate risk than short-term bonds. Unlike bonds, bond funds have ongoing fees and expenses. Lower-rated bonds may offer higher yields in return for more risk. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. Government and agency securities are not guaranteed. Mortgage-backed securities are subject to prepayment risk.

**Lord Abbett Developing Growth Fund**

Ticker Symbol: LAGWX      Investment style: Growth

Size: Small-cap              Geography: Domestic

The fund seeks long-term capital appreciation by investing in the stocks of small growth companies generally traded over the counter. Price volatility is not uncommon. The securities of smaller, less well-known companies can be more volatile than those of larger companies.

### **Metropolitan West Strategic Income Fund**

Ticker Symbol: MWSTX Investment style: Income

Size: N/A Geography: Domestic

Seeks to maximize long-term total return without tracking any particular markets or indices. The fund uses strategies intended to provide absolute (positive) returns in all markets by employing a strategy intended to produce high income while exploiting disparities or inefficiencies in markets. Bond investing is subject to risks, such as interest rate, credit, and inflation risk. As interest rates rise, bond prices fall. Long-term bonds have more exposure to interest rate risk than short-term bonds. Unlike bonds, bond funds have ongoing fees and expenses. Lower-rated bonds may offer higher yields in return for more risk. Government and agency securities are not guaranteed. Mortgage-backed securities are subject to prepayment risk. The use of derivatives involves special risks and may result in losses. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets.

### **Nuveen Real Estate Securities Fund**

Ticker Symbol: FRSSX Investment style: Blend

Size: Mid-cap Geography: Domestic

Seeks to provide above average current income and long-term capital appreciation by investing a substantial portion of its assets in publicly traded companies engaged in the real estate industry. Changes in real estate values, or economic downturns, can have a significant negative effect on issuers in the real estate industry. The fund concentrates its assets in fewer stocks, which reduces diversification and could therefore affect performance. The use of derivatives involves special risks and may result in losses. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets.

### **Oppenheimer International Growth Fund**

Ticker Symbol: OIGAX Investment style: Growth

Size: Mid-cap Geography: International

Seeks capital appreciation by investing primarily in growth-type foreign companies, including emerging markets. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. Growth investing targets companies with above-average earnings that may be subject to price volatility if earnings expectations are not met.

### **PIMCO All Asset Fund**

Ticker Symbol: PASAX      Investment style: Income

Size: N/A                      Geography: Domestic

Seeks maximum real return, consistent with preservation of real capital and prudent investment management. The fund seeks to achieve its investment objective by investing under normal circumstances substantially all of its assets in underlying PIMCO funds. Bond investing is subject to risks, such as interest rate, credit, and inflation risk. As interest rates rise, bond prices fall. Long-term bonds have more exposure to interest rate risk than short term bonds. Unlike bonds, bond funds have ongoing fees and expenses. Lower-rated bonds may offer higher yields in return for more risk. The fund concentrates its assets in fewer stocks, which reduces diversification and could therefore affect performance.

### **PIMCO Low Duration Fund**

Ticker Symbol: PLDDX      Investment style: Income

Size: N/A                      Geography: Domestic

Seeks maximum total return, consistent with preservation of capital and prudent investment management. The fund seeks to achieve its investment objective by investing under normal circumstances at least 65% of its total assets in a diversified portfolio of fixed-income instruments of varying maturities. Bond investing is subject to risks, such as interest rate, credit, and inflation risk. As interest rates rise, bond prices fall. Long-term bonds have more exposure to interest rate risk than short-term bonds. Unlike bonds, bond funds have ongoing fees and expenses. Lower-rated bonds may offer higher yields in return for more risk. The use of derivatives involves special risks and may result in losses. Government and agency securities are not guaranteed. Mortgage-backed securities are subject to prepayment risk. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets.

### **Prudential Jennison Equity Income Fund**

Ticker Symbol: SPQAX      Investment style: Value

Size: Large-cap              Geography: Domestic

Seeks income and capital appreciation by investing at least 65% of its total assets in income producing equity and equity-related securities. The fund will seek companies with the ability to sustain and grow their dividends. Changes in real estate values, or economic downturns, can have a significant negative effect on issuers in the real estate industry. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. Although value investing targets stocks believed to be priced too low, there is no guarantee they will appreciate. In addition, value stocks may fall out of favor with investors and underperform growth stocks during given periods.

### **Prudential Jennison Natural Resources Fund**

Ticker Symbol: PGNAX Investment style: Growth

Size: Large-cap Geography: Domestic

Seeks long-term growth of capital by investing primarily in securities of foreign and domestic companies that own, explore, mine, process, or otherwise develop natural resources, or supply goods and services primarily to such companies, and in asset-based securities relating to the market value of such resources. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. The fund concentrates its assets in fewer stocks, which reduces diversification and could therefore affect performance.

### **Putnam International Capital Opportunities Fund**

Ticker Symbol: PICRX Investment style: Value

Size: Mid-cap Geography: Global

Seeks long-term capital appreciation by investing primarily in equity securities of small- and mid-cap companies that have above-average growth prospects. Most of the fund's assets will be invested in securities located outside the U.S. and traded on foreign markets. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets. The securities of smaller, less well-known companies can be more volatile than those of larger companies.

### **RidgeWorth Mid-Cap Value Equity Fund**

Ticker Symbol: SAMVX Investment style: Value

Size: Mid-cap Geography: Domestic

Seeks capital appreciation through invests primarily in common stocks of mid-sized U.S. companies with market capitalizations between approximately \$1 billion and \$12 billion that it believes are undervalued in the market. The securities of smaller, less well-known companies can be more volatile than those of larger companies. Although value investing targets stocks believed to be priced too low, there is no guarantee they will appreciate. In addition, value stocks may fall out of favor with investors and underperform growth stocks during given periods.

### **RS Emerging Markets Fund**

Ticker Symbol: GBEMX Investment style: Growth

Size: Large-cap Geography: International

Seeks long-term capital appreciation by investing at least 65% of its total assets in a diversified portfolio of common stocks and convertible securities issued by companies in emerging markets. Foreign securities are subject to interest rate, currency exchange rate, economic, and political risks. These risks are magnified in emerging markets.

### **Vanguard Inflation-Protected Securities Investment**

Ticker Symbol: VIPSX      Investment style: Income

Size: N/A                      Geography: Domestic

Seeks to provide investors inflation protection and income, consistent with investment in inflation-indexed securities. The fund invests at least 80% of its assets in inflation-indexed bonds issued by the U.S. Government, its agencies and instrumentalities, and corporations. Bond investing is subject to risks, such as interest rate, credit, and inflation risk. As interest rates rise, bond prices fall. Long-term bonds have more exposure to interest rate risk than short-term bonds. Unlike bonds, bond funds have ongoing fees and expenses. Lower-rated bonds may offer higher yields in return for more risk. Government and agency securities are not guaranteed. Mortgage-backed securities are subject to prepayment risk.

### **JPMorgan SmartRetirement Income Fund**

The Fund seeks current income and some capital appreciation. Uses an asset allocation strategy designed for investors who are retired or expect to retire soon. Invests in a combination of equity, fixed income, commodities, global natural resources and short-term JPMorgan mutual funds.

### **JPMorgan SmartRetirement 2010-2055 Fund**

The Fund seeks total return with a shift to current income and some capital appreciation over time as the Fund approaches and passes the target retirement date. Uses an asset allocation strategy designed for investors expecting to retire around the target year becoming more conservative as the Fund nears the target retirement date. Invests in a combination of equity, fixed income, commodities, global natural resources and short-term JPMorgan mutual funds.

**Effective April 15, 2014**, the designated default for the Plan has been changed from the Putnam Ready Retirement funds to the **JPMorgan SmartRetirement Fund** series. This approach to retirement investing consists of portfolios with specified target dates (i.e. 2030). If you fail to designate your investment selections, we will use your age and an anticipated retirement age of 55 to calculate the year of your projected retirement date (the date you expect to retire) and choose the appropriate portfolio closest to your retirement date (i.e., an estimated retirement in 2029 you would choose the 2030 portfolio).