

## ERISA 404(c) NOTICE

**INTENT TO COMPLY WITH ERISA §404(c).** The Shasta Head Start Child Development, Inc. 401(k) Plan ("Plan") is intended to constitute a plan described in section 404(c) of the Employee Retirement Income Security Act of 1974 ("ERISA") and Title 29 of CFR §2550.404c-1. This means that Plan fiduciaries are not liable for losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

**Note.** This Notice is authorized for distribution only when preceded or accompanied either by a current prospectus for each investment fund which is a mutual fund or by appropriate disclosure materials for each other investment fund or investment. You should read the prospectuses and all available materials before you invest.

**INVESTMENT ALTERNATIVE DESCRIPTIONS.** The investment funds available to the Retirement Plan and, with respect to each investment fund, a general description of the investment objectives and risk and return characteristics of each such investment fund is included in employee education packets and is also available through the Plan website. This also includes information relating to the type and diversification of assets comprising the portfolio of the investment fund, together with an identification of any designated investment manager of the investment fund.

In addition to the investment funds, the Retirement Plan may permit participants to select specific investment securities using a "self-directed brokerage account." You may establish a self-directed brokerage account with the designated brokerage firm the Plan Administrator has established and select your own investments through the brokerage account. Brokerage services include placing trades and executing orders for purchases or sales of shares of mutual funds and other securities, subject to any limitations imposed by the Plan or by the brokerage firm. If you choose to invest a portion of your account in the self-directed brokerage account, you are responsible for monitoring and reviewing your investments. There may be associated brokerage costs and trading fees assessed. If applicable, the Retirement Plan will supply a form for a participant to use to select the self-directed brokerage account alternative.

**PARTICIPANT INVESTMENT INSTRUCTIONS.** The following explains the circumstances under which participants and beneficiaries may give investment instructions and any specific limitations on such instructions. This includes any restrictions on transfers to or from an investment fund or other available investment, and any restrictions on the exercise of voting, tender and similar rights applicable to a participant's or beneficiary's investment in an investment fund.

- A. **INVESTMENT ELECTIONS.** Participants and beneficiaries may invest their account in any mix of whole percentages or by transferring whole dollars or shares among the investment funds. Participants and beneficiaries may elect to invest in one or more of the investment funds in 1% increments. Participants or beneficiaries who fail to designate the investments will have their accounts invested in a Qualified Default Investment Alternative (QDIA). The QDIA is described in the QDIA Notice to Participants found in the Plan Enrollment Kit.
- B. **INVESTMENT PROCEDURES.** A Participant's and beneficiary's initial investment election is made by completing an investment election form provided by the Plan Administrator.
- C. **INVESTMENT CHANGES.** Participants may change their investment elections by completing the form prescribed by the Plan Administrator and by either contacting Retirement Services (866) 680-7000 or via the Web (<https://unifiedtrust.com/>).

**OTHER INFORMATION ON REQUEST.** The Plan Administrator is the Plan fiduciary responsible for providing certain information upon request. Its address is 375 Lake Boulevard, Suite 100, Redding, CA 96003 and the phone number is (530) 245-2851. The following information will be provided upon request:

- A description of the annual operating expenses of each designated investment alternative, including investment management fees, administrative fees, and transaction costs, which reduce the rate of return to the participant, and the aggregate amount of these expenses expressed as a percentage of average net assets of the designated investment alternative (if the information is already in the prospectus, providing the prospectus is sufficient).
- Copies of prospectuses or summary prospectuses, financial statements and reports, and other materials related to the investment alternatives to the extent the information is provided to the Plan.
- A list of assets comprising the portfolio of each designated investment alternative and the value of the assets and, if the asset is a fixed rate investment contract, the name of the issuer of the contract, the term of the contract, and the rate of return on the contract.
- The value of shares or units in investment alternatives and past and current investment performance of each alternative, net of expenses.
- The value of the shares or units in designated investments held in a participant's account.

**TRANSACTION FEES.** The following is a description of any transaction fees and expenses which affect the Participant's or beneficiary's account balance in connection with purchases or sales of interests in investment alternatives (e.g. commissions, sales loads, deferred sales charges, redemption or exchange fees).

- A. **SALES CHARGES.** Participants and beneficiaries will normally not be required to pay fees in the nature of transaction fees and expenses which affect the Participant's or beneficiary's account balance in connection with purchases or sales of interests in investment alternatives (e.g., commissions, sales loads, deferred sales charges). However, redemption or exchange fees may be charged to a participant's (or beneficiary's) account balance. Please refer to the prospectuses (or applicable reports) for the various investment funds for the application of charges and expenses of the particular investment fund.
- B. **PLAN ADMINISTRATION AND TRUSTEE EXPENSES.** Costs relating to your participation in and the administration of the Plan, including trustee and recordkeeper fees and any cost reimbursements to the Plan trustee or recordkeeper for approved administrative and trustee expenses, may be paid by the Plan from the balances in the investment funds. If such costs are paid from Plan assets, participant account balances are reduced by such costs. Expenses related to each particular investment fund or investments are charged to that investment.

# QUALIFIED DEFAULT INVESTMENT ALTERNATIVE

The purpose of this Notice is to provide information regarding how your account under the Shasta Head Start Child Development, Inc. 401(k) Plan (the Plan) will be invested when you do not make an investment election. This Notice is provided to comply with Section 404(c)(5) of the Employee Retirement Income Security Act of 1974, as amended, and DOL Regulation §2550.404c-5.

## PART I – GENERAL INFORMATION

**RIGHT TO DIRECT INVESTMENTS.** You have the right to direct the investment of your Participant-directed account(s) in various investments made available under the Plan. A list of all the available investments is included on the Plan’s most recent enrollment form. You may also view the available investments by accessing your account at <https://unifiedtrust.com/> and viewing the information online.

**DEFAULT INVESTMENT.** If you do not make a valid election as to how the Plan will invest the assets of your Participant-directed account(s), the Plan’s Investment Manager will invest those account(s) in the qualified default investment alternative (QDIA) that the Plan officials have selected. The QDIA is explained below.

**RIGHT TO ALTERNATIVE INVESTMENTS.** You have the continuing right to direct the investments of your Participant-directed account (s) in one or more of the other investment choices available to you. If you elect to remain invested in the QDIA, you are encouraged to affirmatively elect the relevant investment(s) to avoid being identified as a “defaulted participant”. You may change your investments at any time. During the first 90 days that your accounts are invested in a QDIA, you have the right to invest in any of the other alternative investment choices without being subject to any restrictions, fees or expenses. After the first 90 days, your transfer from the QDIA to any of the other alternative investment choices will be subject to the same restrictions, fees or expenses, if any, that apply to other participants who have affirmatively elected the relevant investment(s) within the QDIA.

**TRADING RESTRICTIONS.** Some mutual funds impose trade restrictions whereby investors are prohibited from selling a fund then quickly buying back in, or from buying into a fund then quickly selling out again. These short-term trades are considered "market timing" and some funds impose restrictions and redemption fees to discourage market timing. The Trustee attempts to ensure, but does not guarantee, that the funds in the plan have prudent, favorable policies with respect to redemption fees and trade restrictions such that 401(k) investors who are not engaging in market timing will not be subject to such fees and restrictions.

## PART II - QDIA

**RISK-BASED MODEL PORTFOLIO QDIA.** Risk-based model portfolios are a means of allocating available investment alternatives such as stocks and bonds to match specified levels of risk typically associated with a specific age of investors. The model portfolio used as the QDIA for each age range is listed below. Refer to the Risk-Based Model Portfolio Fact Sheet attached to this Notice for the QDIA’s Investment Objective, Risk and Return Characteristics, and Fees and Expenses.

AGE <sup>1</sup>	PORTFOLIO*
49 or before	Balanced 60 40
50 or after	Balanced 40 60

\*Contributions to your account are invested in the specified default portfolio based on your age at the time the contribution is processed. Consequently, your account may have investments in more than one default portfolio.

## PART III – FURTHER INFORMATION

**WHERE TO GO FOR FURTHER INVESTMENT INFORMATION.** You can obtain further investment information about the QDIA or the Plan's other investment alternatives by contacting the Plan Administrator or Retirement Services at (866) 680-7000 Monday-Friday, 9:00 AM to 8:00 PM Eastern time, or by accessing your retirement account at <https://unifiedtrust.com/> and viewing the information online.

<sup>1</sup> Participants for which we are unable to obtain a birthdate will be given a default date of birth.

# PARTICIPANT FEE DISCLOSURE NOTICE

This disclosure notice provides you with important information regarding the Shasta Head Start Child Development, Inc. 401(k) Plan (the Plan). It is comprised of three sections:

- Certain plan information including an explanation of the right to direct investments and a description of the types of fees and expenses associated with different plan features.
- The types of plan administrative and individual fees and expenses that may be deducted from your account.
- General investment information, including a comparative chart of the investment options available under the Plan with stated and historical rates of return, performance comparison with an appropriate benchmark for the same time period, and any fees or expenses associated with the investment.

## SECTION I: PLAN INFORMATION

The Plan is intended to be an ERISA Section 404(c) plan. Under the Plan, you have the right to direct the investment of all of your plan account assets in various investments made available under the Plan. You may view the available designated investment by accessing your account at <https://unifiedtrust.com/> and viewing the information online. The designated investment alternatives are also listed on the attached Investment Comparative Chart.

You have the continuing right to direct the investments of your account in one or more of the investment choices available to you. You may change your investments at any time.

Changes to your investments may be subject to certain limitations or restrictions. Some mutual funds impose trade restrictions whereby investors are prohibited from selling a fund then quickly buying back in, or from buying into a fund then quickly selling out again. These short term trades are considered "market timing" and some funds impose restrictions and redemption fees to discourage market timing.

You will not have the right to exercise voting, tender, and similar rights with respect to the designated investment alternatives in the Plan.

The designated investment manager for the Plan is Unified Trust, a division of American Trust Company. You can obtain further information about the Plan's investments by contacting Unified Trust Retirement Services at (866) 680-7000 Monday-Friday, 9:00 AM to 8:00 PM Eastern time.

As a plan participant, you may request a free paper copy of the information available on the website and other certain information from your employer Shasta County Head Start Child Development, Inc., 375 Lake Boulevard, Suite 100, Redding, CA, 96003, Phone: (530) 245-2851. This information includes: annual operating expenses of the Plan's investments; copies of prospectuses, financial statements, reports, or other materials relating to investments provided to the Plan; a list of assets contained in each managed portfolio; the value of those assets and fund units or shares; and the past and current performance of each investment.

## SECTION II: PLAN ADMINISTRATIVE AND INDIVIDUAL EXPENSES

Retirement plans have different types of expenses.

**ADMINISTRATIVE EXPENSES.** These are charges for services such as legal, accounting, auditing, recordkeeping expenses, and advisory fees. The cost of these expenses may vary each year depending on a variety of factors.

Shasta County Head Start Child Development, Inc. as Plan Sponsor, at its own discretion, may elect to pay some or all of the Plan's administrative expenses. Any remaining administrative expenses not paid by the Plan Sponsor, will be deducted from the Plan and shared proportionally from each individual account, unless otherwise stated. Your pro rata share of any deducted administrative expenses is based on the value of your individual account over the value of total assets in the Plan. Administrative expenses actually charged against your individual account will be deducted each quarter and appear on your quarterly benefit statement.

The Plan may charge your account for the following Plan-level administrative expenses:

Plan Administration and Recordkeeping: The Plan is charged an annual fee according to the schedule below. Although subject to change, the Plan's Per Participant count as of 9/30/2021 was 169. The actual fee charged is a blended rate based on each marginal fee rate in the table below. If deducted from the Plan, the fee is charged on a pro rata basis in quarterly increments.

Annual Base Fee	\$2,500
Per Participant Fee (those with balances)	
First 100	\$50
Next 150	\$40
Over 250	\$30
Includes Roth 401(k) Fee*	\$5

\*Additional fee is charged for those with balances regardless of source type (regular 401(k) or Roth 401(k)).

**Trustee:** The Plan is charged an annual fee according to the schedule below. If deducted from the Plan, the fee is charged on a pro rata basis in quarterly increments. As indicated in the table below, your actual fee will depend on the Average Daily Market Value of Plan Assets. Although subject to change, your Plan's Average Daily Market Value of Plan Assets as of 9/30/2021 was \$5,021,531.54.

#### Annual Asset Based Discretionary Trustee Fee Schedule

Avg Daily Market Value of Plan Asset	Trustee Fee*	Net of Discount**
First \$1,000,000	0.60%	0.48%
Next \$1,000,000	0.50%	0.40%
Next \$3,000,000	0.40%	0.32%
Next \$5,000,000	0.35%	0.28%
Next \$10,000,000	0.30%	0.24%
Over \$20,000,000	0.25%	0.20%

\* A minimum annual trustee fee of \$1,000 applies.

\*\* Your plan receives a 20.00% trustee fee discount.

#### Annual Asset Based Trading & Revenue Share Collection Fee

0.05% or 5 basis points

**Variable fees:** In addition to the above administrative expenses, the Plan may incur other administrative fees that are unknown at this time, such as for legal or audit fees. Such fees will be allocated on a pro-rata basis.

Unified Trust may receive revenue sharing payments from the mutual fund investments and collective funds which are used to offset administrative expenses. Please refer to the Investment Comparative Chart for the revenue share information for each investment.

**INDIVIDUAL EXPENSES.** These are expenses you may incur if you take advantage of certain features that are offered under the Plan.

**Distributions** – A \$75 fee will be assessed for each distribution processed. Note: the distribution fee for lump sum distributions under \$200 is reduced to \$25.

**Qualified Domestic Relations Order (QDRO)** – A fee of \$250 is assessed for a formal review of the Domestic Relations Order, notifications to affected parties, processing of forms, and division of the account.

**Other Expenses** – You may incur certain charges for features that may be available under the Plan or for special requests:

<i>Participant Loan (if available under the Plan):</i>	Participant Loan Setup	\$75
	Participant Loan Maintenance	\$75 annually
	Loan re-amortization fee	\$25
<i>Insurance Policy (if available under the Plan):</i>	Insurance Policy Administration	\$100 annually
<i>Self-Directed Brokerage (if available to the Plan):</i>	Self-Directed Brokerage Account	\$1,200 annually per plan, \$100/account setup & maintenance

<i>Overnight priority mailing(if requested):</i>	\$35
<i>Missing Participant processing:</i>	\$25

*Please note that Unified Trust may charge a nominal fee for items not listed above. The nominal fee and type of service will be provided in advance of the request.*

### Section III: INVESTMENT INFORMATION

As a participant in the Plan, you may select one or more funds from the available investment options under the Plan to create your own portfolio or choose one of the professionally managed portfolios.

As you review the investment options under the Plan which are outlined on the attached Investment Comparative Chart, there are several investment-related factors to consider.

**INVESTMENT CATEGORY** - the different asset categories may include stocks, bonds, real estate, international investments, commodities and cash. Investment experts agree that allocating your money across a variety of asset categories and rebalancing periodically is a strategy that is likely to succeed over time. When you choose a managed portfolio, Unified Trust will manage your portfolio for you.

**INVESTMENT OBJECTIVES** - the different goals and objectives of a particular fund or model portfolio that can influence the investment's potential for return and risk. Information about an investment option's objective is included in the Plan's most recent enrollment book or by accessing your account at <https://unifiedtrust.com/> and viewing the information online.

**RATE OF RETURN** - the performance of an investment option at a given point of time. The comparative chart shows how the investment options have performed over time and allows you to compare them with an appropriate benchmark for the same time period. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money.

**FEE AND EXPENSE INFORMATION** - the expense ratio and shareholder type fees are expenses that reduce the rate of return of the investment option. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site, <https://www.dol.gov/sites/dolgov/files/EBSA/about-ebbsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf> for an example showing the long-term effect of fees and expenses.

Your Plan can help you achieve a financially secure retirement. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. You should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well, will often cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk.

It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the Plan to help ensure that your retirement savings will meet your retirement goals.

**Please visit <http://www.investmentterms.com/> for a glossary of investment terms relevant to the investment options under this plan. This glossary is intended to help you better understand your options.**

INVESTMENT COMPARATIVE CHART  
As of September 30, 2021

DISCLOSURE UNDER DOL REGULATION § 2550.404a-5(d)(1)

Fund Name/ Benchmark	Investment Category	Expense Ratio <sup>1</sup>		Revenue Share <sup>2</sup>	Shareholder- Type Fees <sup>3</sup>	Average Annual Returns			Since Inception Return/Date
		As a %	Per \$1000			1 Year	5 Year	10 Year	
MetLife UTC Stable Value Fund	Stable Value	0.67%	\$6.70	0.25%	Possible	1.97%	2.33%	2.41%	3.37%
Stable Value Composite					MVA or Put	0.04%	1.39%	0.90%	06/01/2001
Dodge and Cox Income Fund	Intermediate-Term Bond	0.42%	\$4.20	0.08%		1.99%	4.19%	4.25%	6.57%
Barclays US Agg Bond TR USD						-0.90%	2.94%	3.01%	01/03/1989
American Funds US Government Sec R6	Intermediate Government	0.23%	\$2.30	0.00%		-0.51%	2.97%	2.58%	3.28%
Barclays US Treasury 3-10 Yr TR USD						-2.35%	2.26%	2.30%	05/01/2009
Am Cent Inflation Adj Bond Fund INV	Inflation-Protected Bond	0.47%	\$4.70	0.25%		5.89%	3.91%	2.66%	4.86%
Barclays US Treasury US TIPS TR USD						5.19%	4.34%	3.12%	02/10/1997
Vanguard Wellington Adm	Allocation--50% to 70% Equity	0.16%	\$1.60	0.00%		20.31%	11.56%	11.58%	8.34%
60% Equity Blend / 40% Fixed Blend						19.62%	9.83%	9.81%	05/14/2001
Vanguard Growth Index Admiral	Large Growth	0.05%	\$0.50	0.00%		28.07%	22.15%	19.32%	8.70%
Russell 1000 Growth TR USD						27.32%	22.84%	19.68%	11/13/2000
T Rowe Price Growth Stock	Large Growth	0.64%	\$6.40	0.15%		28.34%	22.13%	19.72%	11.49%
Russell 1000 Growth TR USD						27.32%	22.84%	19.68%	04/11/1950
Columbia Large Cap Index Z	Large Blend	0.20%	\$2.00	0.15%		29.74%	16.65%	16.40%	10.23%
S&P 500 TR USD						30.00%	16.90%	16.63%	12/15/1993
Vanguard Value Index Adm	Large Value	0.05%	\$0.50	0.00%		32.50%	12.14%	14.06%	7.18%
Russell 1000 Value TR USD						35.01%	10.94%	13.51%	11/13/2000
Vanguard Mid-Cap Growth Index Admiral	Mid-Cap Growth	0.07%	\$0.70	0.00%		31.82%	18.17%	16.73%	15.92%
Russell Mid Cap Growth TR USD						30.45%	19.27%	17.54%	09/27/2011
Columbia Mid Cap Index Z	Mid-Cap Blend	0.20%	\$2.00	0.10%		43.46%	12.71%	14.47%	9.36%
S&P MidCap 400 TR						43.68%	12.97%	14.72%	03/31/2000
Vanguard Mid-Cap Value Index Admiral	Mid-Cap Value	0.07%	\$0.70	0.00%		40.57%	10.82%	14.15%	13.67%
Russell Mid Cap Value TR USD						42.40%	10.59%	13.93%	09/27/2011
Vanguard Small Cap Growth Index Admiral	Small Growth	0.07%	\$0.70	0.00%		30.99%	17.09%	16.36%	15.63%
Russell 2000 Growth TR USD						33.27%	15.34%	15.74%	09/27/2011
DFA US Small Cap I	Small Blend	0.36%	\$3.60	0.00%		56.50%	12.19%	14.49%	10.69%
S&P SmallCap 600 TR USD						57.64%	13.57%	15.69%	03/19/1992
DFA US Targeted Value	Small Value	0.37%	\$3.70	0.00%		72.12%	11.35%	14.02%	11.33%
Russell 2000 Value TR USD						63.92%	11.03%	13.22%	02/23/2000
American Funds Europacific Growth R6	Foreign Stock	0.46%	\$4.60	0.00%		24.76%	12.17%	10.63%	10.37%
MSCI EAFE NR USD						25.73%	8.81%	8.10%	05/01/2009
American Beacon Intl Equity R5	Foreign Large Value	0.72%	\$7.20	0.00%		30.69%	6.29%	7.14%	6.91%
MSCI EAFE Value NR USD						30.66%	5.96%	5.97%	08/07/1991
American Funds New World R6	Diversified Emerging Mkts	0.59%	\$5.90	0.00%		25.28%	13.54%	10.07%	10.77%
MSCI EM NR USD						18.20%	9.23%	6.09%	05/01/2009
DFA Real Estate Securities I	Real Estate	0.18%	\$1.80	0.00%		32.45%	8.09%	11.86%	10.10%
FTSE NAREIT All REITs TR						32.51%	8.28%	11.94%	01/05/1993
PIMCO Commodity Real Ret Strat Admin	Commodities Broad Basket	1.07%	\$10.70	0.25%		50.53%	6.29%	-1.74%	1.94%
S&P GSCI TR USD						58.30%	3.64%	-4.83%	02/14/2003

Continued on next page.

INVESTMENT COMPARATIVE CHART  
As of September 30, 2021

DISCLOSURE UNDER DOL REGULATION § 2550.404a-5(d)(1)

Fund Name/ Benchmark	Investment Category	Expense Ratio <sup>1</sup>		Revenue Share <sup>2</sup>	Shareholder- Type Fees <sup>3</sup>	Average Annual Returns			Since Inception Return/Date
		As a %	Per \$1000			1 Year	5 Year	10 Year	
Ultra Conservative 100 Model Portfolio 0% Equity Blend / 100% Fixed Blend	Ultra Conservative 100	0.55%	\$5.50	0.17%		1.98%	3.26%	3.33%	
Conservative 20 80 Model Portfolio 20% Equity Blend / 80% Fixed Blend	Conservative 20 80	0.49%	\$4.90	0.14%		8.45%	5.26%	5.41%	
Balanced 40 60 Model Portfolio 40% Equity Blend / 60% Fixed Blend	Balanced 40 60	0.42%	\$4.20	0.12%		14.33%	7.55%	7.76%	
Balanced 60 40 Model Portfolio 60% Equity Blend / 40% Fixed Blend	Balanced 60 40	0.36%	\$3.60	0.09%		20.80%	9.55%	9.84%	
Aggressive 80 20 Model Portfolio 80% Equity Blend / 20% Fixed Blend	Aggressive 80 20	0.30%	\$3.00	0.07%		26.57%	11.65%	11.97%	
Ultra Aggressive 100 Model Portfolio 100% Equity Blend / 0% Fixed Blend	Ultra Aggressive 100	0.23%	\$2.30	0.05%		33.15%	13.84%	14.27%	
						32.04%	14.73%	14.70%	

<sup>1</sup> Expense Ratio is the fund's Annual Report Net Expense Ratio which is the percentage of fund assets used to pay for operating expenses and management fees, including 12b-1 fees, administrative fees, and all other asset-based costs incurred by the fund, except brokerage costs. The expense ratio is obtained from the Annual Report - an audited trailing perspective.

<sup>2</sup> Revenue Sharing. Unified Trust follows the Frost Model (set forth in the DOL Advisory Opinion 97-15A) of 100% fee recapture, whereby all revenue sharing payments it receives from the mutual funds or investment managers is used to offset Unified Trust's Fees dollar-for-dollar, with any excess being returned to the Plan or the revenue sharing is reallocated back to participant accounts.

<sup>3</sup> Shareholder-type fees list any additional fees that may be charged directly to your investment and which are not already included in the total annual operating expenses of the investment option (e.g. MVA (market value adjustment), redemption fees, contingent deferred sales charges, surrender charges, etc.). A put restricts a plan from exiting a fund for a stated period of time. For a more complete description of the shareholder-type fees or put provisions, please review the fund's prospectus which is available by accessing your account at <https://unifiedtrust.com/> or upon request by contacting Unified Trust, a division of American Trust Company Retirement Services at (866) 680-7000 Monday-Friday, 9:00 AM to 8:00 PM Eastern time.

Performance figures are those published by the underlying mutual funds or collective investment funds net of internal fund fees but not including external costs such as trustee fees, recordkeeping fees, or investment advisory fees. The actual performance of a client portfolio is dependent on the total fees deducted from the portfolio and the timing of cash flows in and out of the portfolio.

Fees and expenses are only one of several factors that participants and beneficiaries should consider when making investment decisions.

The cumulative effect of fees and expenses can substantially reduce the growth of a participant's or beneficiary's retirement account. Participants and beneficiaries can visit the Employee Benefit Security Administration's Web site for an example demonstrating the long-term effect of fees and expenses. <https://www.dol.gov/sites/dolgov/files/EBSA/about-ebbsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>.

A glossary of terms to assist participants and beneficiaries in understanding the plan's designated investment alternatives can be found at the website: <http://www.investmentterms.com>

Past performance does not guarantee how an investment will perform in the future.

Your investment in any of the funds could lose money. Investment products (including mutual funds) and insurance products involve risk and may lose value. Investment and insurance products are not FDIC insured or insured by any Federal government agency and are not deposits of, guaranteed or insured by Unified Trust.

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## MY PLAN INVESTMENTS

# Balanced 40 60 Model Portfolio

Category: Professionally Managed Portfolio

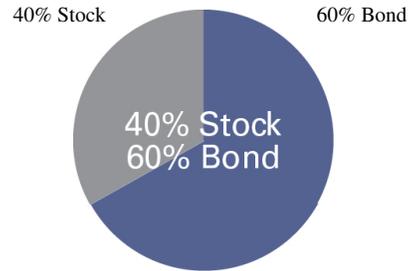
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### Description

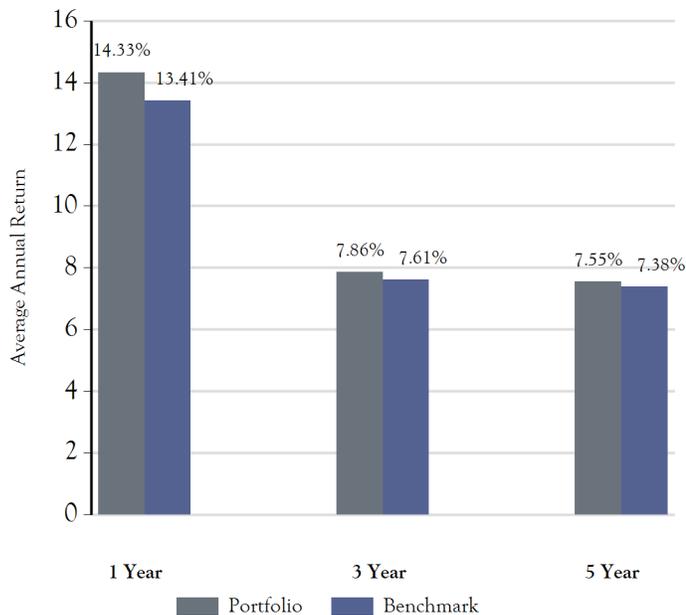
The Balanced 40/60 Portfolio invests approximately 60% in fixed income securities such as bond funds, stable value funds or money market funds. The remaining 40% is invested in stock mutual funds to add both diversification and the potential for increased future returns while still limiting risk. It is appropriate for a wide range of investors, but especially older investors with low to moderate risk tolerance.

Data as of: 9/30/2021

### Model Portfolio Allocation



### Hypothetical Performance vs. Benchmark



### Historical Performance (Hypothetical)

	Qtr	1 Year	3 Year	5 Year
Portfolio	0.00%	14.33%	7.86%	7.55%
Benchmark	0.09%	13.41%	7.61%	7.38%
Difference	-0.09%	0.92%	0.25%	0.17%

### Portfolio Characteristics

Added Cost of a Managed Portfolio	None
Average 4-Quarter UFMI® Score	6
Weighted Avg Expense Ratio	0.42%

### Disclosures

Performance figures are those published by the underlying mutual funds or collective investment funds net of internal fund fees but not including external costs such as trustee fees, recordkeeping fees, or investment advisory fees. The actual performance of a client portfolio is dependent on the total fees deducted from the portfolio and the timing of cash flows in and out of the portfolio. Past performance does not guarantee future results.

## MY PLAN INVESTMENTS

# Balanced 60 40 Model Portfolio

Category: Professionally Managed Portfolio

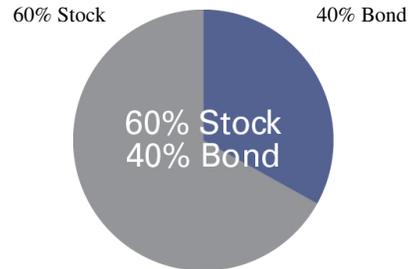
Current UFMI®: 9

### Description

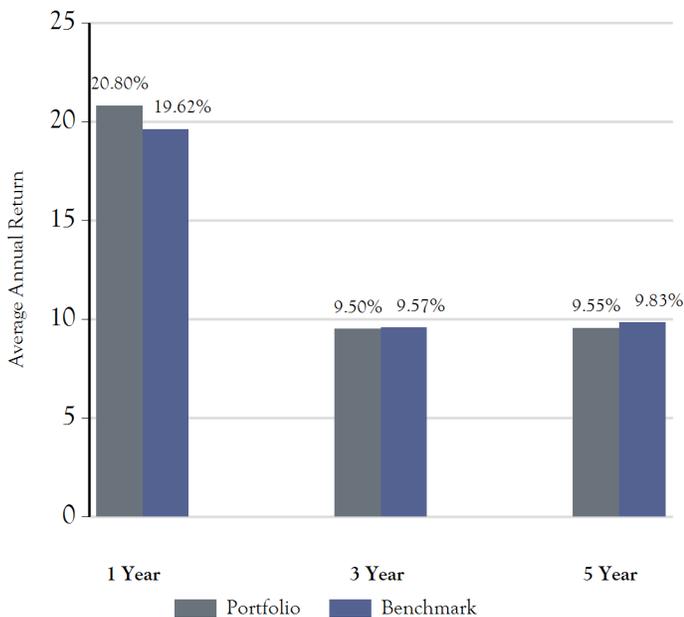
The Balanced 60/40 Portfolio invests approximately 40% in fixed income securities such as bond funds, stable value funds or money market funds. The remaining 60% is invested in stock mutual funds to add both diversification and the potential for increased future returns with moderate risk. It is appropriate for investors comfortable investing over half of their money in stocks and committed to leaving it there long term.

Data as of: 9/30/2021

### Model Portfolio Allocation



### Hypothetical Performance vs. Benchmark



### Historical Performance (Hypothetical)

	Qtr	1 Year	3 Year	5 Year
Portfolio	-0.19%	20.80%	9.50%	9.55%
Benchmark	0.05%	19.62%	9.57%	9.83%
Difference	-0.24%	1.18%	-0.07%	-0.28%

### Portfolio Characteristics

Added Cost of a Managed Portfolio	None
Average 4-Quarter UFMI® Score	7
Weighted Avg Expense Ratio	0.36%

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