



Dear Retirement Plan Participant:

We sent a customized version of this letter to the mailing address or email address we have on file for you. This letter includes general information about your retirement plan's move to The Standard and changes that may happen.

Your retirement plan is automatically moving to The Standard beginning on May 17, 2024. The Standard bought Securian Financial's retirement plan business in December 2022. Get to know us and find out more about your new experience by visiting standard.com/start-here. You don't have to do anything for your plan or account to move.

Important Information About Your Plan Move Happening Friday, May 17 Through Monday, May 20, 2024

Friday until 3 p.m. Central	No action is required. Your last day to request transactions or get information about your account at securian.com/retirement .
Friday - Monday	Account information will be unavailable from 3 p.m. Central on Friday until 7 a.m. Central on Monday.
Monday after 7 a.m. Central	You will be able to register your account at standard.com/login and make account transactions. Please call 800.858.5420 for account information or assistance.

Your Plan at The Standard

These retirement plan options and features will stay the same:

- The investment options in your plan and your investment selections, if applicable.
- Your contribution rate, or the percentage of your pay that you are saving in the plan, and automatic increases, if applicable.
- Two years of your account statements will be available through your online account at The Standard.

Here are some things that will change when your plan moves to The Standard:

- Automatic rebalancing is a feature that transfers your account balances on a regular basis so that your account keeps your preferred mix of investments. If you use automatic rebalancing, it will continue to happen at the same frequency. The month and date of your account rebalance will change.
 - Quarterly rebalancing will happen in February, May, August and November.
 - Semi-annual rebalancing will happen in May and November.
 - Annual rebalancing will happen in November.

- We provide investment performance before fees and credits are applied. You have been getting investment performance after fees and credits were applied. You can find performance information and fee information online at standard.com/login.
- Most fees will stay the same. However, the following fees will change:
 - The fee to send a distribution check by overnight delivery will be \$30.
 - The fee to split an account after a divorce for a qualified domestic relations order (QDRO) will be \$200.
 - There will not be a fee to set up or make changes to installment payments, if allowed by your plan.
- If you have a loan, the way you make repayments will stay the same. You will only notice a change if your payments are made by automated clearing house (ACH) from your bank account. The Standard will collect the payments instead of Securian.
- If your plan includes General Account or Guaranteed Return Account investment options, you will see past performance rather than crediting rates.
- Your plan may offer a General Account investment option which credits different rates of interest depending on the timing of each deposit. If so, going forward, the crediting rate you receive will be a blend of these rates based on all General Account assets in the plan.
- If your plan includes TargetRisk™ Portfolios or TargetAge® Portfolios, minor asset allocation changes will happen. For more information, see TargetRisk Portfolio Asset Allocations and TargetAge Portfolio Asset Allocations at The Standard included with this letter.

Please Register Your Account Starting Monday, May 20, 2024

You will *only* be able to register and access your account at standard.com/login after your account has moved. Once you register your account, visit the Personal Savings Center any time you want. You will be able to check your balance, contributions and investments, make changes your plan allows and learn more about saving for retirement. Registering your account is an important way to protect it from fraud attempts. Be sure to use a unique username and strong password.

Visit standard.com/login. Select **Create an Account**. Select **My Retirement Plan** and then **Create an Account**. There are directions for you every step of the way, plus a short video at standard.com/start-here. If you need assistance, we are available to answer your questions when you call 800.858.5420 on weekdays from 7 a.m. to 7 p.m. Central.

We're dedicated to helping you save for and enjoy your retirement. We look forward to working together.

Sincerely,

The Standard

Qualified retirement plan products are offered through a group annuity contract issued by Minnesota Life Insurance Company and reinsured by Standard Insurance Company.

The Standard is a marketing name for StanCorp Financial Group and its subsidiaries. Standard Retirement Services, Inc. provides administrative and plan recordkeeping services. Standard Retirement Services and Standard Insurance Company are subsidiaries of StanCorp Financial Group. Minnesota Life Insurance Company is not affiliated with StanCorp Financial Group or its subsidiaries.

TargetRisk™ Portfolio Asset Allocations at The Standard

(Please note: Your plan may or may not offer TargetRisk Portfolios.)

TargetRisk Portfolios are changing. The investment options within the portfolio will remain the same. However, the portfolios will rebalance to a slightly different percentage of each asset category when plans move to The Standard. Future contributions will use the allocations shown here. You can find out if your plan offers TargetRisk Portfolios and review the current allocation by logging in to your account at securian.com/retirement. Go to Account detail, then Investments. Use the down arrow to view performance, growth % and unit values. Select Documents, then TargetRisk Portfolios performance to view current TargetRisk Portfolio asset allocations and performance. You may request a free paper copy of the current allocation by calling 800.233.2881.

This table shows TargetRisk Portfolio asset allocations after your plan moves to The Standard.

	Very Conservative	Conservative	Moderate	Aggressive	Very Aggressive
Asset Category					
Fixed Income 1	40%	24%	10%	4%	0%
Fixed Income 2	40%	30%	20%	10%	0%
Fixed Income 3	0%	6%	10%	6%	0%
Large Cap - Value	5%	11%	16%	21%	26%
Large Cap - Growth	5%	10%	15%	21%	26%
Small/Mid Cap - Value	2%	4%	6%	8%	10%
Small/Mid Cap - Growth	2%	4%	6%	8%	10%
International - Value	3%	5%	8%	11%	14%
International - Growth	3%	6%	9%	11%	14%

See asset allocations and age-bands for TargetAge® Portfolios at The Standard next side.

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

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TargetAge® Portfolio Asset Allocations and Glidepaths at The Standard

(Please note: Your plan may or may not offer TargetAge Portfolios.)

TargetAge Portfolios are changing. The investment options within the portfolio will remain the same. However, the portfolios will rebalance to a slightly different percentage of each asset category when your plan moves to The Standard. Future contributions will use the allocations shown below. Some age-bands will also shift. You can find out if your plan offers TargetAge Portfolios and review the current allocation by logging in to your account at securian.com/retirement. Go to Account detail, then Investments. Use the down arrow to view performance, growth % and unit values. Select Documents, then TargetAge Portfolios performance. It shows if your plan offers Capital Accumulation or Capital Preservation age bands and current TargetAge Portfolio asset allocations and performance. You may request a free paper copy of the current allocation by calling 800.233.2881.

This table shows TargetAge Portfolio asset allocations and age-bands after your plan moves to The Standard. If your plan has fewer than nine investment options, the same investment may be used in multiple categories. For example, in the first row below, one international fund could be used for both the value and growth categories and therefore the allocation would be 28% for the one international fund.

Capital Accumulation age bands	Capital Preservation age bands	Fixed Income - Low Duration	Fixed Income - Mid Duration	Fixed Income - Long Duration	Large Cap - Value	Large Cap - Growth	Small/Mid - Value	Small/Mid - Growth	International - Value	International - Growth
Up to 34	Up to 30	0%	0%	0%	26%	26%	10%	10%	14%	14%
35-39*	31-33*	1%	3%	1%	25%	24%	9%	10%	14%	13%
40-44	34-36	2%	5%	3%	24%	23%	9%	9%	12%	13%
45-49	37-39	3%	8%	4%	22%	22%	8%	9%	12%	12%
50-54	40-42	4%	10%	6%	21%	21%	8%	8%	11%	11%
55-56	43-44	5%	13%	7%	20%	19%	7%	8%	11%	10%
57-58	45-46	6%	15%	9%	18%	18%	7%	7%	10%	10%
59-60	47-48	8%	18%	9%	17%	17%	6%	7%	9%	9%
61-62	49-50	10%	20%	10%	16%	15%	6%	6%	8%	9%
63-64	51-52	10%	23%	12%	15%	14%	5%	6%	8%	7%
65-66	53-54	15%	25%	10%	13%	13%	5%	5%	7%	7%
67-68	55-56	19%	28%	8%	12%	11%	4%	5%	7%	6%
69-70	57-58	24%	30%	6%	11%	10%	4%	4%	5%	6%
71-72	59-60	28%	33%	4%	9%	9%	3%	4%	5%	5%
73-74	61-62	33%	35%	2%	8%	8%	3%	3%	4%	4%
75-79	63-64	37%	38%	0%	7%	6%	2%	3%	4%	3%
80+	65+	40%	40%	0%	5%	5%	2%	2%	3%	3%

*Your contribution will be invested in and rebalanced according to this age band if your plan has TargetAge Portfolios as the default investment, you are younger than this age and you do not select an investment option.

See asset allocations for TargetRisk™ Portfolios at The Standard next side.