

# Get Real With Your Retirement

Making the Most of Your Workplace Retirement Plan

**Doherty Consulting, Inc Retirement Savings Plan**





## Time To Dream

What does retirement mean to you? What will it take to get you there? Taking steps now to plan for the future you want is essential — even if retirement is a ways off, even when you're juggling other financial priorities.

Your employer's retirement plan offers one of the best and easiest ways to save. To take advantage of this important benefit, simply follow the instructions below to start online. If you need help, this guide contains more information.

## Getting Real About Retirement Goals

The first step is to get real about your retirement goals. Consider the following questions:

- Where will you be?
- What will you be doing?
- Will you continue to work doing something you love?
- How much money will you need to cover your day-to-day expenses, including healthcare?

## Planning Transforms Dreams Into Reality

As you put together your own savings and investment plan, keep the following in mind:

- Your retirement goals (your answers from above)
- The importance of starting now, no matter what your age
- How the plan you set in motion today can help you reach your retirement goal

### Getting Started Online

Create an account by visiting  
[www.standard.com/retirement](http://www.standard.com/retirement)

Click **Enroll in My Plan** and then **Create an Account**. Watch for a verification email.

Login and continue to **My Retirement Account**.

Questions? Call 800.858.5420.

## Time to Enroll

Take Action Today!

### Quick-Enroll Option\*

Once you create an online account, use the retirement readiness tool to choose how much to save. Click **Save Changes** when you're ready to submit. That's it!



\* The retirement readiness tool may not be available to some plans. You may be asked to add some information before the tool can show results. By using this option to enroll, you will be invested in your plan's default investments. You can change your investments at any time under the My Account, My Investments menu.

Your employer's retirement plan offers one of the best ways to save for your future. Getting started is easy.

### Create an Online Account

- Visit [standard.com/retirement](https://standard.com/retirement).
- Click **Enroll in My Plan** and then **Create an Account**. Watch for a verification email that will request your response.
- Log in and click **Go to My Account**.

### Enroll in the Plan

On the website, you may choose a quick enroll option by using the retirement readiness tool (see example at left).

Or, to choose investments and beneficiaries when you enroll, start by clicking **My Plan, Enroll in My Plan**. We'll walk you through a short step-by-step process.

Unsure how much to contribute? Start with at least 8, 10 or 12 percent of your pay to reach your goals.

If you have questions, please call us at 800.858.5420.

# Highlights of Your Retirement Plan

## Doherty Consulting, Inc Retirement Savings Plan

*This highlights document is not intended to describe every aspect of your retirement plan. For more complete information, please refer to your Summary Plan Description. If there is a conflict between this document and the plan, the plan's provisions will prevail.*

### When Can I Start Saving?

An employee becomes a participant in our plan on the first entry date after satisfying the following requirement:

- 21 years of age or older

Entry date is the first day of any month.

### Your Contributions

Participants may contribute to the plan on a pre-tax basis.

Your plan also offers a Roth feature, which allows you to contribute to your retirement account on an after-tax basis. Your contributions will be deducted from your paycheck after-tax and earnings on Roth contributions will be tax-free upon withdrawal (if certain conditions are satisfied).

These contributions, known as “elective deferrals,” must fall within the following range:

Minimum 0 percent of compensation

Maximum 100 percent of compensation, \$23,000 in 2024 (additional \$7,500 if age 50 or older) or maximum allowed by law, whichever is less

### How Will My Money Be Invested?

You can choose how your contributions are invested among the plan's available investment options. If you do nothing, they will be invested in your plan's default investment.

### Your Employer's Contributions Can Help You Save More

To help you reach your retirement goals, we may match your contribution to the plan. The amount of the match may be adjusted each year.

You will become vested in - which means you will earn ownership of - the matching contribution according to this schedule:

Years of Service	Vested Percentage
Less than 1	0%
1	25%
2	50%
3	75%
4 or more	100%

We may also make an employer contribution. When a contribution is made, rate groups will be established and an allocation will be made to the members of each group in proportion to their pay.

You will become vested in - which means you will earn ownership of - the employer contribution according to this schedule:

Years of Service	Vested Percentage
Less than 1	0%
1	25%
2	50%
3	75%
4 or more	100%

Refer to your Summary Plan Description for additional requirements.

## Rolling Over Retirement Accounts

Combining assets from several accounts is easier than ever before. Plans may now accept rollovers from:

- 401(k) and other qualified retirement plans
- governmental deferred compensation (457) plans
- tax-sheltered annuities (TSAs) and IRAs

Follow the instructions on the Application for Rollover form available on Personal Savings Center ([www.standard.com/retirement](http://www.standard.com/retirement)).

## Questions?

If you have questions about the plan, please contact your Human Resources department.

To enroll in your plan, create an account at [www.standard.com/retirement](http://www.standard.com/retirement) and use Personal Savings Center.

To contact a Customer Service Representative at The Standard, e-mail [savings@standard.com](mailto:savings@standard.com) anytime or call 800.858.5420 between 8:00 a.m. and 5:00 p.m. in your time zone.

**Fee Disclosure**  
**Doherty Consulting, Inc Retirement Savings Plan**  
As of May 20, 2024

**About This Information**

Retirement plan sponsors are required by the Department of Labor to disclose the fees related to your plan. This document provides the required information.

Section One contains information covering your participation in the plan and plan-level fees that may be charged to your account. Section Two contains comparative fee and performance information for each investment option provided in your plan. If you have any questions about this information, you can either call 800.858.5420 to speak to a customer representative or talk to your plan administrator.

**Section One - Participation and Plan-Level Fees**

**General Plan Information**

**Investment Instructions:** To direct or make changes to how your account will be invested among the plan's designated investment options. If your plan offers the service, you can enroll or make changes to your directives online at [www.standard.com/retirement](http://www.standard.com/retirement). You may direct the investment of all funds held in your plan account.

**Limitations on Instructions:** You may give investment instructions on any day the New York Stock Exchange is open for business. Certain restrictions on trading may apply depending on the investment option. Many investment options, such as mutual funds, impose restrictions on frequent trading. The plan is not intended to facilitate frequent trades among investment options or provide "day trading" opportunities. Short-term trading adversely affects the plan's operations and increases the expenses of both the plan and the investment options. The Standard's agreements with our mutual fund alliance partners require us to adhere to trading rules mutually-agreed upon by Standard and the fund company. Section Two below provides more information on these restrictions.

**The Standard's Frequent Trading Restriction Procedures:** In reviewing for frequent trading, Standard performs a weekly review of participant-directed transactions in order to identify participants who have more than one round-trip during a 90-day period (a "frequent trader"). If a participant has been identified as a frequent trader, a warning letter is sent to the participant. If frequent trading activity continues, the participant's ability to trade via the participant website and the interactive voice response system will be suspended for 90 days. During this period, the participant will be required to submit written requests to trade. Each request will be evaluated, and executed only if it complies with frequent trading rules. After 90 days, the participant's privileges are reinstated. If the participant has a subsequent violation, their trading privileges will be suspended indefinitely and they will be required to submit written requests to trade.

Certain mutual fund companies require us to follow different parameters. For specific details please call your customer representative at 800.858.5420 or your plan administrator.

**Voting and Other Rights:** Standard Insurance Company, as issuer of the group annuity contract that holds plan assets, exercises any voting or other rights associated with the investments held in your plan account.

**Designated Investment Options:** The plan provides designated investment options into which you can direct the investment of your account. The chart shown in Section Two of this notice lists the options and provides various information about them.

**Designated Investment Manager:** StanCorp Investment Advisers, Inc. is a designated investment manager with respect to assets held on The Standard's recordkeeping platform.

**Investment Specific Transfer Limitations:** Only one transfer is allowed in or out of the ML General Account 2 during a 12-month period. The maximum transfer out of the ML General Account 2 is the greater of \$2,000 or 20% of your ML General Account 2 balance.

## Plan Administrative, Investment Advisory and Individual Plan Fees

There are certain fees and expenses associated with your plan, such as recordkeeping, compliance, consulting and accounting. Unless the plan sponsor, which is typically your employer, elects to pay some or all of those expenses, they will be paid from the plan assets, which will affect your account balance. The cost for these services fluctuates each year based on a variety of factors. Generally, most of The Standard's fees are reflected in the total annual operating expenses of each investment option and are shown below with each investment option in Section Two. The fees shown in the Plan Administrative Fees Table are fees that are not part of the total annual operating expenses.

Other services may be provided periodically to the plan as necessary for consulting, compliance and custodial services. To the extent these expenses are not charged against forfeitures or paid by the employer, or reimbursed by a third party, the plan may charge these expenses against participant accounts.

### Annual Plan Administrative Fees

#### Fee Name

#### Fee Amount

Plan Administrative Fees (including applicable recordkeeping, accounting, compliance and consulting services. The fees reflect an annual amount deduction proportionally on a quarterly basis)

None

In the event that a participant terminates employment but still has assets in the plan, the following fees will be deducted from his or her account on a quarterly basis.

Please refer to the end of this document for more details.

#### Fee Name

#### Fee Amount

Eligible Participants with a Balance

Annual fee of \$12.00 allocated to participant accounts on a per capita basis

### Individual Fees

The plan may also impose specific charges against individual participant accounts for certain transactions. These charges may arise based on your use of a feature available under the plan (such as taking a distribution or for processing a qualified domestic relations order in case of a divorce).

Additionally, buying or selling some investments may result in charges to your individual account, such as redemption fees. The Section Two charts below provide information on these investment charges.

#### Fee Name

#### Fee Amount

Qualified Domestic Relations Order

\$200.00 minimum

Paper Distribution

\$60.00 per event

Paper Distributions upon Death/ Disability/ Retirement

\$60.00 per event

Paperless Distribution

\$60.00 per event

<b>Fee Name</b>	<b>Fee Amount</b>
Paperless Distributions upon Death/ Disability/ Retirement	\$60.00 per event
Paperless Loan	\$150.00 per event



## Section Two—Comparative Fee and Performance Information

This section illustrates the performance of investment options and shows how these options have performed over time. Including all funds in comparative tables allows you to compare them with appropriate benchmarks for the same time periods. If you would like additional information about the investment options, you can go to the website below. You may also call a customer service representative at 800.858.5420 for a free paper copy of the information available on the website.

The tables below show, for the Variable Return Investments, the Total Annual Operating Expenses of each option and The Standard's fees that are reflected in the investment's Total Annual Operating Expenses. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Where applicable, amounts shown in the column for The Standard's Asset Based fee include a credit for payments that fund companies pay to The Standard. For Fixed Return Investments, the tables focus on the performance of the investment option. The tables also show shareholder-type fees, which are in addition to the Total Annual Operating Expenses. You may not be charged some of these shareholder-type fees, depending on the fund companies' policies with respect to qualified plans and your individual circumstances. In addition, mutual fund companies may make revenue-sharing payments in the form of asset based fees, which are collected for the benefit of your plan. These revenue-sharing payments may be applied to reduce the fees and expenses associated with your plan (whether the plan sponsor is billed for the services, or the amount is deducted from plan assets) and/or plan pricing, which includes The Standard's fees. Any revenue-sharing payments may also be allocated among participants. The amount of revenue-sharing payments differs among the mutual funds. Information about an option's principal risks and revenue-sharing as well as other important information is available in Personal Savings Center by visiting [www.standard.com/retirement](http://www.standard.com/retirement) and selecting performance from the top menu bar.

To help achieve long-term retirement security, 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.

### Variable Return Investments

This Variable Return Investment Table focuses on the performance and costs of investment options that do not have a fixed or stated rate of return. The table below shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about the principal risks of each option is available on the website.

VARIABLE RETURN INVESTMENTS												
Name/ Type of Option	Average Annualized Total Return provided as of 03/31/24				Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee <sup>1</sup>	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.					Since Inception
<b>Cash Equivalent</b>												
Securian AM Money Market/Cash Equivalent <sup>3,4</sup>	5.31%	2.07%	1.46%	1.57%	5.35%	2.06%	1.41%	—	0.19%	0.43%	0.621 9%	\$6.20
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VARIABLE RETURN INVESTMENTS												
Name/ Type of Option	Average Annualized Total Return provided as of 03/31/24				Benchmark			Mutual Fund Expenses	The Standard' s Asset Based Fee <sup>1</sup>	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.					Since Inception
<b>Bond</b>												
Vanguard Interm Bond Idx Adm/Intermediate Bond	1.61%	0.76%	1.96%	3.99%	1.70%	0.36%	1.54%	3.33%	0.07%	0.43%	0.500 0%	\$5.00
Dodge & Cox Income I/Intermediate Bond	4.09%	1.89%	2.52%	5.95%	2.67%	0.69%	1.83%	—	0.41%	0.43%	0.840 0%	\$8.40
Morgan Stan Gbl Fix Inc Opp I/Intermediate Bond <sup>2</sup>	6.83%	2.57%	3.00%	3.99%	2.67%	0.69%	1.83%	4.36%	0.60%	0.43%	1.026 7%	\$9.97
<b>Large Cap</b>												
Invesco Comstock Fund R5/Large Cap Value	22.96%	13.19%	10.01%	12.41%	20.27%	10.32%	9.01%	11.47%	0.52%	0.43%	0.950 0%	\$9.50
Schwab Fndmntl US Lg Co Idx/Large Cap Value	25.08%	14.66%	11.62%	9.85%	20.27%	10.32%	9.01%	7.24%	0.25%	0.43%	0.680 0%	\$6.80
Columbia Contrarian Core/Large Cap Blend <sup>3,4</sup>	34.86%	16.38%	13.11%	11.97%	29.87%	14.76%	12.68%	—	0.42%	0.43%	0.854 2%	\$8.50
Securian AM S&P 500 Index/Large Cap Blend <sup>3,4</sup>	29.81%	15.00%	12.89%	10.56%	29.88%	15.05%	12.96%	—	0.02%	0.43%	0.450 2%	\$4.50
JPMorgan Large Cap Growth/Large Cap Growth <sup>1,3,4</sup>	43.49%	20.62%	17.67%	16.64%	39.00%	18.52%	15.98%	—	0.32%	0.43%	0.753 2%	\$7.50
<b>Small/Mid Cap</b>												
MFS Mid Cap Growth/Mid Cap Growth <sup>3,4</sup>	25.38%	11.69%	12.29%	9.58%	26.28%	11.82%	11.35%	—	0.55%	0.43%	0.985 5%	\$9.81

VARIABLE RETURN INVESTMENTS												
Name/ Type of Option	Average Annualized Total Return provided as of 03/31/24				Benchmark			Mutual Fund Expenses	The Standard' s Asset Based Fee <sup>1</sup>	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.					Since Inception
<b>Small/Mid Cap</b>												
River Road Small Cap Value/Small Cap <sup>3,4</sup>	22.58%	10.85%	9.65%	10.73%	18.75%	8.17%	6.87%	—	0.81%	0.43%	1.248 1%	\$12.41
Mairs & Power Small Cap/Small Cap <sup>3,4</sup>	15.44%	8.39%	7.64%	12.01%	15.93%	9.15%	8.80%	—	0.85%	0.43%	1.288 5%	\$12.81
Disciplined Gro Small Cap Gro/Small Cap <sup>2,3,4</sup>	68.86%	18.31%	13.63%	13.13%	20.35%	7.38%	7.89%	—	0.76%	0.43%	1.197 6%	\$11.90
<b>International Stock</b>												
DFA International Value Port/Foreign <sup>2</sup>	18.71%	8.54%	4.74%	6.38%	15.34%	5.36%	3.20%	—	0.28%	0.43%	0.707 8%	\$6.88
ClearBridge Intl Gr A/Foreign <sup>2</sup>	11.49%	7.47%	7.27%	11.46%	11.22%	6.24%	5.12%	8.19%	1.06%	0.43%	1.488 4%	\$14.74
Fidelity Emerging Markets Idx/Diversified Emerging Mkts <sup>2</sup>	7.34%	1.94%	3.00%	2.35%	8.15%	2.22%	2.95%	2.67%	0.08%	0.43%	0.501 1%	\$4.66
<b>Other</b>												
Invesco Equity and Income R5/Moderately Aggressive Alloc	17.60%	9.39%	7.64%	9.40%	16.56%	8.23%	7.28%	8.97%	0.48%	0.43%	0.910 0%	\$9.10
JPMorgan Global Allocation R6/Global Allocation	12.73%	5.99%	5.56%	5.11%	14.24%	6.32%	5.65%	5.64%	0.65%	0.43%	1.080 0%	\$10.80
BNY Mellon Natural Resources I/Specialty-Natural Res	12.92%	18.16%	8.30%	10.19%	23.22%	10.92%	8.66%	8.00%	0.90%	0.43%	1.330 0%	\$13.30

VARIABLE RETURN INVESTMENTS												
Name/ Type of Option	Average Annualized Total Return provided as of 03/31/24			Benchmark			Mutual Fund Expenses	The Standard' s Asset Based Fee <sup>1</sup>	Total Operating Expenses	*Shareholder Type Fees		
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.					10yr.	Since Inception
Cohen & Steers RE Securities A/Specialty-Real Estate	9.49%	5.20%	7.98%	8.73%	10.36%	4.04%	6.45%	8.49%	1.10%	0.43%	1.530 0%	\$15.30

Values are rounded to the nearest ten thousandth.

\*This table shows the fees elected by the fund. You may not be charged this full amount depending on individual circumstances.

The Standards Asset Fee includes fees for consulting and an annual recordkeeping fee of .25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

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In providing this information, The Standard makes no representation as to the completeness and accuracy of the current disclosure materials of the issuer of designated investment options or information replicated from such materials.

**TargetAge** allocation models, which are built from the Plan's available investment options, are based on generally accepted investment principles and consider an investor's life expectancy. The glide path for this allocation portfolio, which is located on our website or may be provided at your request, will provide you with the age the final allocation is established. These models are not guaranteed and may increase or decrease in value.

Model portfolios allow individuals to determine how their account is invested by choosing from various pre-mixed portfolios, which are built from the plan's available investment options and considers investors' risk preference and time horizon. These portfolios are not guaranteed and may increase or decrease in value. Neither asset allocation nor diversification guarantee against loss. Additional information regarding alternative investment options within each investment class can be found on our website, or may be provided at your request.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term cumulative effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>. Fees and expenses are only one of many factors you should consider when making your investment decision. Consideration should also be given to whether investment decisions, combined with your other investments held outside the plan, will help you achieve your financial goals.

If you need additional information about your investment options, you may call a customer service representative at 800.858.5420. You may also find information by logging into Personal Savings Center from [www.standard.com/retirement](http://www.standard.com/retirement).

<sup>1</sup>As noted above, your Administrative fees vary based on the total amount of assets in the Plan. Following are the table(s) of applicable asset-based rates:

<sup>2</sup> We pass all revenue sharing back to the end investor by reducing the total operating expense for the option in direct relation to revenue sharing, including in some instances foreign tax credits, we receive.

<sup>3</sup> This separate account is a managed account advised by Securian Asset Management, Inc. (previously known as Advantus Capital Management, Inc.), a Securian Financial Group, Inc. subsidiary.

<sup>4</sup> This separate account is a managed account advised by Securian Asset Management, Inc. (previously known as Advantus Capital Management, Inc.), a Securian Financial Group, Inc. subsidiary. Securian Asset Management, Inc. has, in turn, hired a sub-advisor to advise the separate account.

Please visit Personal Savings Center at [www.standard.com/retirement](http://www.standard.com/retirement) 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.

Plan sponsors and participants should carefully consider the investment objectives, risks, charges and expenses of the investment options offered under the retirement plan before investing. The prospectuses for the individual mutual funds and each available investment option in the group annuity contain this and other important information. Prospectuses may be obtained by calling 877.805.1127. Please read the prospectus carefully before investing. Investments are subject to market risk and fluctuate in value.

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., and all are Oregon corporations.

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[www.standard.com/retirement](http://www.standard.com/retirement)

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8 a.m. and 8 p.m. Eastern

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