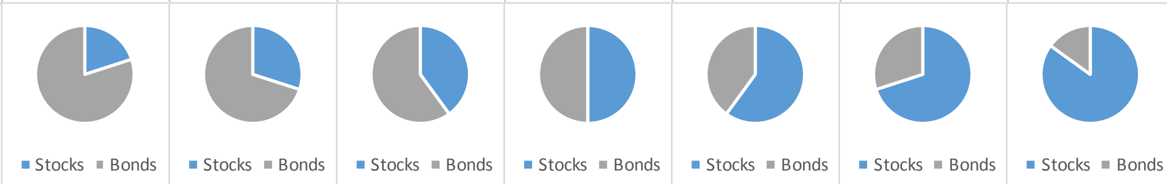
TARGET ALLOCATION PORTFOLIOS

A convenient single-solution approach to investing

Your plan's Target Allocation Portfolios offer a single-choice approach to retirement investing based on your risk profile. The portfolios combine funds from your plan's investment menu, providing broad diversification among different types of stocks, bonds and short-term investments. The Target Allocation Portfolios are scaled for risk, and each is named for its exposure to stocks. For example, "Target 60" maintains an equity allocation of around 60%. Each portfolio is automatically rebalanced for you.

	Conservative		Moderate/Balanced			Aggressive	
	Target 20	Target 30	Target 40	Target 50	Target 60	Target 70	Target 85
Stocks	20%	30%	40%	50%	60%	70%	85%
Bonds	80%	70%	60%	50%	40%	30%	15%



Principles of Success– How to be an "ADEPT" Investor

Markets are unpredictable and can fluctuate widely, but savvy investors *focus on things they can control:*

Asset Allocation

A sound investment strategy starts with a suitable mix of more conservative investments, like bonds, and higher risk investments, like stocks. The asset mix largely determines the returns and the magnitude of ups and downs along the way.

Diversification

The portfolio should be broadly diversified across bond and stock types to avoid unnecessary risks and to capture opportunities.

Expenses

The lower your costs, the greater your share of an investment's return. Lower cost investments have tended to outperform higher cost alternatives.

Psychology (your own behavior)

Investing can provoke strong emotions. In the face of market turmoil, which is unpredictable and unavoidable, some investors may make impulsive decisions or become paralyzed, subtracting from long-term returns.

Taxes

Minimize taxes where possible, and there is no better way to do that than to maximize pre-tax contributions to a retirement plan, which also allow for deferral of tax on investment gains.

Saving

You have control over how much of your income you save, and this is probably the mot important determinant of retirement success.

A target risk portfolio both strengthens and simplifies your investment choice

- Each portfolio targets a distinct level of risk and return, ranging from conservative to aggressive.
- You may switch between portfolios, though frequent switching is not advised.
- Portfolios are index-centric by nature, providing consistent, low-cost asset allocation. The portfolios' expense ratios average just .15%, compared with the industry average expense ratio of .89% (Source: Vanguard).
- Risk is primarily determined and managed through the asset allocations and extremely broad diversification of the portfolios. There is no active management involved.
- Rebalancing – each portfolio is rebalanced periodically to maintain its specific asset allocation and risk exposure, freeing you from the hassle of ongoing rebalancing.

FUND MENU AND TARGET ALLOCATIONS *

				Conservative		Moderate/Balanced			Aggressive	
Asset Class/Style	**Fund**	**Symbol**	**Expense Ratio**	**Target 20**	**Target 30**	**Target 40**	**Target 50**	**Target 60**	**Target 70**	**Target 85**
Fixed Income										
Stable Value	Met Life Stable Value Solutions Cl J	971803143	0.31	22%	20%	18%	17%	15%	10%	6%
Short Term	Vanguard Short-Term Inv Grade Adm	VFSUX	0.10	18%	14%	10%	10%	8%	5%	0%
Intermediate	Fidelity US Bond Index	FXNAX	0.03	30%	28%	25%	17%	12%	10%	6%
Multi Sector Bond	Fidelity Advisor Strategic Income Z	FIWDX	0.62	10%	8%	7%	6%	5%	5%	3%
US Equities										
Total US Equity	Vanguard Total Stock Mkt Index Adm*	VTSAX	0.04	0%	0%	0%	0%	0%	0%	0%
Large Cap Blend	Fidelity 500 Index	FXAIX	0.02	6%	6%	7%	8%	10%	12%	16%
Large Cap Growth	Nasdaq 100 Index (Powershares QQQ)	QQQ	0.20	2%	2%	3%	4%	4%	6%	7%
Large Cap Value	Vanguard Value Index Admiral	VVIAX	0.05	2%	3%	5%	6%	7%	8%	10%
Mid Cap	Vanguard Mid Cap Index Admiral	VIMAX	0.05	0%	2%	3%	4%	5%	5%	6%
Small Cap	Vanguard Small Cap Index Adm	VSMAX	0.05	0%	0%	1%	3%	3%	4%	5%
Small Cap Value	Vanguard Small Cap Value Index Adm	VSIAX	0.07	2%	3%	3%	4%	5%	6%	7%
Real Estate	Vanguard REIT Index Admiral	VGSLX	0.11	2%	3%	3%	3%	4%	5%	5%
Inflation hedges	iShares Gold Trust	IAU	0.25	0%	2%	3%	3%	4%	4%	4%
International Equities										
Total Int'l Stock	Fidelity Global Ex-USA Index*	FSGGX	0.06	0%	0%	0%	0%	0%	0%	0%
Int'l Developed	Vanguard FTSE Developed Markets ETF	VEA	0.05	6%	6%	8%	9%	10%	10%	13%
Int'l Small Cap	iShares MSCI EAFE Small Cap	SCZ	0.39	0%	1%	2%	3%	4%	5%	6%
Emerging Markets	Fidelity Emerging Markets Index	FPADX	0.06	0%	2%	2%	3%	4%	5%	6%
	Expense Ratio		0.14	0.17%	0.16%	0.15%	0.15%	0.15%	0.14%	0.12%

*Funds not in model,but are available for investment on plan menu

How do I choose the right Target Allocation?

- Choosing a target allocation starts with understanding your risk tolerance, time horizon and investment goals. Select an allocation you are prepared to stick with over the long run. Consider risks that might necessitate withdrawing money, such as for an emergency, which could magnify risks during inevitable market declines.
- Click here to complete a Risk Tolerance Survey and receive a suggested allocation.
- You'll want to weigh your risk tolerance and your financial ability to endure market volatility against your desire and need for return, including staying ahead of Inflation, a risk that is less "in your face" but increasingly deleterious to your money's purchasing power as time horizon increases.
- Think of your time horizon, not necessarily as your retirement age, but as the number of years until you need to withdraw a significant portion of your account, say 20%.
- Discuss your asset allocation, risk tolerance, and retirement planning needs with a TWM Adviser.

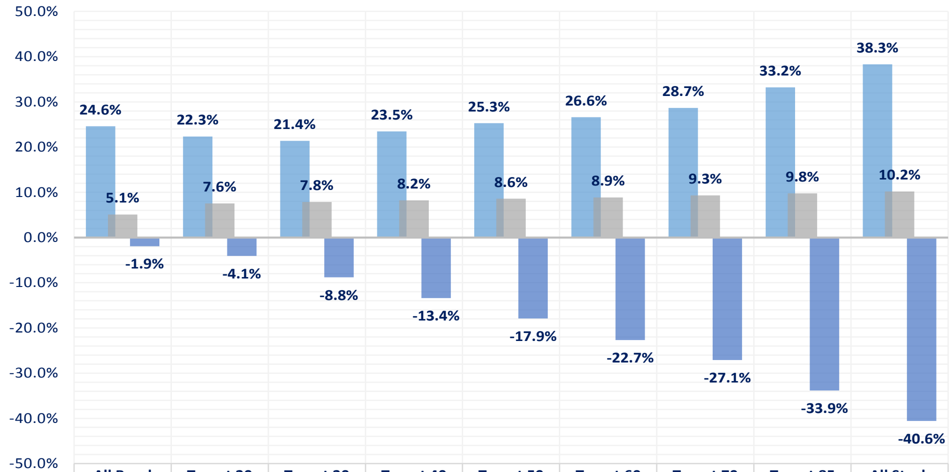
	TARGET 20	TARGET 30	TARGET 40	TARGET 50	TARGET 60	TARGET 70	TARGET 85
Return Objective	Seeks conservative return slightly above riskless return	Seeks moderately conservative return	Seeks moderate returns over time, but with emphasis on limiting risk	Seeks moderate returns over time	Seeks moderate returns over time, but with emphasis on return	Seeks moderate to high returns over the long run	Seeks high returns over the long run
Risk	Willing to accept only a small amount of volatility; accepts inflation/savings shortfall risk	Very concerned about limiting fluctu-ations; also wants $ to keep pace with inflation	Wants to grow $ ahead of inflation, but somewhat more concerned about limiting fluctuations	Concerned about limiting fluctuations; focused on growing $ ahead of inflation.	Concerned about limiting fluctuations; somewhat more focused on growing $ well ahead of inflation	Has mild concern about fluctuations; focused on growing $ significantly ahead of inflation	Has low concern about fluctuations; focused on maximizing $ ahead of inflation
Stress Test	Able and willing to accept downturn of ~5% in 2008-09.	Able and willing to stay with allocation through downturn of ~7% in 2008-09.	Able and willing to stay with allocation through downturn of ~11% in 2008-09.	Able and willing to stay with allocation through downturn of ~15% in 2008-09.	Able and willing to stay with allocation through downturn of ~18% in 2008-09.	Able and willing to stay with allocation through downturn of ~23% in 2008-09.	Able and willing to stay with allocation through downturn of ~29% in 2008-09.
Time Horizon	Doesn't expect to withdraw more than ~20% of account for at least 1 to 3 years	Doesn't expect to withdraw more than ~20% of account for at least 1 to 3 years	Doesn't expect to withdraw more than ~20% of account for at least 1 to 3 years	Doesn't expect to withdraw more than ~20% of account for at least 5 to 7 years	Doesn't expect to withdraw more than ~20% of account for at least 7 to 10 years	Doesn't expect to withdraw more than ~20% of account for at least 10 years	Doesn't expect to withdraw more than ~20% of account for at least 10 to 15
Risk Tolerance Score	25	29	36	42	49	55	>65
Return Avveg 2003-18	4.85%	5.33%	5.80%	6.31%	6.79%	7.36%	8.13%
Return After Inflation	2.83%	3.31%	3.78%	4.29%	4.77%	5.34%	6.11%
Worst 1 Year	-4.19%	-6.98%	-10.57%	-14.88%	-18.47%	-22.87%	-29.48%
Best 1 Year	10.41%	14.79%	18.44%	22.18%	26.01%	29.53%	34.62%

Return information is for period 2003-2018, provided by Morningstar and Money Guide Pro.

Spectrum of Returns

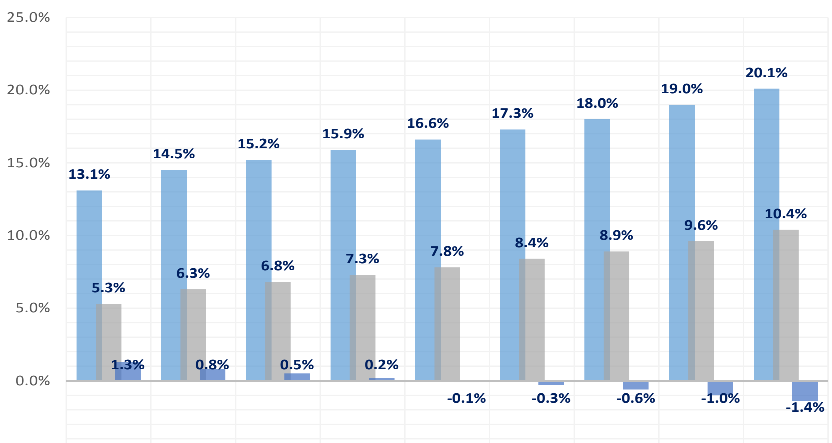
The mixture of assets defines the spectrum of returns

Spectrum of 1 Year Returns
1970-2015



	All Bond	Target 20	Target 30	Target 40	Target 50	Target 60	Target 70	Target 85	All Stock
Best 1 Year	24.6%	22.3%	21.4%	23.5%	25.3%	26.6%	28.7%	33.2%	38.3%
Average 1 Year	5.1%	7.6%	7.8%	8.2%	8.6%	8.9%	9.3%	9.8%	10.2%
Worst 1 Year	-1.9%	-4.1%	-8.8%	-13.4%	-17.9%	-22.7%	-27.1%	-33.9%	-40.6%

Spectrum of 10 Year Returns
1928-2015



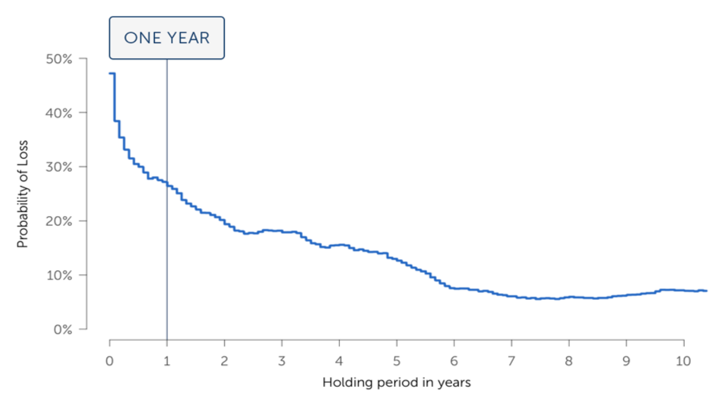
	All Bond	Target 20	Target 30	Target 40	Target 50	Target 60	Target 70	Target 85	All Stock
Best 10 Year	13.1%	14.5%	15.2%	15.9%	16.6%	17.3%	18.0%	19.0%	20.1%
Average 10 Year	5.3%	6.3%	6.8%	7.3%	7.8%	8.4%	8.9%	9.6%	10.4%
Average 10 Year Worst 10 Year	1.3%	0.8%	0.5%	0.2%	-0.1%	-0.3%	-0.6%	-1.0%	-1.4%

- The charts to the left demonstrate how asset allocation affects the variability of returns over 1 and 10 year periods. From 1970 to 2015. Each bar shows the best and worst returns with the average return in the middle.
- Assuming too little risk can result in failure to stay ahead of inflation or achieve long-term goals. On the other hand, assuming too much risk can lead to levels of portfolio volatility so high that you may want to abandon your strategy.
- Performance is quick to change among bond and stock sectors. A portfolio that diversifies within and across markets is less vulnerable to the impact of swings in the performance of any one sector.

It's about time in the market, not market timing:

- The charts to the left demonstrate how the holding period affects the variability of returns — this illustrates the concept of "time diversification."
- Note that as the time period becomes longer, the spectrum of returns — the spread between the best and worst returns — narrows.
- The suitability of a particular asset allocation is based on three factors: risk tolerance, risk capacity (financial situation, stability of employment and salary, etc.), and period of time before the funds are needed.
- The table below shows the odds of losing money over various holding periods. Note that the longer the holding period, the lower the odds of losing money. Based on historical results, an investor has about a 30% chance of losing money over a 1 year time horizon, but only a 10% chance over 10 years,.

Holding Period and Probability of Loss in the S&P 500



Disclosures

The suggested asset allocations within the questionnaire depend on subjective factors such as your risk tolerance and financial situation. For this reason, you should view them only as broad guidelines for how you might consider investing your savings. It's important to review historical returns of short-term investments, bonds, and stocks carefully over various holding periods to see if you can accept the level of risk in a given investment mix.

The allocations provided are based on generally accepted investment principles. There is no guarantee, however, that any particular asset allocation or mix of funds will meet your investment objectives. All investments involve risks, and fluctuations in the financial markets and other factors may cause declines in the value of your account. "Diversification" or " Asset Allocation" does not insure a profit or protect against a loss.

Investment Return Data. The return data in "How Do I Choose the Right Allocation" is from Money Guide Pro and Morningstar, and represent historical returns for an index representing each asset class in the target portfolios. The "Spectrum of Returns" data represent historical returns for US stocks and intermediate bonds as provided in Ibbotson SSBI Yearbook (1970 to 2014). Returns provided are not intended to indicate future performance, or to represent a guarantee of future investment returns. Loss is possible. One cannot invest in an index. The returns for funds invested in the target portfolios may vary from the data indexes. Investment in an index does not imply that results will be profitable. There is no guarantee that future market drawdowns will not exceed the "Worst 1 Year" returns presented. The risk tolerance scores are from Vanguard Risk Tolerance Questionnaire. A risk tolerance questionnaire should not be relied upon as definitive with respect to a participant's investment objectives, or ability to absorb investment losses.