



start small

RETIRE BIG

401(k) INVESTMENT GUIDE

At Foth & Van Dyke, LLC, we understand that wellness isn't just physical, it's financial, too. That's why we sponsor MoneyAdvice@Work® from Francis Investment Counsel, a workplace financial wellness benefit. With MoneyAdvice@Work® you receive sales-free and objective financial planning and investment advice from live advisors who get to know you, without judgment or jargon. All conversations are strictly confidential and there are no per session co-pays, so you can meet with your advisor as often as you wish. The cost for the MoneyAdvice@Work® services are included in the fees charged to the plan.

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WELCOME TO THE FOTH & VAN DYKE, LLC 401(K) RETIREMENT SAVINGS PLAN

Before making retirement plan investment decisions, it's important to review the basics.

Investments generally fall into four groups: stable value (money market) investments, bonds, stocks (equities), and hard assets. It is important to spread your savings among the categories, a process called asset allocation. The idea is simple: by owning several categories your overall volatility could be reduced since categories often perform differently from one another in any given year.

STABLE VALUE (MONEY MARKETS)

Stable value and money market investments are designed to protect your savings from loss; you're simply earning interest on your savings. Returns will vary as overall interest rates change. Keep in mind that stable value and money market investments are not insured or guaranteed by the FDIC or any other government agency. Although they are designed to preserve their value, it is possible to lose money by investing in them.

BONDS

Bond funds are designed to provide stability, income, and some appreciation in value. This combination is intended to provide a higher return over time than money market and stable value investments. With bonds, you are simply lending money to others, and you are paid back with interest. Bonds can be issued by the U.S. Government and agencies, foreign governments, and corporations. Bond mutual funds, like those available within your retirement plan, are a professionally managed basket of bonds.

STOCKS (EQUITIES)

Stocks are meant to provide long-term growth. As an investor, you become part-owner of the company, rather than lending money, as with a bond. Shareholders earn returns either through price appreciation of their shares and/or from dividend payments. Although stock prices tend to fluctuate more, they have historically provided a higher return than stable value or bond investments. Stock mutual funds are professionally managed baskets of stocks, focusing on specific types of companies.

Large-cap stock funds invest primarily in large, well-established U.S. based companies. Mid- and small-cap stock funds invest in mid- and smaller-sized companies within the United States. International stock funds invest primarily in large-sized companies located in developed regions of the foreign world, primarily Europe, Australia, and Japan. Emerging market stock funds invest primarily in companies located in the underdeveloped regions of the foreign world, primarily Brazil, India, and China.

HARD ASSETS

These funds invest in investments linked to changes in the price of commodities or "hard assets" such as oil, corn, gold, iron ore, and soybeans. The category can serve as an important diversifier, particularly in periods of higher inflation.



THE PLAN OFFERS TWO WAYS TO INVEST: PREMIXED APPROACH OR THE CUSTOM APPROACH

1: PREMIXED APPROACH

For retirement plan investors wishing to keep it simple, target retirement date funds are ideal. These pre-mixed funds have a target retirement year in their name. You simply pick the fund closest to your intended retirement date and the managers take it from there. They select a mixture of their stock, bond, and money market funds appropriate for that time horizon. As the retirement year nears, they shift the mix away from mostly stocks into mostly bonds. This glide path reduces your investment risk, essentially gliding you into a more conservative mix as retirement nears.

The fund managers manage the asset allocation so that you maintain some stock exposure well into retirement. Since we all hope for many years after the big day, a continued allocation to stocks during retirement is a smart idea to strive for growth so your money doesn't run out before you do.

Fund Name (Ticker)	Fund Asset Allocation Cash + Bond Equity Other	1-Year Return*	3-Year Return*	7-Year Return*	Expense Ratio	vs.	National Average
American Funds 2010 Target Date Retirement R6 Fund (RFTTX)	Cash + Bond = 58% Equity = 41% Other 1%	5.5%	8.1%	5.8%	0.28%	vs.	0.65%
American Funds 2015 Target Date Retirement R6 Fund (RFJTX)	Cash + Bond = 55% Equity = 44% Other 1%	5.9%	8.7%	6.2%	0.29%	vs.	0.61%
American Funds 2020 Target Date Retirement R6 Fund (RRCTX)	Cash + Bond = 52% Equity = 46% Other 2%	5.9%	9.1%	6.7%	0.30%	vs.	0.60%
American Funds 2025 Target Date Retirement R6 Fund (RFDTX)	Cash + Bond = 46% Equity = 53% Other 1%	5.4%	10.2%	7.5%	0.31%	vs.	0.55%
American Funds 2030 Target Date Retirement R6 Fund (RFETX)	Cash + Bond = 36% Equity = 63% Other 1%	5.6%	11.2%	8.4%	0.33%	vs.	0.59%
American Funds 2035 Target Date Retirement R6 Fund (RFFTX)	Cash + Bond = 24% Equity = 75% Other 1%	5.8%	12.7%	9.4%	0.35%	vs.	0.55%
American Funds 2040 Target Date Retirement R6 Fund (RFGTX)	Cash + Bond = 15% Equity = 84% Other 1%	5.7%	13.3%	9.8%	0.36%	vs.	0.60%
American Funds 2045 Target Date Retirement R6 Fund (RFHTX)	Cash + Bond = 13% Equity = 86% Other 1%	5.5%	13.5%	10.0%	0.37%	vs.	0.51%
American Funds 2050 Target Date Retirement R6 Fund (RFITX)	Cash + Bond = 12% Equity = 87% Other 1%	5.0%	13.5%	10.0%	0.37%	vs.	0.54%
American Funds 2055 Target Date Retirement R6 Fund (RFKTX)	Cash + Bond = 12% Equity = 87% Other 1%	4.7%	13.3%	10.0%	0.38%	vs.	0.52%
American Funds 2060 Target Date Retirement R6 Fund (RFUTX)	Cash + Bond = 12% Equity = 87% Other 1%	4.7%	13.3%	N/A	0.38%	vs.	0.44%
American Funds 2065 Target Date Retirement R6 Fund (RFVTX)	Cash + Bond = 12% Equity = 87% Other 1%	4.6%	N/A	N/A	0.38%	vs.	0.44%

2: CUSTOM APPROACH

The regular investment menu features a wide variety of mutual funds carefully screened and monitored by your employer.

To find a suggested fund mix for proper diversification, first take the risk tolerance quiz below then reference the sample fund mix based on your age and risk tolerance.

When do you expect to start withdrawing money from your retirement account?

Not for at least 10 years	15 points
In 5 to 10 years	10 points
Within the next 5 years	5 points
Very soon	1 point

Which of the following statements best describes how you would feel if your retirement account dropped 20% in a short period of time?

Extremely upset	1 point
Very worried	5 points
Concerned, but not worried	10 points
Not at all concerned	15 points

Imagine that you are a contestant on a game show. Which choice would you choose?

\$1000 cash	1 point
Flip a coin to win \$5,000	8 points
Play a game where you have a 1 in 10 chance to win \$50,000	15 points

Choose the option that best describes you.

I am not concerned with frequent and sometimes large drops in the value of my account	15 points
I can handle occasional declines in my investments	10 points
I am fine with lower returns because I would prefer not to see my investments decline in value	5 points
I am not comfortable with account value declines	1 point

How would you describe yourself as an investor?

A real risk taker	15 points
Comfortable with market fluctuations	10 points
Nervous about market fluctuations	5 points
Very risk averse	1 point

Imagine the U.S. stock market declines drastically due to a crisis. How would you react?

I would transfer a substantial portion of my savings into more conservative investments	1 point
I would transfer some of my savings into more conservative investments	5 points
I would be concerned, but would wait it out	10 points
I would not be concerned at all	15 points

If you scored under 30 points, you are considered a conservative investor. If you scored between 30 and 60 points, you are considered a moderate investor.

If you scored above 60 points, you are considered an aggressive investor. Now use your point total and age to locate a sample asset allocation below.

SAMPLE ASSET ALLOCATION MODELS

Risk Tolerance % Equities / % Fixed Income	Ages 20-39			Ages 40-54			Ages 55+		
	Conservative 50/50	Moderate 70/30	Aggressive 90/10	Conservative 45/55	Moderate 60/40	Aggressive 85/15	Conservative 25/75	Moderate 50/50	Aggressive 70/30
Putnam Stable Value Fund	15%	7%	0%	20%	13%	4%	30%	20%	15%
Fidelity® US Bond Index Fund	15%	10%	5%	17%	10%	6%	22%	15%	5%
DFA Inflation Protected Securities I Fund	10%	5%	0%	10%	10%	0%	15%	10%	5%
MFS Emerging Markets Debt R6 Fund	10%	8%	5%	8%	7%	5%	8%	5%	5%
Dodge & Cox Stock Fund	5%	9%	11%	5%	6%	9%	5%	6%	8%
Fidelity® 500 Index Fund	12%	13%	17%	10%	12%	18%	2%	12%	16%
Harbor Capital Appreciation Retirement Fund	5%	9%	11%	5%	6%	9%	5%	6%	8%
DFA U.S. Targeted Value I Fund	4%	4%	4%	3%	3%	4%	3%	2%	3%
Vanguard S&P SmallCap 600 Index Fund	0%	6%	7%	0%	5%	6%	0%	5%	5%
Loomis Sayles Small-Cap Growth Institutional Fund	3%	3%	3%	3%	2%	4%	0%	0%	3%
American Funds EuroPacific Growth R6 Fund	12%	15%	25%	11%	16%	24%	4%	10%	16%
Invesco Developing Markets R6 Fund	6%	8%	10%	4%	6%	9%	2%	5%	8%
PIMCO CommoditiesPLUS Strategy Instl Fund	3%	3%	2%	4%	4%	2%	4%	4%	3%

The models presented above are merely a means of allocating your account values among the various investment options under the Plan, consistent with the level of risk you consider appropriate for your situation. The models shown are designed to provide general guidance but do not take into consideration any individual situations or unique circumstances. Sample allocations are based on the investment expertise of Francis Investment Counsel LLC. Please consider your other savings as well as the savings in your retirement plan when making investment decisions. This Plan is intended to constitute an ERISA 404(c) Plan, under which fiduciaries may be relieved of liability for losses that are a direct result of the participant's investment instruction. Past performance is no guarantee of future results.

HOW TO ACCESS YOUR RETIREMENT PLAN ACCOUNT

Associated Bank serves as the plan recordkeeper. To access your account, visit their website at 401k.associatedbank.com. First-time users will receive an automated email from the Associated Bank Customer Gateway. You must click on the Activate Account button within 7 days.

If you do not receive the email or have general issues logging in, call Associated Bank's 24/7/365 Customer Care team at 800-431-4649.

It is extremely important that you login to customize your credentials to protect your account from cybercriminals. You can also access your account via Associated Bank's app. Visit the Google Play or Apple App store to download.

CUSTOM APPROACH

Fund Name (Ticker)	Fund Type	1-Year Return* National Average	3-Year Return* National Average	7-Year Return* National Average	Expense Ratio National Average
Putnam Stable Value Fund Benchmark: FTSE 3-Month T-Bill Index	Stable Value	2.2% 0.0%	2.3% 0.8%	2.1% 0.8%	0.34% N/A
Fidelity® US Bond Index Fund (FXNAX) Benchmark: Bloomberg BarCap U.S. Aggregate Bond Index	Intermediate Bond	-2.7% -2.6%	3.3% 3.3%	2.3% 2.4%	0.03% 0.53%
DFA Inflation Protected Securities I Fund (DIPSX) Benchmark: Bloomberg BarCap U.S. Treasury U.S. TIPS Index	TIPS Bond	5.7% 6.1%	7.6% 7.5%	3.9% 3.8%	0.11% 0.48%
MFS Emerging Markets Debt R6 Fund (MEDHX) Benchmark: JPM EMBI Global TR Index	Emerging Markets Debt	-7.5% -6.1%	2.0% 1.4%	3.2% 3.3%	0.71% 0.86%
Dodge & Cox Stock Fund (DODGX) Benchmark: Russell 1000 Value Index	Large-Cap Value	19.9% 15.0%	16.6% 12.2%	12.1% 9.1%	0.52% 0.79%
Fidelity® 500 Index Fund (FXAIX) Benchmark: S&P 500 Index	Large-Cap Index	16.4% 16.4%	18.2% 18.2%	13.1% 13.2%	0.02% 0.76%
Harbor Capital Appreciation Retirement Fund (HNACX) Benchmark: Russell 1000 Growth Index	Large-Cap Growth	-3.4% 12.5%	20.0% 23.2%	15.6% 16.5%	0.57% 0.86%
DFA U.S. Targeted Value I Fund (DFFVX) Benchmark: Russell 2000 Value Index	Small-Cap Value	17.6% 6.6%	14.4% 10.9%	9.4% 8.7%	0.29% 1.05%
Vanguard S&P SmallCap 600 Index Fund (VSMGX) Benchmark: CRSP U.S. Small-Cap Index	Small-Cap Index	4.1% 4.2%	12.2% 12.2%	10.8% 10.8%	0.08% 0.95%
Loomis Sayles Small-Cap Growth Institutional Fund (LSSIX) Benchmark: Russell 2000 Growth Index	Small-Cap Growth	-9.9% -17.4%	11.8% 9.2%	11.2% 8.7%	0.92% 1.08%
American Funds EuroPacific Growth R6 Fund (RERGX) Benchmark: MSCI ACWI ex USA	International - Developed Mkts (Growth)	-9.4% 0.0%	9.5% 8.2%	6.4% 5.4%	0.46% 0.85%
Invesco Developing Markets R6 Fund (ODVIX) Benchmark: MSCI Emerging Markets Index	International - Emerging Markets	-19.4% -10.4%	2.9% 6.4%	4.1% 5.2%	0.81% 1.13%
PIMCO CommoditiesPLUS Strategy Instl Fund (PCLIX) Benchmark: Credit Suisse Commodity Benchmark	Hard Assets	45.5% 46.9%	17.0% 18.1%	6.1% 5.5%	0.74% 0.94%

Conservative Funds	Moderate Funds	Moderately Aggressive Funds	Aggressive Funds	Very Aggressive Funds
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*The summary/prices/quotes/statistics contained herein have been obtained from sources believed reliable but are not necessarily complete and cannot be guaranteed. Total return includes change in share price, reinvestment of dividends, and capital gains. Past performance results are not a guarantee of future results. Actual performance will be affected by flows in and out of the fund.

Source: Morningstar Inc. / Zephyr Associates, Inc. / Thompsen Vestek.

Asset allocation breakdown of target retirement date funds and the national average fund expense shown for each fund category according to Morningstar. "Other" securities may include, but are not limited to, derivatives (i.e. swaps, futures, options), preferred stock, and securities that do not have a classification that would encompass cash, bonds, or equities as determined by Morningstar.

Although they vary slightly from year to year, your plan's administrative expenses are \$60 annually plus approximately 0.15% of assets. So, you'll see a flat fee of \$15 plus approximately \$3.75 for every \$10,000 balance on your quarterly statement. For more information on fees, see the Annual Fee Disclosure found on your plan's recordkeeping site.



*Returns as of 08.28.22

