AMERICAN
FUNDS®
From Capital Group

Retirement Plan
Enrollment Book

Prepared for:
The Synectics Inc. Investment Savings
Retirement Plan

Prepare for the Retirement You Desire

When planning for retirement, start by asking yourself what you'll be doing in 10, 20 or 30 years. Will you:

- Have the freedom to follow your dreams?
- Live on a budget and pursue your interests?
- Continue to work because you choose to or have to?

Regardless of what you choose to do, your retirement plan can help you get closer to achieving those goals.

Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.

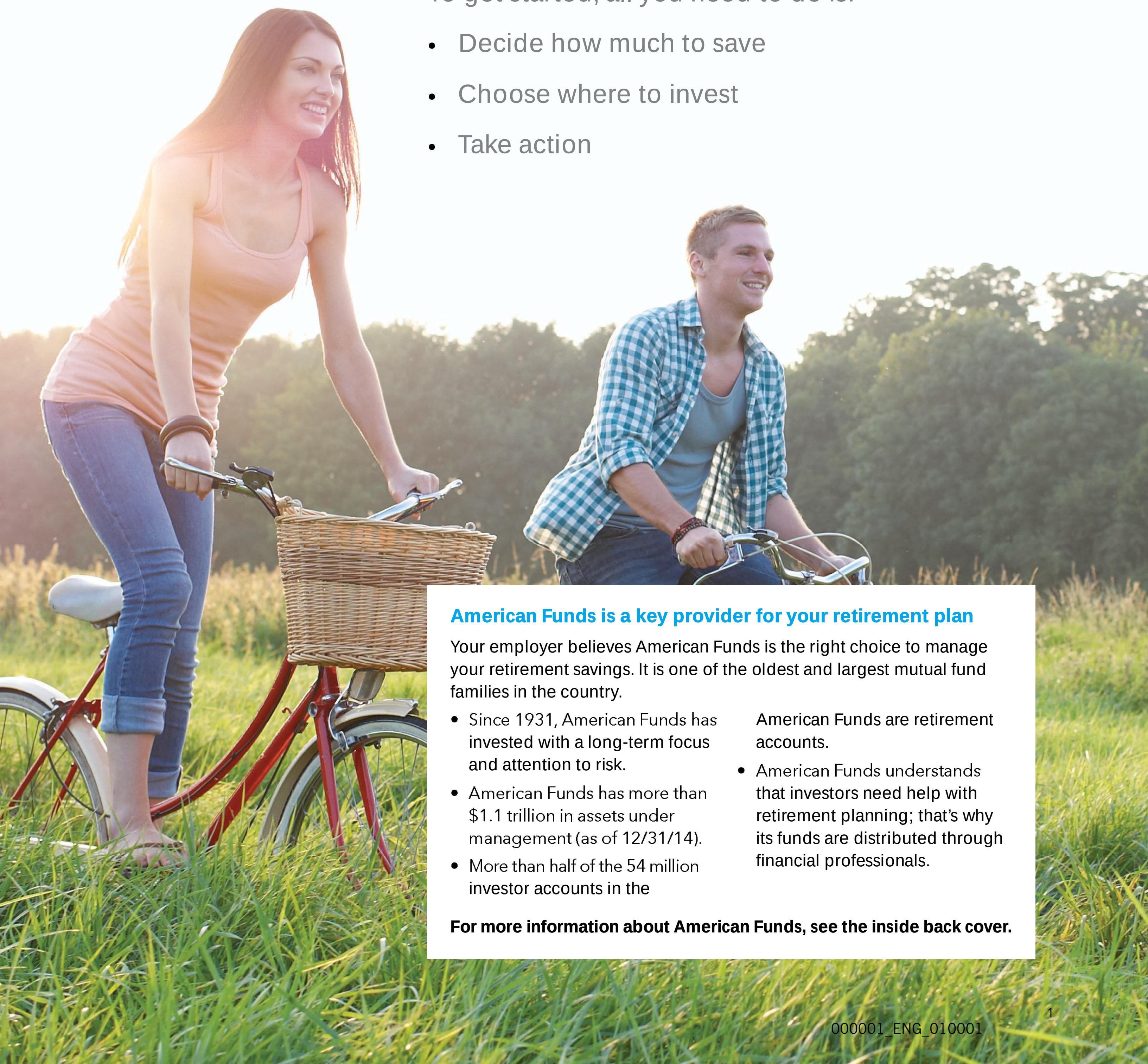
Investors should carefully consider investment objectives, risks, charges and expenses. This and other important information is contained in the fund prospectuses and summary prospectuses, which can be obtained from a financial professional and should be read carefully before investing.

Your Retirement Plan Makes It Simple

Your employer's retirement plan makes it easy to save for the future. It can help you get closer to wherever you want to be in retirement.

To get started, all you need to do is:

- Decide how much to save
- Choose where to invest
- Take action



American Funds is a key provider for your retirement plan

Your employer believes American Funds is the right choice to manage your retirement savings. It is one of the oldest and largest mutual fund families in the country.

- Since 1931, American Funds has invested with a long-term focus and attention to risk.
- American Funds has more than $1.1 trillion in assets under management (as of 12/31/14).
- More than half of the 54 million investor accounts in the American Funds are retirement accounts.
- American Funds understands that investors need help with retirement planning; that's why its funds are distributed through financial professionals.

For more information about American Funds, see the inside back cover.

Take Advantage of Your Plan's Benefits

Your retirement plan is one of the most important benefits your employer offers you. Discover the potential advantages of contributing to your plan:

Convenience

Simply decide how much you'd like to contribute and the money is automatically taken out of your paycheck – before you have a chance to spend it. For example, the $1.50 you might pay for a cup of coffee every day could add up to more than $65,000 over 30 years if you save in the plan.*

* Assuming the $1.50 a day earned an 8% annual return for 30 years.

Growth potential over the long term

The longer you stay invested in the plan, the greater likelihood you'll have of reaching your retirement goals. That's because you have the potential to make money on what you've invested and on any account earnings.

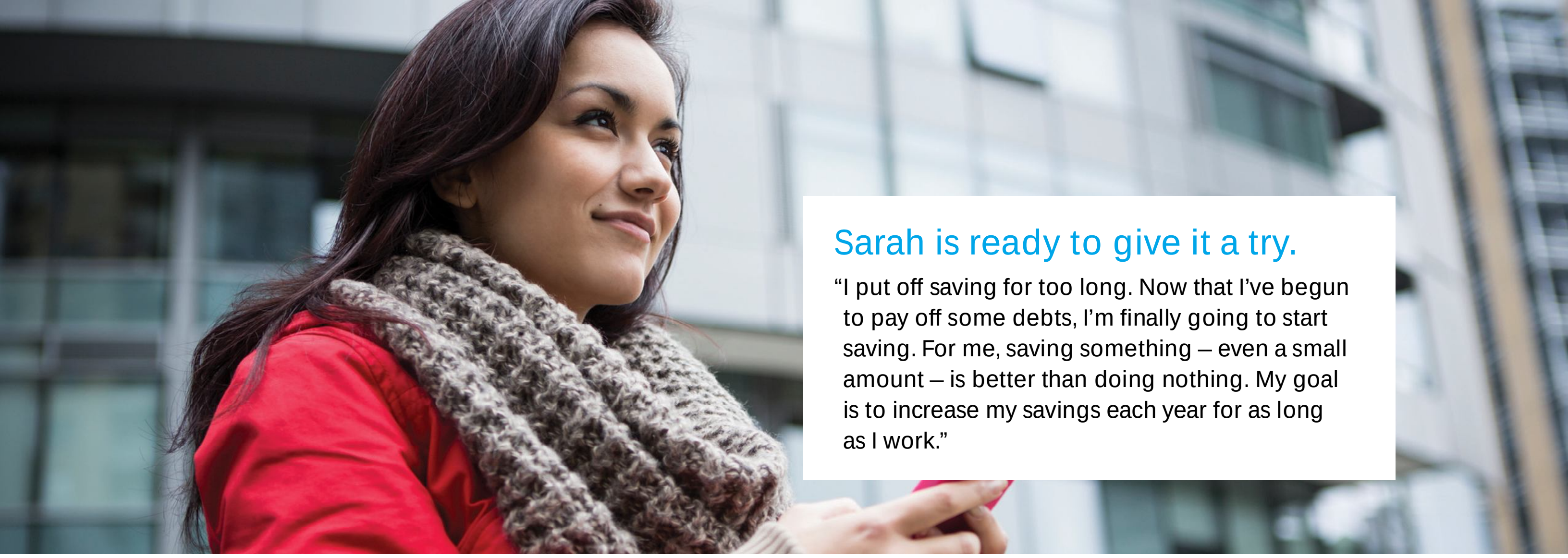
Pretax contributions

If you contribute $100 from every paycheck, it may cost you only $75 in actual take-home pay because the money is deducted directly from your paycheck before you pay any taxes.†

† Assuming that you pay 25% in taxes.

Check out your plan's website

For a closer look at your plan's benefits and how they can help you reach your retirement goals, visit **myretirement.americanfunds.com**.



Sarah is ready to give it a try.

"I put off saving for too long. Now that I've begun to pay off some debts, I'm finally going to start saving. For me, saving something – even a small amount – is better than doing nothing. My goal is to increase my savings each year for as long as I work."

A Little Can Go a Long Way

Start saving what you can today and commit to increasing your savings in the future. This chart shows how various contribution levels can result in larger withdrawals during retirement.

	Percentage of Salary		
If you contribute	**15%**	**10%**	**6%**
Contributions every two weeks	$ 288	$ 192	$ 115
Contribution amount by year-end	7,500	5,000	3,000
Monthly retirement withdrawals In 10 years	383	256	153
In 20 years	1,235	824	494
In 30 years	3,129	2,086	1,252

The example above assumes an annual salary of $50,000. Values are for illustrative purposes only and do not reflect the results of any particular investment, which will fluctuate with market conditions, or taxes that may be owed on tax-deferred contributions, including the 10% penalty for withdrawals taken before age 59½. An 8% average annual return rate, compounded every two weeks, is assumed. Monthly retirement withdrawal reflects an annual withdrawal rate of 4% of the account balance divided by 12. The estimate does not take into account certain factors, including changes to the employee contributions, required minimum distributions, holding periods and post-retirement taxes. These are point-in-time views and as such do not take into account any growth or loss during retirement. Without investment growth/loss during retirement, a 4% annual withdrawal rate would deplete the retirement savings in 25 years. Estimated withdrawal calculations are not intended to reflect actual results; your results may vary. Regular investing does not ensure a profit or protect against loss. Please consult your financial professional for any questions you may have about your situation.

Pay Taxes Now – So You Won't Have To Later

In addition to before-tax contributions, your employer also lets you make Roth contributions, which are taken out of your paycheck after taxes have been calculated. If you think that you'll be paying more in taxes at retirement, then paying them now may work to your advantage. Visit **myretirement.americanfunds.com** to find out more about Roth contributions.

Need help?

Contact your employer if you would like the phone number of someone who can answer your questions.

Decide How Much to Save

Experts say you'll need to save 10% to 15% of your salary each year to have enough to live on in retirement. If you can't afford that much, contribute what you can today and increase your contribution every year.

American Funds
Retirement Roadmap®

Use the Retirement Roadmap® on **myretirement.americanfunds.com** to create more personalized estimates of what you may need in retirement.

Help is a call or click away

Call your plan's financial professional for help in finding the investment types that are a good match for your own investing style and goals. Contact your employer if you would like the phone number.

The more money you've accumulated, the better prepared you'll be to:

Fight inflation

$9.27

The projected cost of a gallon of milk in 30 years. Although the average cost today is $3.82, this example shows how your savings may buy less in the future.

Source: Bureau of Labor Statistics.
Assuming a 3% inflation rate for 30 years.

Supplement Social Security

40%

Social Security replaces about 40% of an average worker's income in retirement. Providing the rest is up to you.

Source: Social Security Administration.

Help pay for health care

$241,000

It's estimated that a 65-year-old couple, both with median prescription drug expenses, would need $241,000 in savings to have a 90% chance of having enough money for health care expenses in retirement.

Source: Employee Benefit Research Institute (EBRI).

Save the Amount That Makes the Most Sense for You

You don't have to take an all-or-nothing approach when it comes to saving. These three scenarios may give you an idea of how to get started.

I contribute the maximum to the plan.

"I feel lucky to be able to set aside a lot of money for retirement. In fact, I'm 'maxing out.' And because I'm over 50, I get to contribute additional money."

I started small and increased my savings each year.

"At first I couldn't afford to contribute much as I had a number of priorities. Putting away something was better than not saving at all. Since then, I've gradually increased my contributions. When I've gotten a raise, I've added some of it to my contributions. And, over time, it's made a difference in my account value."

I now save 8% of my pay.

"While contributing the maximum isn't an option now, I'm contributing 8% of my pay because that fits my budget. I started with 5%. I'm slowly working my way to 10% a year. I've been able to increase the amount I contribute to the plan by 1% of my pay. I barely notice the dent in my paycheck."

Choose Your Investments

Option A: Choose a target date fund

Option A: Choose a target date fund

A good choice if you:

- Prefer a simplified approach to investing.
- Want to invest in a portfolio that's specifically designed with your retirement date in mind.
- Don't want to make decisions on how different investments work together.

Option B: Build your own portfolio

(To learn more about this option, see the sample investment models in this brochure.)

What Is a Target Date Fund?

It's a group of mutual funds combined into one fund that serves as a single diversified retirement investment. Because each fund in the American Funds Target Date Retirement Series® is designed to serve as a complete portfolio, you only need to choose *one* based on when you expect to retire.

What You Should Know About the Target Date Series

- The series offers a number of target date fund portfolios in five-year increments for retirement dates through 2060.
- Each fund is composed of a diverse mix of the American Funds and is subject to their risks and returns.
- American Funds investment professionals manage each target date fund portfolio, moving it from a more growth-oriented focus to a more income-oriented focus as the target date approaches.
- Investment professionals continue to manage each fund for 30 years after its target date is reached.
- The target date is the year in which an investor is assumed to retire and begin taking withdrawals.
- Although the target date funds are managed for investors on a projected retirement date time frame, the funds' allocation approach does not guarantee that investors' retirement goals will be met. In addition, contributions to the fund may not be adequate to reach your retirement goals.

John is all set with a ready-made portfolio.

"A target date fund is a great option for me. I don't feel qualified to build my own portfolio using different funds. I like the idea that investment professionals are managing the fund based on a retirement date. That gives me time to focus on other things."

Choose the Target Date Fund That's Right for You

Find the year that you were born and the year that you expect to retire and may begin taking withdrawals and match them with one of the American Funds target date retirement funds below. Of course, you should consider your risk tolerance as well as any assets and investments outside your plan as you make your investment decision.

If you were born in	And you plan to retire (or have retired) in	Then consider this target date fund
1993 and later	2058 and later	**2060**
1988 to 1992	2053–2057	**2055**
1983 to 1987	2048–2052	**2050**
1978 to 1982	2043–2047	**2045**
1973 to 1977	2038–2042	**2040**
1968 to 1972	2033–2037	**2035**
1963 to 1967	2028–2032	**2030**
1958 to 1962	2023–2027	**2025**
1953 to 1957	2018–2022	**2020**
1948 to 1952	2013–2017	**2015**
1947 and earlier	2012 and earlier	**2010**

Each target date fund is designed to act as a single diversified retirement portfolio, so you only need to select one.

Don't leave your selection to chance

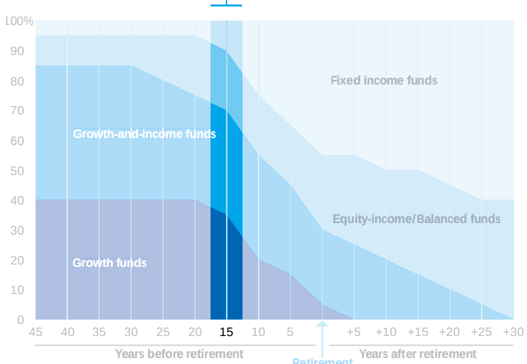
Check in with your plan's financial professional to see if a target date fund might work for you.

If you're already investing or within 10 years of retiring, this may be the right time to review your overall approach to see if it still makes sense. Contact your employer if you would like the phone number for your plan's financial professional. You can also visit **myretirement.americanfunds.com** for more information.

Option A: Choose a target date fund

For a better understanding of how a target date fund can serve as a complete diversified portfolio, take a look inside the American Funds 2030 Target Date Retirement Fund®

Inside American Funds 2030 Fund



The target date funds follow this current investment approach (see above), moving from a more growth-oriented focus when retirement is years away to a more income-oriented focus as the retirement date approaches. Each fund may include a mix of growth, growth-and-income, equity-income/balanced and fixed income funds (i.e., bond funds).

Bond funds	
U.S. Government Securities Fund®	**8.0%**
American Funds Inflation Linked Bond Fund℠	2.0
Equity-income/Balanced funds	
American Balanced Fund®	6.0
American Funds Global Balanced Fund℠	6.0
Capital Income Builder®	**4.0**
The Income Fund of America®	4.0
Growth-and-income funds	
Washington Mutual Investors Fund℠	8.0
The Investment Company of America®	7.0
American Mutual Fund®	6.0
Fundamental Investors®	**6.0**
Capital World Growth and Income Fund®	5.0
International Growth and Income Fund℠	3.0
Growth funds	
New Perspective Fund®	**7.0**
AMCAP Fund®	6.0
The Growth Fund of America®	6.0
SMALLCAP World Fund®	6.0
EuroPacific Growth Fund®	4.0
The New Economy Fund®	3.0
New World Fund®	3.0

This fund is designed for investors who plan to retire in, or close to, the year 2030 and begin withdrawing their money. Although the target date fund is managed for investors on a projected retirement date time frame, the fund's allocation approach does not guarantee that investors' retirement goals will be met.

The target allocations shown are effective as of January 1, 2015, and are subject to the Portfolio Oversight Committee's discretion. The funds' investment adviser anticipates that the funds will invest their assets within a range that deviates no more than 10% above or below these allocations. Underlying funds may be added or removed during the year. For quarterly updates of fund allocations, visit **americanfundsretirement.com**.

Some of the Underlying Funds

U.S. Government Securities Fund

- Seeks to provide a high level of current income consistent with preservation of capital by investing in US Treasury bonds and mortgage-backed securities issued by federal agencies.
- Invests primarily in securities backed by the full faith and credit of the US government.
- Focuses on US

Capital Income Builder

- Seeks (1) to provide a level of current income that exceeds the average yield on US stocks generally and (2) to provide a growing stream of income over the years.
- Also seeks to provide growth of capital through a diversified portfolio of stocks, bonds and cash.
- Invests in US Up to 50% outside US

Fundamental Investors

- Seeks long-term growth of capital and income by investing in companies with undervalued, overlooked and out-of-favor stocks.
- Invests in undervalued stocks from companies with strong balance sheets, high-quality products and leading market shares.
- Invests in US Up to 35% outside US

New Perspective Fund

- Seeks to provide long-term growth through investing in stocks of growth companies in the US and abroad.
- Invests chiefly in multinational or global companies and focuses on opportunities generated by changes in global trade patterns and economic and political relationships.
- Global focus

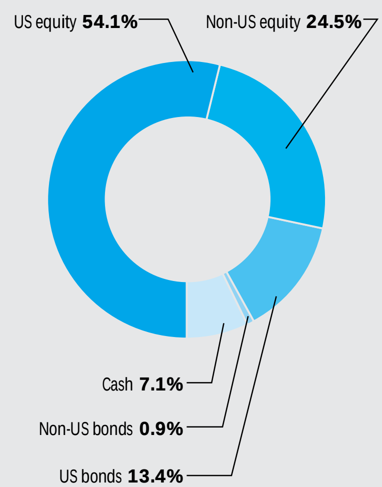
19

The 2030 Fund is made up of 19 underlying American Funds.

70

Reflects the investment ideas of 70 experienced portfolio managers.

Asset mix of the 2030 Fund



Totals may not reconcile due to rounding.
Data as of December 31, 2014.

Each target date fund is composed of a mix of the American Funds and is subject to the risks and returns of the underlying funds. Investing outside the United States involves risks such as currency fluctuations, periods of illiquidity and price volatility as more fully described in the funds' prospectuses. These risks may be heightened in connection with investments in developing countries. Small-company stocks entail additional risks, and they can fluctuate in price more than larger company stocks.

Lower rated bonds are subject to greater fluctuations in value and risk of loss of income and principal than are higher rated bonds. The return of principal for bond funds and for funds with underlying bond holdings is not guaranteed. Fund shares are subject to the same interest rate, inflation and credit risks associated with the underlying bond holdings. Shares of U.S. Government Securities Fund are not guaranteed by the US government.

Choose Your Investments

Option B: Build your own portfolio

Option B: Build your own portfolio

A good choice if you:

- Want to choose your own investments.
- Prefer to use a sample model as a guide for selecting your funds.
- Want to tailor an investment portfolio with your specific financial goals in mind.

Option A: Choose a target date fund

(To learn more about this option, see the target date fund information in this brochure.)

What Does Building Your Own Portfolio Mean?

It's a hands-on approach to selecting your investments. The investments you choose will depend on a number of factors, including when you expect to withdraw the money, your risk tolerance, and your financial goals and circumstances. The key lies in creating a portfolio with a mix of investments that have diverse objectives you can stick with through all kinds of market conditions.

What You Should Know About the Investments

The investments in your plan have different objectives with varying degrees of risk-and-return potential. For example, growth investments have the highest long-term return potential but also have the highest degree of risk. Cash equivalents aim to preserve what you've saved but may not provide the growth needed to meet your retirement goals. Other types, such as bonds, fall in between and have varying degrees of risk and return. For example, the value of bond investments may fall as interest rates rise.

To learn about the different investment types, visit your plan's website. There you can also access fund overviews and data (including "Investment Details" pages and prospectuses) that can help you select your investments.

Help is just a call away

Call your plan's financial professional for help in finding the investment types that are a good match for your own investing style and goals. Contact your employer if you would like the phone number.

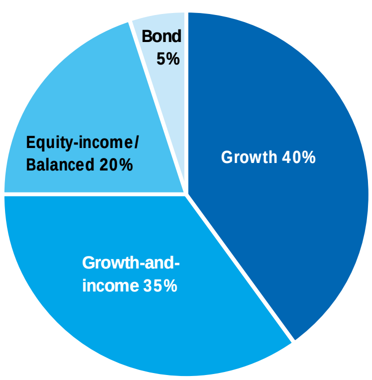
Get Started With Sample Models

Many people who build their own portfolios use models as a starting point. Whether you use one of the sample models below or create your own, you'll need to choose specific investments. When selecting your investments, you should also take into account your risk tolerance as well as your other assets and any investments outside your plan, such as your home equity, IRAs and savings accounts.

Jeff: Model A

20 years or more until retirement

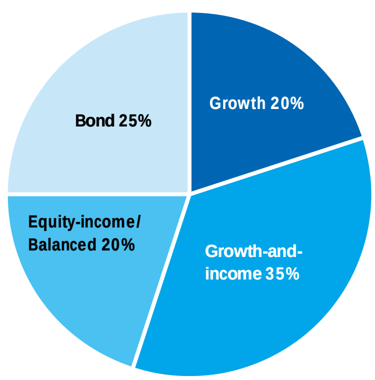
"With more than 30 years to retirement, I chose investments that have the potential for higher returns. I know I may suffer short-term drops in my account, but that's okay. Time is on my side, and I'm sticking to my goals."



Julianna: Model B

5 to 20 years until retirement

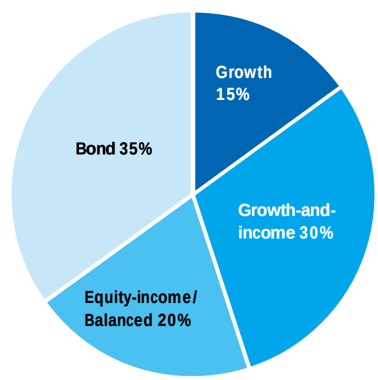
"I'm about 10 years from retirement. I realize I need to have a balance between growth investments and those that seek income. Getting the right combination is important."



Fred: Model C

5 years or less until retirement

"I'm retiring in two years. I've seen it all in the years I've been investing – good results and bad. I can't afford dramatic swings in my account, so now my portfolio is more income-oriented."



◀ higher volatility
higher returns

lower volatility ▶
lower returns

If the sample model for your time horizon doesn't align with your goals, consider adjusting the percentages. You can also create your own mix with the help of your plan's financial professional.

These models, developed by investment professionals at American Funds, emphasize an investor's time horizon and take into account the historic returns of the different types of investments (growth, growth-and-income, equity-income/balanced and bond). Specifically, the models seek to balance total return and stability over time.

Investment-Related Information

Figures shown are past results and are not predictive of future results. Current and future results may be lower or higher than those shown here. Share prices and returns will vary, so you may lose money. Investing for short periods makes losses more likely. An investment in the money market fund is not insured or guaranteed by the FDIC or any other government agency. Although American Funds Money Market Fund seeks to preserve the value of your investment at $1.00 per share, it is possible to lose money by investing in the fund.

Results are for the American Funds Class R-4 shares at net asset value. Class R shares do not require an up-front or deferred sales charge. For current information and month-end results for the American Funds and any other investments in your plan, please visit myretirement.americanfunds.com or ask your employer.

One way to assess an investment's results is to compare its results with those of a comparable benchmark or index. The benchmarks and their returns are shown in the table. Check your investment's annual and semi-annual reports to shareholders for more information.

You should carefully consider fees and expenses when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement account over time. For an example of the long-term effect of fees and expenses, visit the Employee Benefits Security Administration (EBSA) website at **www.dol.gov/ebsa/publications/401k_employee.html**. However, fees and expenses are only one of many factors to consider when you evaluate your plan investment options.

Generally, there are two types of fees and expenses associated with saving and investing through a retirement plan: (1) recordkeeping and administrative fees and (2) investment expenses. The expenses related to each investment in your plan are known as the expense ratios. Expense ratios tend to vary with the investment category; for example, a money market investment will generally have a lower expense ratio than a global equity investment, which has higher costs.

The gross expense ratio reflects the investment's total annual operating expenses. It does not include any fee waivers or expense reimbursements. The net expense ratio reflects any applicable fee waivers or expense reimbursements. This is the actual expense ratio that you paid. Expense ratios are as of each investment's prospectus available at the time of publication.

Prospectuses, SAIs and annual reports, if applicable, are available free of charge by calling (800) 204-3731 or on the Web at myretirement.americanfunds.com.

Portfolio turnover information is included in your investments' summary prospectuses.

For additional details, go to myretirement.americanfunds.com and click on the link under "View Investment Results." When prompted, enter your plan number, 342005-01. If you have an established log-in, you can also access investment information by logging in and clicking on the "Investments" button.

Because your retirement plan offers other investments besides the American Funds, the share classes may vary. To learn more about these share classes, please read the most recent prospectuses, if applicable.

The investment options in your plan

Investment-Related Information

Investment Options for Class R-4 Shares as of 06/30/15

Investment name Benchmark Investment manager	Asset class	Inception date	Average annual total returns (%)				Expense ratios (%)		Gross expenses per $1,000
			Lifetime	10 years	5 years	1 year	gross	net	
Growth investments									
American Funds AMCAP	**Growth**	05/01/67	11.55	8.61	17.91	7.48	0.71	0.71	$7.10
Standard & Poor's 500 Composite Index			9.93	7.89	17.33	7.41			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,5,6,7,8]									
American Funds EuroPacific Growth	**Growth**	04/16/84	11.17	7.33	9.74	0.63	0.84	0.84	$8.40
MSCI All Country World Index (ACWI) ex USA			N/A	5.54	7.76	-5.26			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,5,6,7,8,9,10]									
American Funds Growth Fund of America	**Growth**	12/01/73	13.65	8.37	16.49	8.09	0.68	0.68	$6.80
Standard & Poor's 500 Composite Index			10.96	7.89	17.33	7.41			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,5,6,7,8]									
American Funds New Perspective Fund	**Growth**	03/13/73	12.32	8.87	13.85	5.31	0.80	0.80	$8.00
MSCI All Country World Index (ACWI)			N/A	6.41	11.93	0.71			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,5,6,7,8,9]									
BlackRock Global Allocation Inv A	**Growth**	02/03/89	9.32	7.11	7.92	1.21	1.13	1.13	$11.30
Morningstar Moderate Target Risk Index			N/A	6.54	9.56	0.3			
BlackRock. Shareholder type fees - None.									
Investment footnote(s): [1,3,4,8,9,10,11,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28]									
Federated Kaufmann A	**Growth**	02/21/86	9.11	9.15	16.85	17.25	2.11	1.96	$21.10
Standard & Poor's 500 Composite Index			10.59	7.89	17.33	7.41			
Federated. Shareholder type fees - None.									
Investment footnote(s): [1,3,4,5,8,10,14,15,20,21,24,26,29,30,31,32,33,34,35,36,37]									
Growth-and-income investments									
American Funds Cap World Growth & Income	**Growth-and-income**	03/26/93	10.88	7.77	12.57	0.84	0.79	0.79	$7.90
MSCI All Country World Index (ACWI)			7.34	6.41	11.93	0.71			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,5,6,7,8,10,38]									
American Funds Fundamental Investors	**Growth-and-income**	08/01/78	12.46	8.80	15.88	6.42	0.66	0.66	$6.60
Standard & Poor's 500 Composite Index			11.65	7.89	17.33	7.41			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,5,6,7,8,38]									
American Funds Washington Mut Inv Fund	**Growth-and-income**	07/31/52	11.80	7.17	16.25	3.35	0.64	0.64	$6.40
Standard & Poor's 500 Composite Index			10.75	7.89	17.33	7.41			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [2,3,4,5,6,7,8,38]									

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Investment-Related Information

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Investment name Benchmark Investment manager	Asset class	Inception date	Average annual total returns (%)				Expense ratios (%)		Gross expenses per $1,000
			Lifetime	10 years	5 years	1 year	gross	net	
Growth-and-income investments									
Franklin Small Cap Value A	**Growth-and-income**	03/11/96	9.48	7.80	15.39	-2.86	1.14	1.14	$11.40
Standard & Poor's 500 Composite Index Franklin Templeton Investments. Shareholder type fees - None. Investment footnote(s): [1,3,4,6,8,15,26,39]			8.25	7.89	17.33	7.41			
Equity-income investments									
American Funds Capital Income Builder	**Equity-income**	07/30/87	9.45	6.11	10.26	-0.30	0.64	0.64	$6.40
Standard & Poor's 500 Composite Index American Funds. Shareholder type fees - None. Investment footnote(s): [1,2,3,4,6,7,8,22,38]			9.36	7.89	17.33	7.41			
Balanced investments									
American Funds American Balanced	**Balanced**	07/26/75	10.76	6.95	12.89	4.15	0.64	0.64	$6.40
Standard & Poor's 500 Composite Index American Funds. Shareholder type fees - None. Investment footnote(s): [1,3,4,5,6,7,8,22,32,38,40,41]			11.45	7.89	17.33	7.41			
Bond investments									
American Funds Bond Fund of America	**Bond**	05/28/74	7.82	3.32	3.50	1.14	0.61	0.61	$6.10
Barclays U.S. Aggregate Index American Funds. Shareholder type fees - None. Investment footnote(s): [1,3,4,6,7,8,9,22,32,40,41,42,43]			N/A	4.44	3.35	1.86			
BlackRock US Government Bond Inv A	**Bond**	04/20/92	4.65	3.57	2.38	1.56	1.09	0.90	$10.90
Barclays U.S. Aggregate Index BlackRock. Shareholder type fees - None. Investment footnote(s): [1,3,4,8,15,20,21,22,24,32,40,41,44,45,46]			5.97	4.44	3.35	1.86			
Lord Abbett Short Duration Income A	**Bond**	11/04/93	4.45	4.53	3.51	1.16	0.59	0.59	$5.90
Barclays U.S. Aggregate Index Lord Abbett. Shareholder type fees - None. Investment footnote(s): [1,3,4,8,10,12,15,16,20,22,24,32,33,37,40,41,46,47,48]			5.6	4.44	3.35	1.86			
Western Asset Core Bond A	**Bond**	09/04/90	2.76	4.66	4.43	1.84	0.87	0.87	$8.70
Barclays U.S. Aggregate Index Legg Mason. Shareholder type fees - None. Investment footnote(s): [1,3,4,8,10,15,20,21,24,32,33,37,40,48,49,50,51,52,53,54,55,56]			6.42	4.44	3.35	1.86			

Investment-Related Information

Figures shown are past results and are not predictive of future results. Current and future results may be lower or higher than those shown here. Share prices and returns will vary, so you may lose money. Investing for short periods makes losses more likely. An investment in the money market fund is not insured or guaranteed by the FDIC or any other government agency. Although American Funds Money Market Fund seeks to preserve the value of your investment at $1.00 per share, it is possible to lose money by investing in the fund.

Results are for the American Funds Class R-4 shares at net asset value. Class R shares do not require an up-front or deferred sales charge. For current information and month-end results for the American Funds and any other investments in your plan, please visit myretirement.americanfunds.com or ask your employer.

One way to assess an investment's results is to compare its results with those of a comparable benchmark or index. The benchmarks and their returns are shown in the table. Check your investment's annual and semi-annual reports to shareholders for more information.

You should carefully consider fees and expenses when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement account over time. For an example of the long-term effect of fees and expenses, visit the Employee Benefits Security Administration (EBSA) website at **www.dol.gov/ebsa/publications/401k_employee.html**. However, fees and expenses are only one of many factors to consider when you evaluate your plan investment options.

Generally, there are two types of fees and expenses associated with saving and investing through a retirement plan: (1) recordkeeping and administrative fees and (2) investment expenses. The expenses related to each investment in your plan are known as the expense ratios. Expense ratios tend to vary with the investment category; for example, a money market investment will generally have a lower expense ratio than a global equity investment, which has higher costs.

The gross expense ratio reflects the investment's total annual operating expenses. It does not include any fee waivers or expense reimbursements. The net expense ratio reflects any applicable fee waivers or expense reimbursements. This is the actual expense ratio that you paid. Expense ratios are as of each investment's prospectus available at the time of publication.

Prospectuses, SAIs and annual reports, if applicable, are available free of charge by calling (800) 204-3731 or on the Web at myretirement.americanfunds.com.

Portfolio turnover information is included in your investments' summary prospectuses.

For additional details, go to myretirement.americanfunds.com and click on the link under "View Investment Results." When prompted, enter your plan number, 342005-01. If you have an established log-in, you can also access investment information by logging in and clicking on the "Investments" button.

Because your retirement plan offers other investments besides the American Funds, the share classes may vary. To learn more about these share classes, please read the most recent prospectuses, if applicable.

Investment-Related Information

Investment Options for Class R-4 Shares as of 06/30/15

Investment name Benchmark Investment manager	Asset class	Inception date	Average annual total returns (%)				Expense ratios (%)		Gross expenses per $1,000
			Lifetime	10 years	5 years	1 year	gross	net	
Cash-equivalent investments									
American Funds Money Market Fund	**Cash-equivalent**	05/01/09	0.00	N/A	0.00	0.00	0.44	0.07	$4.40
USTREAS T-Bill Auction Ave 3 Mon			0.08	1.36	0.06	0.02			
American Funds. Shareholder type fees - None.									
The annualized seven-day SEC yield for American Funds Money Market Fund, calculated in accordance with the SEC formula, was 0.00% as of 06/30/15. The yield takes into account the reimbursements of certain expenses where applicable. Without these, the yield would have been -0.38%. The yield more accurately reflects the investment's current earnings than do the investments total returns.									
Target date investments									
American Funds Target Date 2010	**Target date**	02/01/07	4.34	N/A	8.70	1.18	0.81	0.71	$8.10
S&P Target Date Through 2010 Index			4.85	5.58	8.91	1.98			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,57]									
American Funds Target Date 2015	**Target date**	02/01/07	4.61	N/A	9.64	1.53	0.81	0.71	$8.10
S&P Target Date Through 2015 Index			4.95	5.89	10.14	2.26			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,57]									
American Funds Target Date 2020	**Target date**	02/01/07	4.82	N/A	10.81	2.00	0.83	0.73	$8.30
S&P Target Date Through 2020 Index			4.92	6.05	11.19	2.49			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,57]									
American Funds Target Date 2025	**Target date**	02/01/07	5.41	N/A	12.48	2.19	0.85	0.75	$8.50
S&P Target Date Through 2025 Index			5.11	6.4	12.1	2.77			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,57]									
American Funds Target Date 2030	**Target date**	02/01/07	5.89	N/A	13.34	3.44	0.87	0.77	$8.70
S&P Target Date Through 2030 Index			5.24	6.67	12.73	2.86			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,57]									
American Funds Target Date 2035	**Target date**	02/01/07	5.94	N/A	13.51	3.72	0.88	0.78	$8.80
S&P Target Date Through 2035 Index			5.25	6.78	13.17	3.0			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,57]									
American Funds Target Date 2040	**Target date**	02/01/07	6.01	N/A	13.65	3.71	0.88	0.78	$8.80
S&P Target Date Through 2040 Index			5.28	6.87	13.5	3.04			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,57]									

Investment-Related Information

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Results are for the American Funds Class R-4 shares at net asset value. Class R shares do not require an up-front or deferred sales charge. For current information and month-end results for the American Funds and any other investments in your plan, please visit myretirement.americanfunds.com or ask your employer.

One way to assess an investment's results is to compare its results with those of a comparable benchmark or index. The benchmarks and their returns are shown in the table. Check your investment's annual and semi-annual reports to shareholders for more information.

You should carefully consider fees and expenses when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement account over time. For an example of the long-term effect of fees and expenses, visit the Employee Benefits Security Administration (EBSA) website at **www.dol.gov/ebsa/publications/401k_employee.html**. However, fees and expenses are only one of many factors to consider when you evaluate your plan investment options.

Generally, there are two types of fees and expenses associated with saving and investing through a retirement plan: (1) recordkeeping and administrative fees and (2) investment expenses. The expenses related to each investment in your plan are known as the expense ratios. Expense ratios tend to vary with the investment category; for example, a money market investment will generally have a lower expense ratio than a global equity investment, which has higher costs.

The gross expense ratio reflects the investment's total annual operating expenses. It does not include any fee waivers or expense reimbursements. The net expense ratio reflects any applicable fee waivers or expense reimbursements. This is the actual expense ratio that you paid. Expense ratios are as of each investment's prospectus available at the time of publication.

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Investment-Related Information

Investment Options for Class R-4 Shares as of 06/30/15

Investment name Benchmark Investment manager	Asset class	Inception date	Average annual total returns (%)				Expense ratios (%)		Gross expenses per $1,000
			Lifetime	10 years	5 years	1 year	gross	net	
Target date investments									
American Funds Target Date 2045	**Target date**	02/01/07	6.03	N/A	13.70	3.90	0.89	0.79	$8.90
S&P Target Date Through 2045 Index			5.19	6.86	13.56	3.04			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,57]									
American Funds Target Date 2050	**Target date**	02/01/07	6.02	N/A	13.70	3.86	0.89	0.79	$8.90
S&P Target Date Through 2050 Index			5.27	6.93	13.7	3.01			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42,58]									
American Funds Target Date 2055	**Target date**	02/01/10	11.64	N/A	13.66	3.78	0.94	0.84	$9.40
S&P Target Date Through 2055+ Index			11.7	N/A	13.76	2.94			
American Funds. Shareholder type fees - None.									
Investment footnote(s): [1,2,3,4,6,7,8,10,14,16,18,22,24,26,32,40,41,42]									
American Funds Target Date 2060	**Target date**	03/27/15	0.80	N/A	N/A	N/A	1.17	0.83	$11.70
S&P Target Date Through 2055+ Index			0.0	N/A	13.76	2.94			
American Funds. Shareholder type fees - None.									

Investment-Related Disclosure

Investment-Related Disclosure

1. Investments in foreign securities may be subject to increased volatility as the value of these securities can change more rapidly and extremely than can the value of U.S. securities. Foreign securities are subject to increased issuer risk because foreign issuers may not experience the same degree of regulation as U.S. issuers do and are held to different reporting, accounting, and auditing standards. In addition, foreign securities are subject to increased costs because there are generally higher commission rates on transactions, transfer taxes, higher custodial costs, and the potential for foreign tax charges on dividend and interest payments. Many foreign markets are relatively small, and securities issued in less-developed countries face the risks of nationalization, expropriation or confiscatory taxation, and adverse changes in investment or exchange control regulations, including suspension of the ability to transfer currency from a country. Economic, political, social, or diplomatic developments can also negatively impact performance.
2. The investment is intended to be held for a substantial period of time, and investors should tolerate fluctuations in their investment's value.
3. Because the investment's market value may fluctuate up and down, an investor may lose money, including part of the principal, when he or she buys or sells the investment.
4. The investment is not a deposit or obligation of, or guaranteed or endorsed by, any bank and is not insured by the Federal Deposit Insurance Corporation, the Federal Reserve Board, or any other U.S. governmental agency.
5. Growth securities may be subject to increased volatility as the value of these securities is highly sensitive to market fluctuations and future earnings expectations. These securities typically trade at higher multiples of current earnings than do other securities and may lose value if it appears their earnings expectations may not be met.
6. The investment is actively managed and subject to the risk that the advisor's usage of investment techniques and risk analyses to make investment decisions fails to perform as expected, which may cause the portfolio to lose value or underperform investments with similar objectives and strategies or the market in general.
7. A stake in any individual security is subject to the risk that the issuer of that security performs poorly, resulting in a decline in the security's value. Issuer-related declines may be caused by poor management decisions, competitive pressures, technological breakthroughs, reliance on suppliers, labor problems or shortages, corporate restructurings, fraudulent disclosures, or other factors. Additionally, certain issuers may be more sensitive to adverse issuer, political, regulatory, market, or economic developments.
8. The market value of the portfolio's securities may fall rapidly or unpredictably because of changing economic, political, or market conditions, which may reduce the value of the portfolio.
9. This fund's inception predates the inception of its primary benchmark; therefore, there is no calculation for the benchmark's lifetime result.
10. Investments in emerging- and frontier-markets securities may be subject to greater market, credit, currency, liquidity, legal, political, and other risks compared with assets invested in developed foreign countries.
11. Investments in commodity-related instruments are subject to the risk that the performance of the overall commodities market declines and that weather, disease, political, tax, and other regulatory developments adversely impact the value of commodities, which may result in a loss of principal and interest. Commodity-linked investments face increased price volatility and liquidity, credit, and issuer risks compared with their underlying measures.
12. Investments in convertible securities may be subject to increased interest-rate risks, rising in value as interest rates decline and falling in value when interest rates rise, in addition to their market value depending on the performance of the common stock of the issuer. Convertible securities, which are typically unrated or rated lower than other debt obligations, are secondary to debt obligations in order of priority during a liquidation in the event the issuer defaults.
13. Investments in distressed or defaulted investments, which may include loans, loan participations, bonds, notes, and issuers undergoing bankruptcy organization, are often not publicly traded and face increased price volatility and liquidity risk. These securities are subject to the risk that the advisor does not correctly estimate their future value, which

Investment-Related Disclosure

may result in a loss of part or all of the investment.

14 The value of equity securities, which include common, preferred, and convertible preferred stocks, will fluctuate based on changes in their issuers' financial conditions, as well as overall market and economic conditions, and can decline in the event of deteriorating issuer, market, or economic conditions.

15 This is not one of the American Funds and is not managed by Capital Group, the investment manager for the American Funds. See the prospectus, if applicable, or your plan's financial professional for more information.

16 Investments in below-investment-grade debt securities and unrated securities of similar credit quality, commonly known as "junk bonds" or "high-yield securities," may be subject to increased interest, credit, and liquidity risks.

17 Investing in loans creates risk for the borrower, lender, and any other participants. A borrower may fail to make payments of principal, interest, and other amounts in connection with loans of cash or securities or fail to return a borrowed security in a timely manner, which may lead to impairment of the collateral provided by the borrower. Investments in loan participations may be subject to increased credit, pricing, and liquidity risks, with these risks intensified for belowinvestment-grade loans.

18 A portfolio's risks are closely associated with the risks of the securities and other investments held by the underlying or subsidiary funds, and the ability of the portfolio to meet its investment objective likewise depends on the ability of the underlying funds to meet their objectives. Investment in other funds may subject the portfolio to higher costs than owning the underlying securities directly because of their management fees.

19 Investments in warrants may be subject to the risk that the price of the underlying stock does not rise above the exercise price. In this event, the warrant may expire without being exercised and lose all value.

20 Investments in derivatives may be subject to the risk that the advisor does not correctly predict the movement of the underlying security, interest rate, market index, or other financial asset, or that the value of the derivative does not correlate perfectly with either the overall market or the underlying asset from which the derivative's value is derived. Because derivatives usually involve a small investment relative to the magnitude of liquidity and other risks assumed, the resulting gain or loss from the transaction will be disproportionately magnified. These investments may result in a loss if the counterparty to the transaction does not perform as promised.

21 Leverage transactions may increase volatility and result in a significant loss of value if a transaction fails. Because leverage usually involves investment exposure that exceeds the initial investment, the resulting gain or loss from a relatively small change in an underlying indicator will be disproportionately magnified.

22 The value of fixed-income or debt securities may be susceptible to general movements in the bond market and are subject to interest-rate and credit risk.

23 Investments in debt securities issued or guaranteed by governments or governmental entities are subject to the risk that an entity may delay or refuse to pay interest or principal on its sovereign debt because of cash flow problems, insufficient foreign reserves, or political or other considerations. In this event, there may be no legal process for collecting sovereign debts that a governmental entity has not repaid.

24 Performance is subject to the risk that the advisor's asset allocation and investment strategies do not perform as expected, which may cause the portfolio to underperform its benchmark, other investments with similar objectives, or the market in general. The investment is subject to the risk of loss of income and capital invested, and the advisor does not guarantee its value, performance, or any particular rate of return.

25 Investments in structured products may be more volatile, less liquid, and more difficult to price than other assets. These securities bear the risk of the underlying investment as well as counterparty risk. Securitized structured products including CMOs, CDOs, and other securitized products may increase volatility and be subject to increased liquidity and pricing risks compared with investing directly in the assets securitized within the product. Assets invested in structured products may be subject to full loss of value if the counterparty defaults on its obligation.

26 Concentrating assets in small-capitalization stocks may subject the portfolio to the risk that those

Investment-Related Disclosure

stocks underperform other capitalizations or the market as a whole. Smaller, less-seasoned companies may be subject to increased liquidity risk compared with mid- and large-cap companies and may experience greater price volatility than do those securities because of limited product lines, management experience, market share, or financial resources, among other factors.

27 Concentrating assets in mid-capitalization stocks may subject the portfolio to the risk that those stocks underperform other capitalizations or the market as a whole. Mid-cap companies may be subject to increased liquidity risk compared with large-cap companies and may experience greater price volatility than do those securities because of more-limited product lines or financial resources, among other factors.

28 Concentrating assets in the real estate sector or REITs may disproportionately subject the portfolio to the risks of that industry, including loss of value because of changes in real estate values, interest rates, and taxes, as well as changes in zoning, building, environmental, and other laws, among other factors. Investments in REITs may be subject to increased price volatility and liquidity risk, and shareholders indirectly bear their proportionate share of expenses because of their management fees.

29 Investments in depositary receipts generally reflect the risks of the securities they represent, although they may be subject to increased liquidity risk and higher expenses and may not pass through voting and other shareholder rights. Depositary receipts cannot be directly exchanged for the securities they represent and may trade at either a discount or premium to those securities.

30 Investments in exchange-traded funds generally reflect the risks of owning the underlying securities they are designed to track, although they may be subject to greater liquidity risk and higher costs than owning the underlying securities directly because of their management fees. Shares of ETFs are subject to market trading risk, potentially trading at a premium or discount to net asset value.

31 Concentrating assets in a particular industry, sector of the economy, or markets may increase volatility because the investment will be more susceptible to the impact of market, economic, regulatory, and other factors affecting that industry or sector compared with a more broadly diversified asset allocation.

32 Restricted and illiquid securities may fall in price because of an inability to sell the securities when desired. Investing in restricted securities may subject the portfolio to higher costs and liquidity risk.

33 The issuer or guarantor of a fixed-income security, counterparty to an OTC derivatives contract, or other borrower may not be able to make timely principal, interest, or settlement payments on an obligation. In this event, the issuer of a fixed-income security may have its credit rating downgraded or defaulted, which may reduce the potential for income and value of the portfolio.

34 Investments in securities traded in foreign currencies or more directly in foreign currencies are subject to the risk that the foreign currency will decline in value relative to the U.S. dollar, which may reduce the value of the portfolio. Investments in currency hedging positions are subject to the risk that the value of the U.S. dollar will decline relative to the currency being hedged, which may result in a loss of money on the investment as well as the position designed to act as a hedge. Cross-currency hedging strategies and active currency positions may increase currency risk because actual currency exposure may be substantially different from that suggested by the portfolio's holdings.

35 Investments in securities from a particular country or region may be subject to the risk of adverse social, political, regulatory, or economic events occurring in that country or region. Country- or region-specific risks also include the risk that adverse securities markets or exchange rates may impact the value of securities from those areas.

36 Foreign custodial and other foreign financial services are generally more expensive than they are in the United States and may have limited regulatory oversight. The investment may have trouble clearing and settling trades in less-developed markets, and the laws of some countries may limit the investment's ability to recover its assets in the event the bank, depository, or agent holding those assets goes into bankruptcy.

37 Most securities are subject to the risk that changes in interest rates will reduce their market value.

38 The investment's income payments may decline depending on fluctuations in interest rates and the dividend payments of its underlying securities. In this event, some investments may attempt to pay the same dividend amount by returning capital.

Investment-Related Disclosure

39 Value securities may be subject to the risk that these securities cannot overcome the adverse factors the advisor believes are responsible for their low price or that the market may not recognize their fundamental value as the advisor predicted. Value securities are not expected to experience significant earnings growth and may underperform growth stocks in certain markets.

40 Investments in mortgage-backed and asset-backed securities may be subject to increased price volatility because of changes in interest rates, issuer information availability, credit quality of the underlying assets, market perception of the issuer, availability of credit enhancement, and prepayment of principal. The value of ABS and MBS may be adversely affected if the underlying borrower fails to pay the loan included in the security.

41 Investments in U.S. government obligations are subject to varying levels of government support. In the event of default, some U.S. government securities, including U.S. Treasury obligations and Ginnie Mae securities, are issued and guaranteed as to principal and interest by the full faith and credit of the U.S. government. Other securities are obligations of U.S. government-sponsored entities but are neither issued nor guaranteed by the U.S. government.

42 Investments in forwards may increase volatility and be subject to additional market, active management, currency, and counterparty risks as well as liquidity risk if the contract cannot be closed when desired. Forwards purchased on a when-issued or delayed-delivery basis may be subject to risk of loss if they decline in value prior to delivery, or if the counterparty defaults on its obligation.

43 Investments in swaps, such as interest-rate swaps, currency swaps and total return swaps, may increase volatility and be subject to increased liquidity, credit, and counterparty risks. Depending on their structure, swaps may increase or decrease the portfolio's exposure to long- or short-term interest rates, foreign currency values, corporate borrowing rates, security prices, index values, inflation rates, credit, or other factors.

44 Repurchase agreements may be subject to the risk that the seller of a security defaults and the collateral securing the repurchase agreement has declined and does not equal the value of the repurchase price. In this event, impairment of the collateral may result in additional costs.

45 Dollar rolls transactions may be subject to the risk that the market value of securities sold to the counterparty declines below the repurchase price, the counterparty defaults on its obligations, or the portfolio turnover rate increases because of these transactions. In addition, any investments purchased with the proceeds of a security sold in a dollar rolls transaction may lose value.

46 Active trading may create high portfolio turnover, or a turnover of 100% or more, resulting in increased transaction costs. These higher costs may have an adverse impact on performance and generate short-term capital gains, creating potential tax liability even if an investor does not sell any shares during the year.

47 Investments in bank loans, also known as senior loans or floating-rate loans, are rated below-investment grade and may be subject to a greater risk of default than are investment-grade loans, reducing the potential for income and potentially leading to impairment of the collateral provided by the borrower. Bank loans pay interest at rates that are periodically reset based on changes in interest rates and may be subject to increased prepayment and liquidity risks.

48 Unlike other fixed-income securities, the values of inflation-protected securities are not significantly impacted by inflation expectations because their interest rates are adjusted for inflation. Generally, the value of inflation-protected securities will fall when real interest rates rise and rise when real interest rates fall.

49 The advisor's use of hedging strategies to reduce risk may limit the opportunity for gains compared with unhedged investments, and there is no guarantee that hedges will actually reduce risk.

50 The issuer of a security may repay principal more slowly than expected because of rising interest rates. In this event, short- and medium-duration securities are effectively converted into longer-duration securities, increasing their sensitivity to interest-rate changes and causing their prices to decline.

51 The issuer of a debt security may be able to repay principal prior to the security's maturity because of an improvement in its credit quality or falling interest rates. In this event, this principal may have to be reinvested in securities with lower interest rates than the original

Investment-Related Disclosure

securities, reducing the potential for income.

52 Some investments may not have a market observed price; therefore, values for these assets may be determined through a subjective valuation methodology. Fair values determined by a subjective methodology may differ from the actual value realized upon sale. Valuation methodologies may also be used to calculate a daily net asset value.

53 The portfolio may fail to meet its investment objective because of positions in cash and equivalents.

54 The actual cost of investing may be higher than the expenses listed in the expense table for a variety of reasons, including termination of a voluntary fee waiver or losing portfolio fee breakpoints if average net assets decrease. The risk of expenses increasing because of a decrease in average net assets is heightened when markets are volatile.

55 Investments that concentrate their assets in a relatively small number of issuers, or in the securities of issuers in a particular market, industry, sector, country, or asset class, may be subject to greater risk of loss than is a more widely diversified investment.

56 Temporary defensive positions may be used during adverse economic, market, or other conditions. In this event, up to 100% of assets may be allocated to securities, including cash and cash equivalents that are normally not consistent with the investment objective.

57 The S&P Target Date Through series indexes (2010-2045) began on 5/31/2007. From 2/1/2007 through 5/30/2007, the S&P Target Date series was used.

58 The S&P Target Date Through 2050 Index began on 5/30/2008. From 2/1/2007 through 5/29/2008, the S&P Target Date 2045 Index was used.

Please read the following important disclosure.

Investment results assume all distributions are reinvested and reflect applicable fees and expenses. Expense ratios are as of each fund's prospectus available at the time of publication. Net expense ratios reflect any current waivers and/or reimbursements to the funds; gross expense ratios do not. When applicable, investment results reflect fee waivers and/or expense reimbursements, without which results would have been lower. For more information, please see your plan's website.

For the American Funds target date series, the investment adviser is currently waiving its management fee of 0.10%. After December 31, 2014, the adviser may modify or terminate the waiver, but only with fund board approval. In addition, the investment adviser has in the past reimbursed certain expenses for all share classes. Investment results and net expense ratios reflect the waiver and reimbursements, without which the results would have been lower and the expenses would have been higher. The expense ratios are as of each fund's prospectus available at the time of publication and include the weighted average expenses of the underlying American Funds. For the American Funds Target Date 2060 Fund, the net expense ratio reflects the waiver, without which the expenses would have been higher. The 2060 Fund's expense ratios are estimated as of its prospectus available at the time of publication and include the weighted average expenses of the underlying funds.

Although American Funds Money Market Fund has a 12b-1 plan for this share class, it's currently suspending certain 12b-1 payments in this low interest rate environment. Should payments commence, its investment results will be lower.

Lifetime returns for less than one year aren't annualized, but are calculated as cumulative total returns.

Some investment names may be abbreviated due to space limitations. For a list of the full names of the American Funds, including trademark information, visit **americanfundsretirement.com**.

The indexes are unmanaged and, therefore, have no expenses. There have been periods when the investments have lagged the indexes.

Share Class

American Funds Class R-4 shares were first offered on May 15, 2002. Class R-4 share results prior to the date of first sale are hypothetical based on Class A share results without a sales charge, adjusted for typical estimated additional expenses. Please see the prospectuses for more information on specific expenses.

Important Information About Outside Funds

Because your plan offers investments that aren't managed by Capital Group (the investment manager for the American Funds), the share classes may vary. If you're interested in learning more about these share classes, please read the most recent prospectuses, if applicable. The prospectus also contains details about specific investment risks and key financial data, such as fees and expenses. You can obtain prospectuses from your employer.

Information about investments other than the American Funds is provided by Morningstar, Inc. Results displayed for some of these investments may represent hypothetical results for periods prior to the inception dates of the share classes and are based on

Investment-Related Disclosure

Morningstar's calculations. Past results are not predictive of future results. If you have questions about the results, contact your employer or your plan's financial professional. The information shown on these pages may not be copied or distributed, and we cannot guarantee it to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information.

Manager
The American Funds are managed by Capital Group, one of the largest investment management organizations in the world. Since 1931, the company has invested with a long-term focus based on thorough research and attention to risk — an investment style similar to that of most people saving for retirement.

The investment options in your plan

Investment Details

Please read the important "Investment Results Disclosure" that precedes these "Investment Details."

Growth investment

American Funds AMCAP

Goal

The fund's investment objective is to provide long-term growth of capital.

Fast facts

Began operations:	5/1/67
Ticker symbol:	RAFEX

Top 5 holdings %

Gilead Sciences, Inc.	3.0
Amgen Inc.	2.7
Netflix, Inc.	2.3
Oracle Corp.	2.1
Google Inc.	2.0

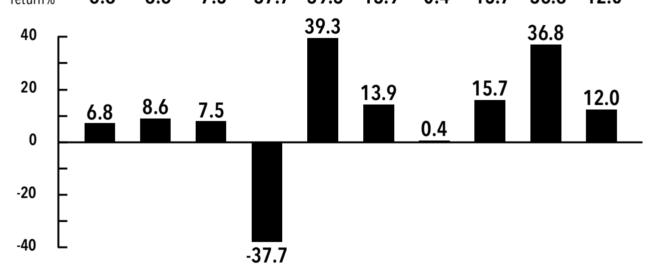
Expenses

Gross expense ratio: 0.71%
Net expense ratio: 0.71%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.71% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $7.10 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	6.8	8.6	7.5	-37.7	39.3	13.9	0.4	15.7	36.8	12.0



Stock holdings may include convertible securities.

Growth investment

American Funds EuroPacific Growth

Goal

The fund's investment objective is to provide long-term growth of capital.

Fast facts

Began operations:	4/16/84
Ticker symbol:	REREX

Top 5 holdings %

Novo Nordisk A/S	4.0
SoftBank Group Corp.	2.3
Novartis AG	2.2
Bayer AG	2.1
Barclays PLC	1.9

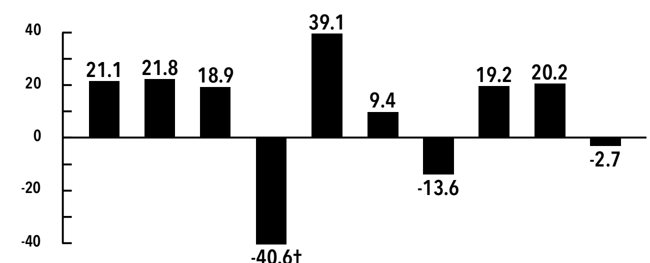
Expenses

Gross expense ratio: 0.84%
Net expense ratio: 0.84%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.84% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $8.40 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	21.1	21.8	18.9	-40.6	39.1	9.4	-13.6	19.2	20.2	-2.7



†Bar not shown to scale.

Stock holdings may include convertible securities.

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The investment options in your plan

Investment Details

Please read the important "Investment Results Disclosure" that precedes these "Investment Details."

Growth investment

American Funds Growth Fund of America

Goal

The fund's investment objective is to provide growth of capital.

Fast facts

Began operations:	12/1/73
Ticker symbol:	RGAEX

Top 5 holdings %

Amazon.com, Inc.	4.8
Google Inc.	2.9
Gilead Sciences, Inc.	2.7
UnitedHealth Group Inc.	2.0
Home Depot, Inc.	1.8

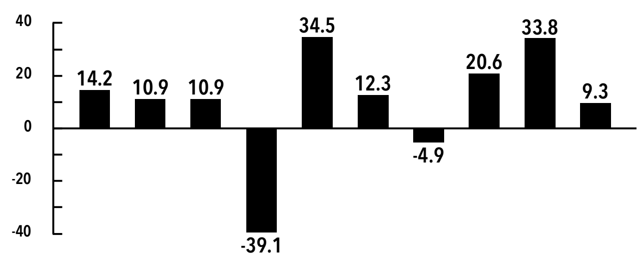
Expenses

Gross expense ratio: 0.68%
Net expense ratio: 0.68%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.68% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $6.80 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	14.2	10.9	10.9	-39.1	34.5	12.3	-4.9	20.6	33.8	9.3



Stock holdings may include convertible securities.

Growth investment

American Funds New Perspective Fund

Goal

The fund's primary investment objective is to provide long-term growth of capital. Future income is a secondary objective.

Fast facts

Began operations:	3/13/73
Ticker symbol:	RNPEX

Top 5 holdings %

Novo Nordisk A/S	5.1
Amazon.com, Inc.	2.7
Regeneron Pharmaceuticals, Inc.	1.9
Microsoft Corp.	1.6
Naspers Ltd.	1.6

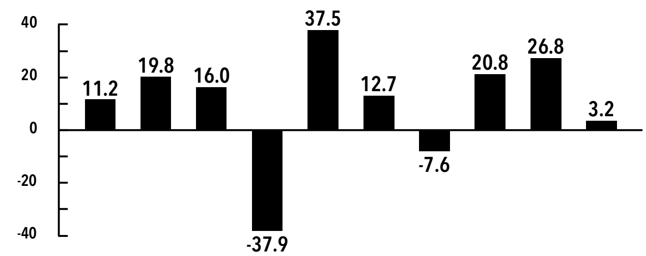
Expenses

Gross expense ratio: 0.80%
Net expense ratio: 0.80%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.80% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $8.00 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	11.2	19.8	16.0	-37.9	37.5	12.7	-7.6	20.8	26.8	3.2



Stock holdings may include convertible securities.

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Investment Details

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Growth investment

BlackRock Global Allocation Inv A

Goal

The investment seeks to provide high total investment return.

Fast facts

Began operations:	2/3/89
Ticker symbol:	MDLOX

Top 5 Holdings %

Italy (Republic Of) 1.5 06/01/2025	1.7
Uk Conv Gilt Regs 2.25 09/07/2023	1.2
US Treasury Note 2.25%	1.2
US Treasury Note 0.01%	1.1
Mexico (United Mexican States) 10 12/05/2024	1.1

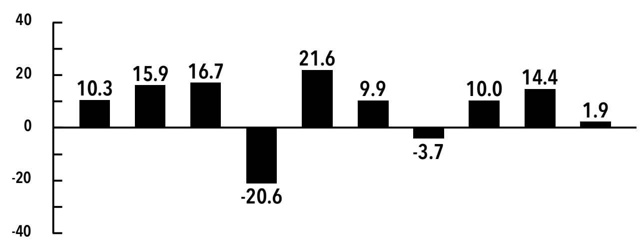
Expenses

Gross expense ratio: 1.13%
Net expense ratio: 1.13%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 1.13% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $11.30 a year in expenses.

Past results at net asset value (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return	10.3	15.9	16.7	-20.6	21.6	9.9	-3.7	10.0	14.4	1.9



Stock holdings, if any, may include convertible securities.

Growth investment

Federated Kaufmann A

Goal

The investment seeks to provide capital appreciation.

Fast facts

Began operations:	2/21/86
Ticker symbol:	KAUAX

Top 5 Holdings %

DexCom Inc	3.3
Dyax Corp	3.2
American International Group Inc	3.0
Illumina Inc	2.2
NXP Semiconductors NV	2.1

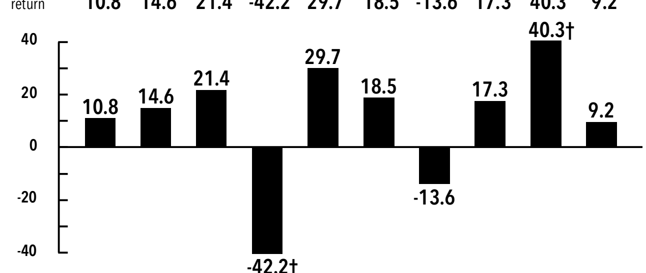
Expenses

Gross expense ratio: 2.11%
Net expense ratio: 1.96%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 2.11% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $21.10 a year in expenses.

Past results at net asset value (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return	10.8	14.6	21.4	-42.2	29.7	18.5	-13.6	17.3	40.3	9.2



†Bar not shown to scale

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Investment Details

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Growth-and-income investment

American Funds Cap World Growth & Income

Goal

The fund's investment objective is to provide long-term growth of capital while providing current income.

Fast facts

Began operations:	3/26/93
Ticker symbol:	RWIEX

Top 5 holdings %

Amgen Inc.	3.5
Novartis AG	2.7
Gilead Sciences, Inc.	2.3
Verizon Communications Inc.	1.6
Google Inc.	1.4

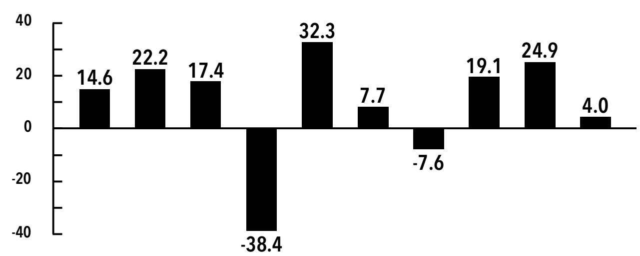
Expenses

Gross expense ratio: 0.79%
Net expense ratio: 0.79%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.79% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $7.90 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	14.6	22.2	17.4	-38.4	32.3	7.7	-7.6	19.1	24.9	4.0



Stock holdings may include convertible securities.

Growth-and-income investment

American Funds Fundamental Investors

Goal

The fund's investment objective is to achieve long-term growth of capital and income.

Fast facts

Began operations:	8/1/78
Ticker symbol:	RFNEX

Top 5 holdings %

Microsoft Corp.	3.6
Amazon.com, Inc.	3.1
Philip Morris International Inc.	2.9
Comcast Corp.	2.8
Wells Fargo & Co.	2.1

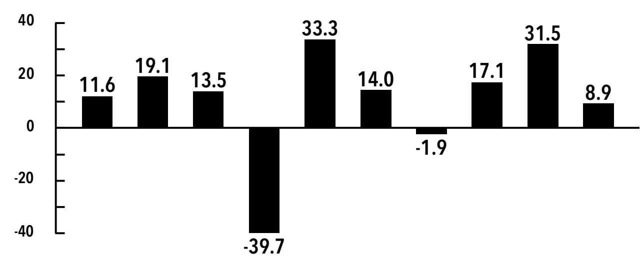
Expenses

Gross expense ratio: 0.66%
Net expense ratio: 0.66%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.66% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $6.60 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	11.6	19.1	13.5	-39.7	33.3	14.0	-1.9	17.1	31.5	8.9



Stock holdings may include convertible securities.

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Investment Details

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Growth-and-income investment

American Funds Washington Mut Inv Fund

Goal

The fund's investment objective is to produce income and to provide an opportunity for growth of principal consistent with sound common stock investing.

Fast facts

Began operations:	7/31/52
Ticker symbol:	RWMEX

Top 5 holdings %

Microsoft Corp.	5.1
Home Depot, Inc.	4.4
Wells Fargo & Co.	3.7
Boeing Co.	3.5
Merck & Co., Inc.	3.1

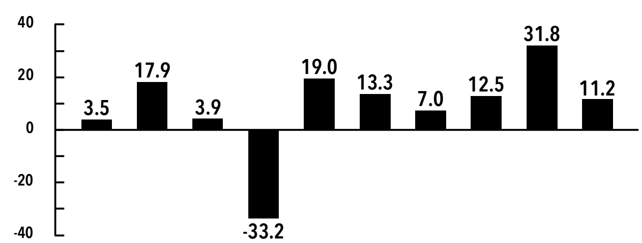
Expenses

Gross expense ratio: 0.64%
Net expense ratio: 0.64%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.64% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $6.40 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	3.5	17.9	3.9	-33.2	19.0	13.3	7.0	12.5	31.8	11.2



Stock holdings may include convertible securities.

Growth-and-income investment

Franklin Small Cap Value A

Goal

The investment seeks long-term total return.

Fast facts

Began operations:	3/11/96
Ticker symbol:	FRVLX

Top 5 Holdings %

Steris Corp	2.6
Sensient Technologies Corp	2.4
Axiall Corp	2.4
Regal-Beloit Corp	2.3
La-Z-Boy Inc	2.2

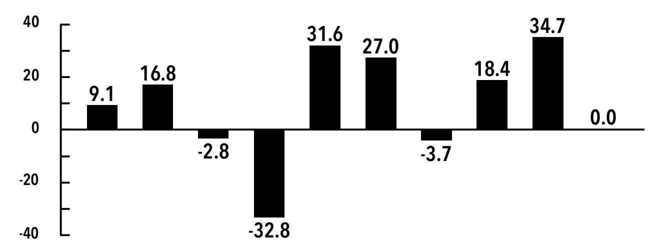
Expenses

Gross expense ratio: 1.14%
Net expense ratio: 1.14%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 1.14% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $11.40 a year in expenses.

Past results at net asset value (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return	9.1	16.8	-2.8	-32.8	31.6	27.0	-3.7	18.4	34.7	0.0



Stock holdings, if any, may include convertible securities.

All percentages of net assets, if shown, are for the most recent period available as of 06/30/15; holdings are subject to change. Expense ratios are as of each fund's prospectus available at the time of publication. Please see each fund's most recent prospectus, if applicable, for details. Please read the important "Investment Results Disclosure" that precedes these "Investment Details." Bond ratings, if shown, typically range from AAA/Aaa (highest) to D (lowest) and are assigned by credit rating agencies, such as Standard & Poor's, Moody's and/or Fitch, as an indication of an issuer's creditworthiness.

Investment Details

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Equity-income investment

American Funds Capital Income Builder

Goal

The fund has two primary investment objectives. It seeks (1) to provide a level of current income that exceeds the average yield on U.S. stocks generally and (2) to provide a growing stream of income over the years. The fund's secondary objective is to provide growth of capital.

Fast facts

Began operations:	7/30/87
Ticker symbol:	RIREX

Top 5 holdings %

Philip Morris International Inc.	2.9
Verizon Communications Inc.	2.9
Altria Group, Inc.	2.3
AbbVie Inc.	2.2
SSE PLC	1.9

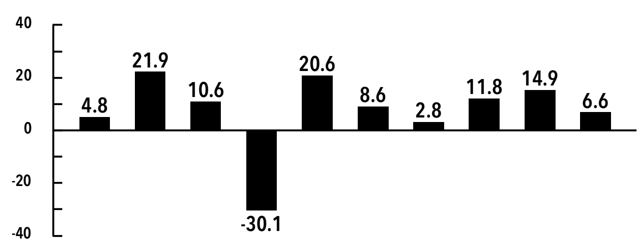
Expenses

Gross expense ratio: 0.64%
Net expense ratio: 0.64%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.64% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $6.40 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	4.8	21.9	10.6	-30.1	20.6	8.6	2.8	11.8	14.9	6.6



Stock holdings may include convertible securities.

Balanced investment

American Funds American Balanced

Goal

The investment objectives of the fund are: (1) conservation of capital, (2) current income and (3) long-term growth of capital and income.

Fast facts

Began operations:	7/26/75
Ticker symbol:	RLBEX

Top 5 holdings %

Microsoft Corp.	3.3
Comcast Corp.	2.6
Philip Morris International Inc.	2.4
Wells Fargo & Co.	2.3
Berkshire Hathaway Inc.	2.2

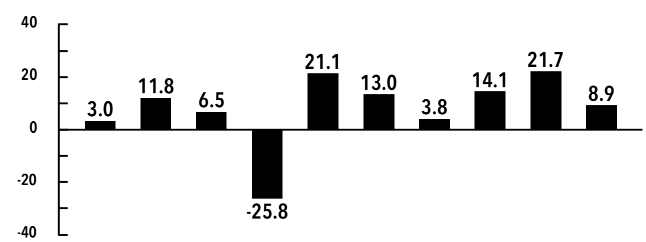
Expenses

Gross expense ratio: 0.64%
Net expense ratio: 0.64%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.64% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $6.40 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	3.0	11.8	6.5	-25.8	21.1	13.0	3.8	14.1	21.7	8.9



Stock holdings may include convertible securities.

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Investment Details

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Bond investment

American Funds Bond Fund of America

Goal

The fund's investment objective is to provide as high a level of current income as is consistent with the preservation of capital.

Fast facts

Began operations:	5/28/74
Ticker symbol:	RBFEX

Investments

Normally, the fund invests at least 80% of its assets in bonds and other debt securities, including U.S. government, corporate and mortgage-backed securities. The majority of its assets are rated A or better at time of purchase. Currently, the fund invests no more than 10% of its assets in debt securities rated BB or below. Typically, it invests in debt securities with a wide range of maturities.

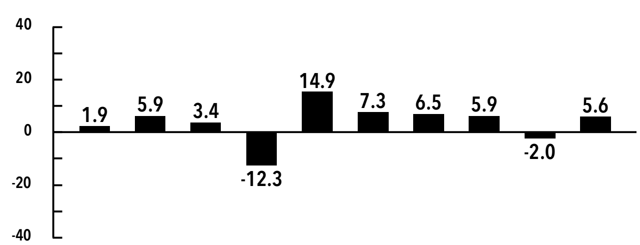
Expenses

Gross expense ratio: 0.61%
Net expense ratio: 0.61%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.61% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $6.10 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	1.9	5.9	3.4	-12.3	14.9	7.3	6.5	5.9	-2.0	5.6



Bond investment

BlackRock US Government Bond Inv A

Goal

The investment seeks to maximize total return, consistent with income generation and prudent investment management.

Fast facts

Began operations:	4/20/92
Ticker symbol:	CIGAX

Investments

Under normal circumstances, the fund invests at least 80% of its assets in bonds that are issued or guaranteed by the U.S. government and its agencies. It invests primarily in the highest rated government and agency bonds and maintains an average portfolio duration that is within ±20% of the Barclays U.S. government/Mortgage Index. The fund may also invest up to 5% of its assets in dollar-denominated investment grade securities that are rated below the highest rating category at the time of purchase.

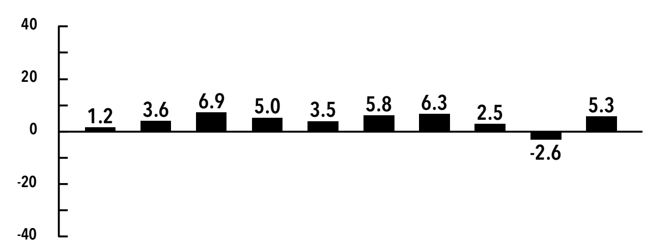
Expenses

Gross expense ratio: 1.09%
Net expense ratio: 0.90%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 1.09% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $10.90 a year in expenses.

Past results at net asset value (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return	1.2	3.6	6.9	5.0	3.5	5.8	6.3	2.5	-2.6	5.3



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Investment Details

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Bond investment

Lord Abbett Short Duration Income A

Goal

The investment seeks a high level of income consistent with preservation of capital.

Fast facts

Began operations: 11/4/93
Ticker symbol: LALDX

Investments

The fund invests primarily in various types of short duration debt (or fixed income) securities. It pursues its investment objective by investing at least 65% of its net assets in investment grade debt securities including corporate debt securities of U.S. issuers; corporate debt securities of non-U.S. (including emerging market) issuers that are denominated in U.S. dollars; mortgage-backed and other asset-backed securities; and securities issued or guaranteed by the U.S. government, its agencies or government-sponsored enterprises; and inflation-linked investments.

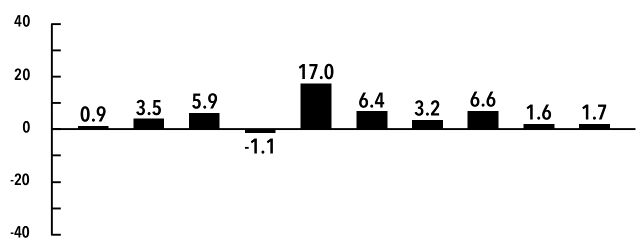
Expenses

Gross expense ratio: 0.59%
Net expense ratio: 0.59%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.59% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $5.90 a year in expenses.

Past results at net asset value (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return	0.9	3.5	5.9	-1.1	17.0	6.4	3.2	6.6	1.6	1.7



Bond investment

Western Asset Core Bond A

Goal

The investment seeks to maximize total return, consistent with prudent investment management and liquidity needs.

Fast facts

Began operations: 9/4/90
Ticker symbol: WABAX

Investments

The fund invests in a portfolio of fixed income securities of various maturities and, under normal market conditions, will invest at least 80% of its net assets in debt and fixed income securities. Although the fund may invest in debt and fixed income securities of any maturity, under normal market conditions the target dollar-weighted average effective duration for the fund is expected to range within 20% of the average duration of the domestic bond market as a whole as estimated by the fund's subadviser.

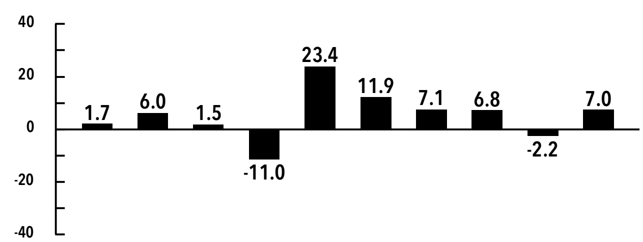
Expenses

Gross expense ratio: 0.87%
Net expense ratio: 0.87%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.87% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $8.70 a year in expenses.

Past results at net asset value (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return	1.7	6.0	1.5	-11.0	23.4	11.9	7.1	6.8	-2.2	7.0



All percentages of net assets, if shown, are for the most recent period available as of 06/30/15; holdings are subject to change. Expense ratios are as of each fund’s prospectus available at the time of publication. Please see each fund’s most recent prospectus, if applicable, for details. Please read the important “Investment Results Disclosure” that precedes these “Investment Details.” Bond ratings, if shown, typically range from AAA/Aaa (highest) to D (lowest) and are assigned by credit rating agencies, such as Standard & Poor’s, Moody’s and/or Fitch, as an indication of an issuer's creditworthiness.

Investment Details

Please read the important “Investment Results Disclosure” that precedes these “Investment Details.”

Cash-equivalent investment

American Funds Money Market Fund

Goal

The investment objective of the fund is to provide a way to earn income on your cash reserves while preserving capital and maintaining liquidity. The fund is a money market fund that seeks to preserve the value of your investment at $1.00 per share.

Fast facts

Began operations:	5/1/09
Ticker symbol:	RADXX

Investments

The fund invests primarily in U.S. Treasury securities and other securities backed by the full faith and credit of the U.S. government, and in securities issued by U.S. federal agencies and other high-quality money market instruments. It may also invest in securities issued by entities outside the U.S. and in securities of U.S. issuers with substantial operations outside the U.S.

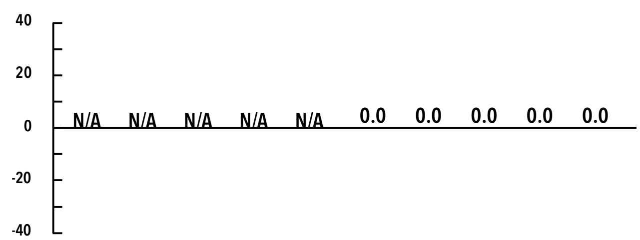
Expenses

Gross expense ratio: 0.44%
Net expense ratio: 0.07%

To estimate the expenses paid annually for investing in this fund, multiply the gross expense ratio 0.44% by your balance in the fund. For example, if your fund balance is $1,000, you'll pay approximately $4.40 a year in expenses.

Past results (updated annually as of 12/31)

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total return%	N/A	N/A	N/A	N/A	N/A	0.0	0.0	0.0	0.0	0.0



The annualized seven-day SEC yield for American Funds Money Market Fund, calculated in accordance with the SEC formula, was 0.00% as of 6/30/15. The yield reflects certain expenses reimbursed by the investment adviser. Without these reimbursements, the yield would have been -0.38%. The yield more accurately reflects the fund’s current earnings than do the fund’s total returns.

This area intentionally left blank.

All percentages of net assets, if shown, are for the most recent period available as of 06/30/15; holdings are subject to change. Expense ratios are as of each fund’s prospectus available at the time of publication. Please see each fund’s most recent prospectus, if applicable, for details. Please read the important ”Investment Results Disclosure” that precedes these “Investment Details.” Bond ratings, if shown, typically range from AAA/Aaa (highest) to D (lowest) and are assigned by credit rating agencies, such as Standard & Poor’s, Moody’s and/or Fitch, as an indication of an issuer's creditworthiness.

Investment Details

Please read the important "Investment Results Disclosure" that precedes these "Investment Details."

Target date investments

American Funds

American Funds Target Date Retirement Series®

Goal

Depending on the proximity to its target date, each fund will seek to achieve the following objectives to varying degrees: growth, income and conservation of capital.

Fast facts (updated annually as of 12/31/14)

- The series offers a number of target date fund portfolios in five-year increments for retirement dates through 2060.
- Each target date fund portfolio:
  – Is made up of at least **16** American Funds
  – Consists of the investment ideas of approximately **70** portfolio managers

What you should know about the target date series

- Each fund is composed of a diverse mix of the American Funds and is subject to their risks and returns.
- You can choose a *single* investment option as your overall portfolio.
- You don't have to manage the portfolio. American Funds investment professionals manage the target date fund's portfolio, moving it from a more growth-oriented focus to a more income-oriented focus as the fund gets closer to its target date.
- Investment professionals continue to manage each fund for 30 years after its target date is reached.
- The target date is the year in which an investor is assumed to retire and begin taking withdrawals.
- Although the target date funds are managed for investors on a projected retirement date time frame, the funds' allocation approach does not guarantee that investors' retirement goals will be met. In addition, contributions to a target date fund may not be adequate to reach your retirement goals.

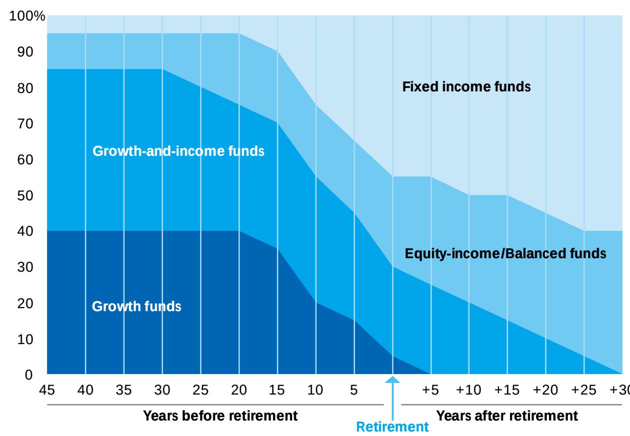
The funds are managed *through* retirement

The target date series is managed to take investors *through* retirement – and accordingly, it's managed well beyond a target retirement year. In a sense, the retirement date is seen as a starting point rather than an ending point.

The target date fund portfolios

The target date funds follow this current investment approach (see below), moving from a more growth-oriented focus when retirement is years away to a more income-oriented focus as the retirement date approaches. Each fund may include a mix of growth, growth-and-income, equity-income/balanced and fixed income funds (i.e., bond funds).

American Funds Target Date Glide Path



The target allocations shown are effective as of January 1, 2015, and are subject to the Portfolio Oversight Committee's discretion. The funds' investment adviser anticipates that the funds will invest their assets within a range that deviates no more than 10% above or below these allocations. Underlying funds may be added or removed during the year. For quarterly updates of fund allocations, visit **americanfundsretirement.com**.

How target date funds work

Target date funds are most appropriate for individuals who intend to retain assets in the fund past the designated target date and then gradually withdraw their assets over time. Keep in mind that while the funds are designed to serve investors throughout the retirement income phase, you don't ***have*** to retain assets in the fund past the designated target date. Instead, you can move your money out of the target date fund and into other investments of your choosing.

You'll find an explanation of each target date fund's investment approach in its summary prospectus. Please read the prospectus carefully before investing. You can also find key investment details about each fund on **americanfundsretirement.com** or your plan's website.

All percentages of net assets, if shown, are for the most recent period available as of 06/30/15; holdings are subject to change. Expense ratios are as of each fund's prospectus available at the time of publication. Please see each fund's most recent prospectus, if applicable, for details. Please read the important "Investment Results Disclosure" that precedes these "Investment Details." Bond ratings, if shown, typically range from AAA/Aaa (highest) to D (lowest) and are assigned by credit rating agencies, such as Standard & Poor's, Moody's and/or Fitch, as an indication of an issuer's creditworthiness.

Notes

Take Action

In steps 1 and 2, write down what you plan to do, and then use the same information to make your selections in step 3.

Step 1: Decide how much to save

Review the information in this brochure to get an idea of how much you may need to save per month: $_______ (Check the "Your plan information" section to see how much you're allowed to save in the plan.)

Step 2: Choose where to invest

You can select a target date fund or you can build your own portfolio using different investments.

- **Choose a target date fund**
  Review the target date information in this brochure.
- **Build your own portfolio**
  Review the sample models information in this brochure.

Step 3: Make your selections

- **By form:** Complete the enrollment form accompanying this book with the same information you entered here.
- **By phone:** Call **(800) 204-3731**.
- **On the Internet:** Go to myretirement.americanfunds.com.

Need help?

If you're not sure what to do next or need help in getting started, contact your plan's financial professional.

Choose a Target Date Fund
Review the target date fund information in this brochure.

Target date investments
American Funds Target Date Retirement Fund Year: ________________

TOTAL 100%

Build your own portfolio
Review the sample models information in this brochure.

Growth investments	
American Funds AMCAP	__________%
American Funds EuroPacific Growth	__________%
American Funds Growth Fund of America	__________%
American Funds New Perspective Fund	__________%
BlackRock Global Allocation Inv A	__________%
Federated Kaufmann A	__________%
Growth-and-income investments	
American Funds Cap World Growth & Income	__________%
American Funds Fundamental Investors	__________%
American Funds Washington Mut Inv Fund	__________%
Franklin Small Cap Value A	__________%
Equity-income investments	
American Funds Capital Income Builder	__________%
Balanced investments	
American Funds American Balanced	__________%
Bond investments	
American Funds Bond Fund of America	__________%
BlackRock US Government Bond Inv A	__________%
Lord Abbett Short Duration Income A	__________%
Western Asset Core Bond A	__________%
Cash-equivalent investments	
American Funds Money Market Fund	__________%

TOTAL 100%

Your Plan Information

This brochure is designed to meet the Department of Labor 404(a)-5 requirements.

Your employer offers the The Synectics Inc. Investment Savings Retirement Plan to help you prepare for retirement.

This document is designed to help you understand certain plan provisions, investment information and the costs associated with your plan. If you come across a term that isn't familiar to you, please take a moment to review the glossary available at **myretirement.americanfunds.com**.

Your plan's *summary plan description* (SPD) provides all the details you'll need about your plan. Below is an overview of some of your plan's features. Ask your plan contact where to get the most up-to-date SPD.

Administrative expenses

Plan-level expenses/credits

The day-to-day operation of a retirement plan involves expenses for ongoing administrative services – such as plan recordkeeping, compliance and plan document services, investment services and trustee/custodial services – that are necessary for administering the plan as a whole. A retirement plan also offers a host of other services, such as a telephone voice response system, access to customer service representatives, retirement planning tools, electronic access to plan information, account statements and online transactions.

A portion of these services are paid from the plan's investments. This is reflected in each investment's expense ratio and reduces the investment returns. If an additional amount is required to cover your plan's administrative expenses, your employer expects that it will be assessed equally per participant. This fee will be deducted from your account quarterly and will appear on your quarterly statement. Your employer expects that the total amount of plan-level expenses will not exceed $155.00 of your account balance per year.

The plan may also incur unexpected expenses that may be deducted from participant accounts.

If your plan's investments generate more revenue than is necessary to cover the costs of administrative services for your plan, the excess amount will be used to pay other plan expenses or allocated to participants and will appear on your quarterly statement.

General plan information

Your contributions

Once you become eligible, you'll be able to save for retirement in this plan. For more information about the plan's specific eligibility requirements, talk to your employer or check your employee handbook or other summary of plan terms.

You decide how much of your salary you want to contribute directly from your paycheck, up to $17,500 in 2015, with before-tax contributions and/or after-tax Roth contributions.

If you're age 50 or older, you can contribute up to an additional $6,000 to the plan in 2015.

Your investment options

You can choose a target date fund using one of the American Funds Target Date Funds, or you can build your own portfolio by choosing from among the other investment options in the plan.

Voting and other rights

The trustee or another plan fiduciary may vote or exercise any other rights associated with ownership of the investments held in your account.

Designated investment alternatives

The "Investment-Related Information" table(s) identify and provide information about the plan's investment options.

Making changes to your account

You can make changes in your plan by:

- completing the enrollment form in this brochure and returning it to your employer.
- calling toll-free **(800) 204-3731**.
- visiting **www.myretirement.americanfunds.com**.

Please note: Trading activity is monitored to ensure that trading guidelines, which are described in the prospectuses, are observed.

If you exchange or reallocate $5,000 or more from one of the American Funds (except a money market investment or a target date investment), you must wait 30 days before you can exchange back into that same investment. Non-American Funds may have their own trading restrictions. Please see the prospectuses for details.

Monitoring your account

You can monitor your investment results through:

- Your quarterly statement.
- Your plan's voice response system at **(800) 204-3731**.
- Your plan's website **myretirement.americanfunds.com**.

Rollovers

Do you have an account balance from a previous employer's retirement plan or an IRA? If so, you can roll over the vested portion of that account into this plan. Contact your previous employer and your plan's financial professional to get the process started.

Individual expenses

In addition to overall plan administrative expenses, there are individual service fees associated with optional features offered under your

Your Plan Information

plan. Individual service fees will be charged separately if you choose to take advantage of a particular plan feature. These fees are described below.

Loans

Although your plan is intended primarily as a means of saving for retirement, there may be times when you'll feel the need to borrow against your account balance.

If you decide to take a loan from your account, please read the following information on loan fees.

Loan fees

A loan initiation fee of $85.00 will be deducted from your loan amount. Therefore, if you'd like to receive $1,000, you'll need to request a loan for $1,085.00. You'll have the opportunity to repay this fee because it's included in the amortization schedule. This fee is charged for setting up the loan and providing the amortization schedule. An ongoing maintenance fee of $50.00 per year will be deducted from your account via quarterly payments for maintaining the loan on the recordkeeping system and for monitoring the loan payments received.

Periodic distribution fees

Certain fees will be charged to your account for selecting periodic disbursements rather than taking a one-time distribution. Periodic distributions include an initial setup fee of $50 and an annual maintenance fee. For monthly or quarterly disbursements, the maintenance fee is $25 annually. For semi-annual or annual disbursements, the maintenance fee is $10 annually.

One-time distribution/transaction fees

You will be charged a fee for a one-time distribution or certain other requested account transactions. The amount of the fee may vary based on the type of distribution or transaction, if applicable.

One-time distribution fee: $50.00

Rollover investments from your retirement plan into an American Funds IRA, with Capital Bank and Trust as custodian, will automatically be invested in Class A shares at no sales charge regardless of the share class available in your retirement plan. Any future contributions to the IRA will be assessed the appropriate sales charge based on the applicable break points. See the specific fund's prospectus for additional information.

In-service withdrawals

Because the money you've saved in your plan is allocated specifically for retirement, there are certain restrictions placed on when you can take money out of your plan. Please review your plan's SPD or contact your employer to check about the circumstances of when this is possible.

Hardship withdrawals

If you have a financial emergency and feel you may need to withdraw the money in your plan, please review your SPD or contact your employer for more information.

Have questions?

Your plan contact
Janis Kanzler
(312) 629-1020
j_kanzler@synectics.com

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The American Funds Advantage

Since 1931, American Funds, part of Capital Group, has helped investors pursue long-term investment success. Our consistent approach – in combination with The Capital System℠ – has resulted in a superior long-term track record.

Aligned with investor success

We base our decisions on a long-term perspective, which we believe aligns our goals with the interests of our clients. Our portfolio managers average 27 years of investment experience, including 22 years at our company, reflecting a career commitment to our long-term approach.[1]

The Capital System℠

Our investment process, The Capital System, combines individual accountability with teamwork. Each fund is divided into portions that are managed independently by investment professionals with diverse backgrounds, ages and investment approaches. An extensive global research effort is the backbone of our system.

Superior long-term track record

Our equity funds have beaten their Lipper peer indexes in 91% of 10-year periods and 96% of 20-year periods. Our fixed-income funds have beaten their Lipper indexes in 54% of 10-year periods and 57% of 20-year periods.[2] Our fund management fees have been among the lowest in the industry.[3]

[1] Portfolio manager experience as of December 31, 2014.

[2] Based on Class A share results for rolling periods through December 31, 2014. Periods covered are the shorter of the fund's lifetime or since the comparable Lipper index inception date (except SMALLCAP World Fund, for which the Lipper average was used). Although Class A shares are available for purchase by retirement plans only in limited instances, their results reflect the investment management experience of the American Funds without retirement plan recordkeeping expenses. American Funds offers plan sponsors flexibility in how they pay for plan operating expenses (such as recordkeeping fees) through distinct retirement plan classes. Expenses differ for each class, so results will vary. For current information and month-end results for Class A shares and for all share classes, visit **americanfundsretirement.com**.

[3] On average, our management fees were in the lowest quintile 70% of the time, based on the 20-year period ended December 31, 2014, versus comparable Lipper categories, excluding funds of funds.

Past results are not predictive of future results.

Investors should carefully consider investment objectives, risks, charges and expenses. This and other important information is contained in the fund prospectuses and summary prospectuses, which can be obtained from a financial professional and should be read carefully before investing.

AMERICAN
FUNDS®

From Capital Group

00001010001
American Funds
Address1
Address2
Address3
City, State, Zip-+4
Country

THE SYNECTICS INC. INVESTMENT SAVINGS RETIREMENT PLAN
SUMMARY PLAN DESCRIPTION

October 1, 2015

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THE SYNECTICS INC. INVESTMENT SAVINGS RETIREMENT PLAN

SUMMARY PLAN DESCRIPTION

INTRODUCTION TO YOUR PLAN

What kind of Plan is this?

The Synectics Inc. Investment Savings Retirement Plan ("Plan") has been adopted to provide you with the opportunity to save for retirement on a tax-advantaged basis. This Plan is a type of qualified retirement plan commonly referred to as a 401(k) Plan. As a participant under the Plan, you may elect to contribute a portion of your compensation to the Plan.

What information does this Summary provide?

This Summary Plan Description ("SPD") contains information regarding when you may become eligible to participate in the Plan, your Plan benefits, your distribution options, and many other features of the Plan. You should take the time to read this SPD to get a better understanding of your rights and obligations under the Plan.

In this SPD, the Employer has addressed the most common questions you may have regarding the Plan. If this SPD does not answer all of your questions, please contact the Plan Administrator or other plan representative. The Plan Administrator is responsible for responding to questions and making determinations related to the administration, interpretation, and application of the Plan. The name of the Plan Administrator can be found at the end of this SPD in the Article entitled "General Information about the Plan."

This SPD describes the Plan's benefits and obligations as contained in the legal Plan document, which governs the operation of the Plan. The Plan document is written in much more technical and precise language and is designed to comply with applicable legal requirements. If the non-technical language in this SPD and the technical, legal language of the Plan document conflict, the Plan document always governs. If you wish to receive a copy of the legal Plan document, please contact the Plan Administrator.

The Plan and your rights under the Plan are subject to federal laws, such as the Employee Retirement Income Security Act (ERISA) and the Internal Revenue Code, as well as some state laws. The provisions of the Plan are subject to revision due to a change in laws or due to pronouncements by the Internal Revenue Service (IRS) or Department of Labor (DOL). The Employer may also amend or terminate this Plan. If the provisions of the Plan that are described in this SPD change, the Employer will notify you.

ARTICLE I
PARTICIPATION IN THE PLAN

How do I participate in the Plan?

If you are a leased employee, you are only entitled to participate in the Plan for the following contribution types, provided you satisfy the eligibility and Entry Date requirements for that contribution type:

All Contributions

If you are a reclassified employee (an employee who was previously not treated as an employee of the Employer but you are reclassified as being an employee), you are only entitled to participate in the Plan for the following contribution types, provided you satisfy the eligibility and Entry Date requirements for that contribution type:

All Contributions

Provided you are not an Excluded Employee, you may begin participating under the Plan once you have satisfied the eligibility requirements and reached your Entry Date, except as indicated above for leased and reclassified employees. The following describes Excluded Employees, if any, the eligibility requirements and Entry Dates that apply. You should contact the Plan Administrator if you have questions about the timing of your Plan participation.

All Contributions

Excluded Employees. If you are a member of a class of employees identified below, you are an Excluded Employee and you are not entitled to participate in the Plan. The Excluded Employees are:

- union employees whose employment is governed by a collective bargaining agreement under which retirement benefits were the subject of good faith bargaining
- certain nonresident aliens who have no earned income from sources within the United States

Eligibility Conditions. You will be eligible to participate in the Plan when you have completed 1 month of service and have attained age 21. However, you will actually participate in the Plan once you reach the Entry Date as described below.

Entry Date. Your Entry Date will be the first day of the Plan Year quarter coinciding with or next following the date you satisfy the eligibility requirements.

How is my service determined for purposes of Plan eligibility?

Months of Service. You will have completed the required number of months if you are employed by the Employer at any time after you have completed that number of months.

What service is counted for purposes of Plan eligibility?

Service with the Employer. In determining whether you satisfy the minimum service requirements to participate under the Plan, all service you perform for the Employer will be counted.

Five-year eligibility Break in Service rule. The five-year Break in Service rule applies only to participants who had no vested interest in the Plan at the time of termination of employment. If you were not vested in any amounts when your employment terminated and you have five consecutive 1-Year Breaks in Service (as defined above), all the service you earned before the 5-year period no longer counts for eligibility purposes. Thus, if you were to return to employment, you would have to resatisfy any minimum service requirements under the Plan.

Military Service. If you are a veteran and are reemployed under the Uniformed Services Employment and Reemployment Rights Act of 1994, your qualified military service may be considered service with the Employer. If you may be affected by this law, ask the Plan Administrator for further details.

What happens if I'm a participant, terminate employment and then I'm rehired?

If you are no longer a participant because of a termination of employment, and you are rehired, then you will be able to participate in the Plan on the date on which you are rehired if you are otherwise eligible to participate in the Plan provided your prior service had not been disregarded under the Break in Service rules.

ARTICLE II
EMPLOYEE CONTRIBUTIONS

What are elective deferrals and how do I contribute them to the Plan?

Elective Deferrals. As a participant under the Plan, you may elect to reduce your compensation by a specific percentage or dollar amount and have that amount contributed to the Plan as an elective deferral. There are two types of elective deferrals: pre-tax deferrals and Roth deferrals. For purposes of this SPD, "elective deferrals" generally means both pre-tax deferrals and Roth deferrals. Regardless of the type of deferral you make, the amount you defer is counted as compensation for purposes of Social Security taxes.

Pre-Tax Deferrals. If you elect to make pre-tax deferrals, then your taxable income is reduced by the deferral contributions so you pay less in federal income taxes. Later, when the Plan distributes the deferrals and earnings, you will pay the taxes on those deferrals and the earnings. Therefore, with a pre-tax deferral, federal income taxes on the deferral contributions and on the earnings are only postponed. Eventually, you will have to pay taxes on these amounts.

Roth Deferrals. If you elect to make Roth deferrals, the deferrals are subject to federal income taxes in the year of deferral. However, the deferrals and, in certain cases, the earnings on the deferrals are not subject to federal income taxes when distributed to you. In order for the earnings to be tax free, you must meet certain conditions. See "What are my tax consequences when I receive a distribution from the Plan?" below.

Deferral procedure. The amount you elect to defer will be deducted from your pay in accordance with a procedure established by the Plan Administrator. If you wish to defer, the procedure will require that you enter into a salary reduction agreement. You may elect to defer a portion of your compensation payable on or after your Entry Date. Such election will become effective as soon as administratively feasible after it is received by the Plan Administrator. Your election will remain in effect until you modify or terminate it.

Deferral modifications. You may revoke or make modifications to your salary deferral election in accordance with procedures that the Employer provides. See the Plan Administrator for further information.

Deferral Limit. As a participant, you may elect to defer not less than 1% of your compensation after you enter the Plan for your first Plan Year of participation, then Plan Year compensation for Plan Years that follow and not more than 25% of your compensation after you enter the Plan for your first Plan Year of participation, then Plan Year compensation for Plan Years that follow.

Annual dollar limit. Your total deferrals in any taxable year may not exceed a dollar limit which is set by law. The limit for 2015 is $18,000. After 2015, the dollar limit may increase for cost-of-living adjustments.

Deferrals limited by nondiscrimination testing. In addition to the annual dollar limit just described, the law requires testing of the deferrals to ensure that deferrals by HCEs do not exceed certain limits. If you are a highly compensated employee (generally more than 5% owners and certain family members (regardless of how much they earn), or individuals receiving wages in excess of certain amounts established by law), a distribution of amounts attributable to your elective deferrals or certain excess contributions may be required to comply with the law. The Plan Administrator will notify you if and when a distribution of deferrals is required.

Catch-up contributions. If you are at least age 50 or will attain age 50 before the end of a calendar year, then you may elect to defer additional amounts (called "catch-up contributions") to the plan for that year. The additional amounts may be deferred regardless of any other limitations on the amount that you may defer to the plan. The maximum "catch-up contribution" that you can make in 2015 is $6,000. After 2015, the maximum may increase for cost-of-living adjustments. Any "catch-up contributions" that you make will not be taken into account in determining any Employer matching contribution made to the Plan.

You should be aware that each separately stated annual dollar limit on the amount you may defer (the annual deferral limit and the "catch-up contribution" limit) is a separate aggregate limit that applies to all such similar elective deferral amounts and "catch-up contributions" you may make under this Plan and any other cash or deferred arrangements (including tax-sheltered 403(b) annuity contracts, simplified employee pensions or other 401(k) plans) in which you may be participating. Generally, if an annual dollar limit is exceeded, then the excess must be returned to you in order to avoid adverse tax consequences. For this reason, it is desirable to request in writing that any such excess elective deferral amounts be returned to you.

If you are in more than one plan, you must decide which plan or arrangement you would like to return the excess. If you decide that the excess should be distributed from this Plan, you must communicate this in writing to the Plan Administrator no later than the March 1st following the close of the calendar year in which such excess deferrals were made. However, if the entire dollar limit is exceeded in this Plan or any other plan the Employer maintains, then you will be deemed to have notified the Plan Administrator of the excess. The Plan Administrator will then return the excess deferral and any earnings to you by April 15th.

What are rollover contributions?

Rollover contributions. At the discretion of the Plan Administrator, if you are an eligible employee, you may be permitted to deposit into the Plan distributions you have received from other plans and certain IRAs. Such a deposit is called a "rollover" and may result in tax savings to you. You may ask the Plan Administrator or Trustee of the other plan or IRA to directly transfer (a "direct rollover") to this Plan all or a portion of any amount that you are entitled to receive as a distribution from such plan. Alternatively, you may elect to deposit any amount eligible to be rolled over within 60 days of your receipt of the distribution. You should consult qualified counsel to determine if a rollover is in your best interest.

Rollover account. Your rollover will be accounted for in a "rollover account." You will always be 100% vested in your "rollover account" (see the Article in this SPD entitled "Vesting"). This means that you will always be entitled to all amounts in your rollover account. Rollover contributions will be affected by any investment gains or losses.

Withdrawal of rollover contributions. You may withdraw the amounts in your "rollover account" at any time. You should see the Articles in this SPD entitled "Distributions Prior to Termination of Employment," "Distributions upon Termination of Employment," and "Distributions upon Death" for an explanation of how benefits (including your "rollover account") are paid from the Plan.

ARTICLE III
EMPLOYER CONTRIBUTIONS

In addition to any deferrals you elect to make, the Employer may make additional contributions to the Plan. This Article describes Employer contributions that may be made to the Plan and how your share of the contributions is determined.

What is the Employer matching contribution and how is it allocated?

Matching Contribution. The Employer may make a discretionary matching contribution equal to a uniform percentage or dollar amount of your elective deferrals each Plan Year. Each year, the Employer will determine the formula for the discretionary matching contribution.

The Plan will not match any catch-up deferrals.

Allocation conditions. In order to share in the matching contribution for a Plan Year, you must satisfy the following conditions:

- If you are employed on the last day of the Plan Year, you will share regardless of the amount of service you complete during the Plan Year.

- If you terminate employment (not employed on the last day of the Plan Year), you must be credited with at least 501 Hours of Service during the Plan Year.

What is the Employer nonelective contribution and how is it allocated?

Nonelective contribution. Each year, the Employer may make a discretionary nonelective contribution to the Plan. Your share of any contribution is determined below.

Allocation conditions. In order to share in the nonelective contribution you must satisfy the following conditions:

- If you are employed on the last day of the Plan Year, you will share regardless of the amount of service you complete during the Plan Year.

- If you are not employed on the last day of the Plan Year, you must be credited with at least 501 Hours of Service during the Plan Year.

Your share of the contribution. The nonelective contribution will be "allocated" or divided among participants eligible to share in the contribution for the Plan Year.

Your share of the nonelective contribution is determined by the following fraction:

$$\text{Nonelective Contribution} \quad X \quad \frac{\text{Your Compensation}}{\text{Total Compensation of All Participants Eligible to Share}}$$

For example: Suppose the nonelective contribution for the Plan Year is $20,000. Employee A's compensation for the Plan Year is $25,000. The total compensation of all participants eligible to share, including Employee A, is $250,000. Employee A's share will be:

$$\$20{,}000 \quad X \quad \frac{\$25{,}000}{\$250{,}000} \quad \text{or} \quad \$2{,}000$$

How is my service determined for allocation purposes?

Hour of Service. You will be credited with your actual Hours of Service for:

(a) each hour for which you are directly or indirectly compensated by the Employer for the performance of duties during the Plan Year;

(b) each hour for which you are directly or indirectly compensated by the Employer for reasons other than the performance of duties (such as vacation, holidays, sickness, disability, lay-off, military duty, jury duty or leave of absence during the Plan Year) but credit will not exceed 501 hours of service for any single continuous period during which you perform no duties; and

(c) each hour for back pay awarded or agreed to by the Employer.

You will not be credited for the same Hours of Service both under (a) or (b), as the case may be, and under (c).

What are forfeitures and how are they allocated?

Definition of forfeitures. In order to reward employees who remain employed with the Employer for a long period of time, the law permits a "vesting schedule" to be applied to certain contributions that the Employer makes to the Plan. This means that you will not be entitled to ("vested" in) all of the contributions until you have been employed with the Employer for a specified period of time (see the Article in this SPD entitled "Vesting"). If a participant terminates employment before being fully vested, then the non-vested portion of the terminated participant's account balance remains in the Plan and is called a forfeiture. Forfeitures may be used by the Plan for several purposes.

Allocation of forfeitures. Forfeitures will be allocated as follows:

- Forfeitures may be used to pay plan expenses, used to reduce any nonelective contribution or used to reduce any matching contribution.

ARTICLE IV
COMPENSATION AND ACCOUNT BALANCE

What compensation is used to determine my Plan benefits?

All Contributions

Definition of compensation. Compensation is defined as your total compensation that is subject to income tax withholding and paid to you by the Employer. If you are a self-employed individual, your compensation will be equal to your earned income. The following describes the adjustments to compensation that apply for the contributions noted above.

Adjustments to compensation. The following adjustments to compensation will be made:

- elective deferrals to this Plan and to any other plan or arrangement (such as a cafeteria plan) will be included.

- compensation paid while not a Participant in the component of the Plan for which compensation is being used will be excluded.

- compensation paid after you terminate is generally excluded for Plan purposes. However, the following amounts will be included in compensation even though they are paid after you terminate employment, provided these amounts would otherwise have been considered compensation as described above and provided they are paid within 2 1/2 months after you terminate employment, or if later, the last day of the Plan Year in which you terminate employment:

  - compensation paid for services performed during your regular working hours, or for services outside your regular working hours (such as overtime or shift differential), or other similar payments that would have been made to you had you continued employment.

  - compensation paid for unused accrued bona fide sick, vacation or other leave, if such amounts would have been included in compensation if paid prior to your termination of employment and you would have been able to use the leave if employment had continued.

  - nonqualified unfunded deferred compensation if the payment is includible in gross income and would have been paid to you had you continued employment.

Is there a limit on the amount of compensation which can be considered?

The Plan, by law, cannot recognize annual compensation in excess of a certain dollar limit. The limit for the Plan Year beginning in 2015 is $265,000. After 2015, the dollar limit may increase for cost-of-living adjustments.

Is there a limit on how much can be contributed to my account each year?

Generally, the law imposes a maximum limit on the amount of contributions including elective deferrals (excluding catch-up contributions) that may be made to your account and any other amounts allocated to any of your accounts during the Plan Year, excluding earnings. Beginning in 2015, this total cannot exceed the lesser of $53,000 or 100% of your annual compensation (as limited under the previous question). After 2015, the dollar limit may increase for cost-of-living adjustments.

How is the money in the Plan invested?

The Trustee of the Plan has been designated to hold the assets of the Plan for the benefit of Plan participants and their beneficiaries in accordance with the terms of this Plan. The trust fund established by the Plan's Trustee will be the funding medium used for the accumulation of assets from which Plan benefits will be distributed.

Participant direction of investments. You will be able to direct the investment of your entire interest in the Plan. The Plan Administrator will provide you with information on the investment choices available to you, the procedures for making investment elections, the frequency with which you can change your investment choices and other important information. You need to follow the procedures for making investment elections and you should carefully review the information provided to you before you give investment directions. If you do not direct the investment of your applicable Plan accounts, then your accounts will be invested in accordance with the default investment alternatives established under the Plan. These default investments will be made in accordance with specific rules under which the fiduciaries of the Plan, including the Employer, the Trustee and the Plan Administrator, will be relieved of any legal liability for any losses resulting from the default investments. The Plan Administrator has or will provide you with a separate notice which details these default investments and your right to switch out of the default investment if you so desire.

The Plan is intended to comply with Section 404(c) of ERISA (the Employee Retirement Income Security Act). If the Plan complies with this Section, then the fiduciaries of the Plan, including the Employer, the Trustee and the Plan Administrator, will be relieved of any legal liability for any losses which are the direct and necessary result of the investment directions that you give. Procedures must be followed in giving investment directions. If you fail to do so, then your investment directions need not be followed. If you do not direct the investment of your applicable Plan accounts, your accounts will be invested in accordance with the default investment alternatives established under the Plan.

Earnings or losses. When you direct investments, your accounts are segregated for purposes of determining the earnings or losses on these investments. Your Participant-directed Account does not share in the investment performance of other participants who have directed their own investments. You should remember that the amount of your benefits under the Plan will depend in part upon your choice of investments. Gains as well as losses can occur and the Employer, the Plan Administrator, and the Trustee will not provide investment advice or guarantee the performance of any investment you choose.

Periodically, you will receive a benefit statement that provides information on your account balance and your investment returns. It is your responsibility to notify the Plan Administrator of any errors you see on any statements within 30 days after the statement is provided or made available to you.

Will Plan expenses be deducted from my account balance?

The Plan will pay some or all Plan related expenses except for a limited category of expenses, known as "settlor expenses," which the law requires the employer to pay. Generally, settlor expenses relate to the design, establishment or termination of the Plan. See the Plan Administrator for more details. The expenses charged to the Plan may be charged pro rata to each Participant in relation to the size of each Participant's account balance or may be charged equally to each Participant. In addition, some types of expenses may be charged only to some Participants based upon their use of a Plan feature or receipt of a plan distribution. Finally, the Plan may charge expenses in a different manner as to Participants who have terminated employment with the Employer versus those Participants who remain employed with the Employer.

ARTICLE V
VESTING

What is my vested interest in my account?

In order to reward employees who remain employed with the Employer for a long period of time, the law permits a "vesting schedule" to be applied to certain contributions that the Employer makes to the Plan. This means that you will not be entitled to ("vested in") all of the contributions until you have been employed with the Employer for a specified period of time.

100% vested contributions. You are always 100% vested (which means that you are entitled to all of the amounts) in your accounts attributable to the following contributions:

- elective deferrals including Roth 401(k) deferrals and catch-up contributions
- rollover contributions

Vesting schedules. Your "vested percentage" for certain Employer contributions is based on vesting Years of Service. This means at the time you stop working, your account balance attributable to contributions subject to a vesting schedule is multiplied by your vested percentage. The result, when added to the amounts that are always 100% vested as shown above, is your vested interest in the Plan, which is what you will actually receive from the Plan.

Nonelective Contributions

Your "vested percentage" in your account attributable to nonelective contributions is determined under the following schedule. You will always, however, be 100% vested in your nonelective contributions if you are employed on or after your Normal Retirement Age or if you terminate employment on account of your death, or if you terminate employment as a result of becoming disabled.

Vesting Schedule
Nonelective Contributions

Years of Service	Percentage
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Matching Contributions

Your "vested percentage" in your account attributable to matching contributions is determined under the following schedule. You will always, however, be 100% vested in your matching contributions if you are employed on or after your Normal Retirement Age or if you terminate employment on account of your death, or if you terminate employment as a result of becoming disabled.

Vesting Schedule
Matching Contributions

Years of Service	Percentage
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

How is my service determined for vesting purposes?

Year of Service. To earn a Year of Service, you must be credited with at least 1,000 Hours of Service during a Plan Year. The Plan contains specific rules for crediting Hours of Service for vesting purposes. The Plan Administrator will track your service and will credit you with a Year of Service for each Plan Year in which you are credited with the required Hours of Service, in accordance with the terms of the Plan. If you have any questions regarding your vesting service, you should contact the Plan Administrator.

Hour of Service. You will be credited with your actual Hours of Service for:

(a) each hour for which you are directly or indirectly compensated by the Employer for the performance of duties during the Plan Year;

(b) each hour for which you are directly or indirectly compensated by the Employer for reasons other than the performance of duties (such as vacation, holidays, sickness, disability, lay-off, military duty, jury duty or leave of absence during the Plan Year) but credit will not exceed 501 hours of service for any single continuous period during which you perform no duties; and

(c) each hour for back pay awarded or agreed to by the Employer.

You will not be credited for the same Hours of Service both under (a) or (b), as the case may be, and under (c).

What service is counted for vesting purposes?

Service with the Employer. In calculating your vested percentage, all service you perform for the Employer will generally be counted. However, there are some exceptions to this general rule.

Excluded vesting service. Years of Service excluded under the break in service rules explained below will not be counted for vesting purposes.

Break in Service rules. If your employment terminates and you are rehired, you may lose credit for prior service under the Plan's Break in Service rules.

For vesting purposes, you will have a Break in Service if you have not completed the lesser of 501 Hours of Service or the number of Hours of Service needed for a Year of Service during the computation period used to determine whether you have a Year of Service. However, if you are absent from work for certain leaves of absence such as a maternity or paternity leave, you may be credited with enough Hours of Service to prevent a Break in Service.

Rule of Parity Break in Service rule. The five-year Break in Service rule applies only to participants who had no vested interest in the Plan when employment terminated. If you were not vested in any amounts when your employment terminated and you have five consecutive 1-Year Breaks in Service (as defined above), all the service you earned before the 5-year period no longer counts for vesting purposes. Thus, if you return to employment after incurring five 1-Year Breaks in Service, you will be treated as a new employee (with no service) for purposes of determining your vested percentage under the Plan.

Military Service. If you are a veteran and are reemployed under the Uniformed Services Employment and Reemployment Rights Act of 1994, your qualified military service may be considered service with the Employer. If you may be affected by this law, ask the Plan Administrator for further details.

What happens to my non-vested account balance if I'm rehired?

If you have no vested interest in the Plan when you leave, your account balance will be forfeited. However, if you are rehired before incurring five consecutive Breaks in Service, your account balance as of the date of your termination of employment will be restored, unadjusted for any gains or losses.

If you are partially vested in your account balance when you leave, the non-vested portion of your account balance will be forfeited on the earlier of the date:

(a) of the distribution of your vested account balance, or

(b) when you incur five consecutive Breaks in Service.

If you received a distribution of your vested account balance and are rehired, you may have the right to repay this distribution. If you repay the entire amount of the distribution, the Employer will restore your account balance with your forfeited amount. You must repay this distribution within five years from your date of rehire, or, if earlier, before you incur five consecutive Breaks in Service. If you were 100% vested when you left, you do not have the opportunity to repay your distribution.

What happens if the Plan becomes a "top-heavy plan"?

Top-heavy plan. A retirement plan that primarily benefits "key employees" is called a "top-heavy plan." Key employees are certain owners or officers of the Employer. A plan is generally a "top-heavy plan" when more than 60% of the plan assets are attributable to key employees. Each year, the Plan Administrator is responsible for determining whether the Plan is a "top-heavy plan."

Top-heavy rules. If the Plan becomes top-heavy in any Plan Year, then non-key employees may be entitled to certain "top-heavy minimum benefits," and other special rules will apply. These top-heavy rules include the following:

- The Employer may be required to make a contribution on your behalf in order to provide you with at least "top-heavy minimum benefits."

- If you are a participant in more than one Plan, you may not be entitled to "top-heavy minimum benefits" under both Plans.

ARTICLE VI
DISTRIBUTIONS PRIOR TO TERMINATION OF EMPLOYMENT

Can I withdraw money from my account while working?

In-service distributions. You may be entitled to receive an in-service distribution. However, this distribution is not in addition to your other benefits and will therefore reduce the value of the benefits you will receive at retirement. This distribution is made at your election subject to possible administrative limitations on the frequency and actual timing of such distributions. You may withdraw amounts from accounts for rollover contributions at any time.

Conditions and Limitations. Generally you may receive a distribution from certain accounts prior to termination of employment provided you satisfy any of the following conditions:

- you have incurred a financial hardship as described below.

Distributions for deemed severance of employment. If you are on active duty for more than 30 days, then the Plan generally treats you as having severed employment for purposes of receiving a distribution from all contribution accounts. This means that you may request a distribution from all contribution accounts from the Plan. If you request a distribution on account of this deemed severance of employment and all or part of the distribution is taken from elective deferrals, then you are not permitted to make any contributions to the Plan for six (6) months after the date of the distribution.

Additional in-service distribution conditions:

Attainment of Normal Retirement Age for purposes of All Contributions.

- Although you may receive an in-service distribution from accounts which are not 100% vested, the amount of the distribution may not exceed the vested amount in the distributing account.

Can I withdraw money from my account in the event of financial hardship?

Hardship distributions. You may withdraw money on account of financial hardship if you satisfy certain conditions. This hardship distribution is not in addition to your other benefits and will therefore reduce the value of the benefits you will receive upon termination of employment or other event entitling you to distribution of your account balance. You may not receive a hardship distribution from your qualified nonelective or qualified matching contribution accounts, if any.

Qualifying expenses. A hardship distribution may be made to satisfy certain immediate and heavy financial needs that you have. A hardship distribution may only be made for payment of the following:

- Expenses for medical care (described in Section 213(d) of the Internal Revenue Code) for you, your spouse or your dependents. This also includes medical expenses for the death beneficiary of your Plan account.

- Costs directly related to the purchase of your principal residence (excluding mortgage payments).

- Tuition, related educational fees, and room and board expenses for the next twelve (12) months of post-secondary education for you, your spouse, your children or your dependents. This also includes such education expenses for the death beneficiary of your Plan account.

- Amounts necessary to prevent your eviction from your principal residence or foreclosure on the mortgage of your principal residence.

- Payments for burial or funeral expenses for your deceased parent, spouse, children or dependents. This also includes burial or funeral expenses for the death beneficiary of your Plan account.

- Expenses for the repair of damage to your principal residence (that would qualify for the casualty loss deduction under Internal Revenue Code Section 165).

The ability to obtain a hardship distribution for certain expenses of your beneficiary is effective August 17, 2006. For this purpose, your beneficiary is the person you designate under the Plan (or the Plan otherwise designates in the absence of your designation) to receive your death benefit and who is not necessarily your spouse or dependent.

Conditions. If you have any of the above expenses, a hardship distribution can only be made if you certify and agree that all of the following conditions are satisfied:

(a) The distribution is not in excess of the amount of your immediate and heavy financial need. The amount of your immediate and heavy financial need may include any amounts necessary to pay any federal, state, or local income taxes or penalties reasonably anticipated to result from the distribution;

(b) You have obtained all distributions, other than hardship distributions, and all nontaxable loans currently available under all plans that the Employer maintains; and

(c) That you will not make any elective deferrals for at least six (6) months after your receipt of the hardship distribution.

Account restrictions. You may request a hardship distribution only from the vested portion of the following accounts:

- pre-tax 401(k) deferral accounts

- Roth 401(k) deferral accounts

- account(s) attributable to Employer matching contributions

- account(s) attributable to Employer nonelective contributions

Elective Deferral account restrictions. In addition, there are restrictions placed on hardship distributions which are made from your elective deferral accounts. Generally, the earnings on your elective deferrals may not be distributed to you on account of a hardship as the amount of any hardship distribution from your deferral account is limited to the amount of your prior deferrals, less any deferrals previously distributed. Ask the Plan Administrator if you need further details.

ARTICLE VII
DISTRIBUTIONS UPON TERMINATION OF EMPLOYMENT

When can I get money out of the Plan?

You may receive a distribution of the vested portion of some or all of your accounts in the Plan when you terminate employment with the Employer. The rules regarding the payment of death benefits to your beneficiary are described in the Article in this SPD entitled "Distributions upon Death."

As to the possibility of receiving a distribution while you are still employed with the Employer, see the Article in this SPD entitled "Distributions Prior to Termination of Employment."

Military Service. If you are a veteran and are reemployed under the Uniformed Services Employment and Reemployment Rights Act of 1994, your qualified military service may be considered service with the Employer. There may also be benefits for employees who die or become disabled while on active duty. Employees who receive wage continuation payments while in the military may benefit from various changes in the law. If you think you may be affected by these rules, ask the Plan Administrator for further details.

Termination and distribution before Normal Retirement Age (or age 62 if later)

If your vested account balance exceeds $5,000, your consent is required to distribute your account before you reach Normal Retirement Age (or age 62 if later). You may elect to have your vested account balance distributed to you as soon as administratively feasible following your termination of employment. (See the question entitled "In what method and form will my benefits be paid to me?" below for an explanation of the method of payment.)

If you terminate employment with a vested account balance exceeding $5,000, you may elect to postpone your distribution until your "required beginning date" described below.

If your vested account balance does not exceed $5,000, a distribution of your vested account balance will be made to you, regardless of whether you consent to receive it, as soon as administratively feasible following your termination of employment. (See the question entitled "In what method and form will my benefits be paid to me?" below for an explanation of the method of payment.)

Amounts in your rollover account will be considered as part of your benefit in determining whether the $5,000 threshold for timing of payments described above has been exceeded as well as for determining if the value of your vested account balance exceeds the $5,000 threshold used to determine whether you must consent to a distribution.

Automatic Rollover of Certain Account Balances. If your vested account balance does not exceed $5,000, the Plan will distribute your account without your consent. If the amount of the distribution exceeds $1,000 (including any rollover contribution) and you do not elect to either receive or roll over the distribution, your distribution will be directly rolled over to an IRA. See "Automatic IRA Rollover of Certain Account Balances" in the Article in this SPD entitled "Tax Treatment of Distributions."

Distribution on or after Normal Retirement Age (or age 62 if later)

If you terminate employment with the Employer and will receive distribution on or after the later of age 62 or Normal Retirement Age, the Plan will distribute your account without your consent. The distribution will occur as soon as administratively feasible at the same time described above for other pre-62/Normal Retirement Age distributions not requiring your consent, but in any event distribution will be made no later than 60 days after the end of the Plan Year in which you terminate employment. Notwithstanding the foregoing, if your vested account balance exceeds $5,000 (including rollover contributions), you may elect to postpone your distribution until your "required beginning date" described below.

What is Normal Retirement Age and what is the significance of reaching Normal Retirement Age?

You will attain your Normal Retirement Age when you reach age 65.

You will become 100% vested in all of your accounts under the Plan (assuming you are not already fully vested) if you are employed on or after your Normal Retirement Age.

What happens if I terminate employment due to disability?

Definition of disability. Under the Plan, disability is defined as the inability to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than twelve months. The permanence and degree of such impairment must be supported by medical evidence. The Plan Administrator may require that your disability be determined by a licensed physician.

Payment of benefits. If you terminate employment because you become disabled, you will become 100% vested in all of your accounts under the Plan and the Plan will distribute your account balance in the same manner as for any other non-death related termination.

In what method and form will my benefits be paid to me?

Termination and distribution before Normal Retirement Age (or age 62 if later)

If you terminate employment and will receive a distribution before the later of age 62 or Normal Retirement Age and your vested account balance does not exceed $5,000, then your vested account balance may only be distributed to you in a single lump-sum payment in cash.

If you terminate employment and will receive a distribution before the later of age 62 and Normal Retirement Age and your vested account balance exceeds $5,000, you may elect to receive a distribution of your vested account balance in:

- a single lump-sum payment in cash

In determining whether your vested account balance exceeds the $5,000 dollar threshold, "rollovers" (and any earnings allocable to "rollover" contributions) will be taken into account.

Distribution on or after Normal Retirement Age (or age 62 if later)

If you terminate employment and will receive distribution on or following the attainment of the later of age 62 or Normal Retirement Age, and your vested account balance (including rollovers) does not exceed $5,000, you will receive distribution in the form of a single lump-sum payment in cash. If your balance exceeds $5,000, you may elect to receive distribution as described above relating to termination before the later of age 62 and Normal Retirement Age. In determining whether your vested account balance exceeds the $5,000 dollar threshold, "rollovers" (and any earnings allocable to "rollover" contributions) will be taken into account.

Required beginning date

As described above, you may delay the distribution of your vested account balance. However, if you elect to delay the distribution of your vested account balance, there are rules that require that certain minimum distributions be made from the Plan. If you are a 5% owner, distributions are required to begin not later than the April 1st following the end of the year in which you reach age 70 1/2. If you are not a 5% owner, distributions are required to begin not later than the April 1st following the later of the end of the year in which you reach age 70 1/2 or terminate employment. You should see the Plan Administrator if you think you may be affected by these rules.

ARTICLE VIII
DISTRIBUTIONS UPON DEATH

What happens if I die while working for the Employer?

If you die while still employed by the Employer, then 100% of your account balance will be used to provide your beneficiary with a death benefit.

Who is the beneficiary of my death benefit?

You may designate a beneficiary of your Plan account on a form provided to you for this purpose by the Plan Administrator. If you do not designate a beneficiary, your account will be distributed as described below under "No beneficiary designation." If you are married, your spouse has certain rights to the death benefit. You should immediately report any change in your marital status to the Plan Administrator.

Married Participant. If you are married at the time of your death, your spouse will be the beneficiary of the entire death benefit unless you designate in writing a different beneficiary. IF YOU WISH TO DESIGNATE A BENEFICIARY OTHER THAN YOUR SPOUSE, YOUR SPOUSE MUST IRREVOCABLY CONSENT TO WAIVE ANY RIGHT TO THE DEATH BENEFIT. YOUR SPOUSE'S CONSENT MUST BE IN WRITING, BE WITNESSED BY A NOTARY OR A PLAN REPRESENTATIVE AND ACKNOWLEDGE THE SPECIFIC NON-SPOUSE BENEFICIARY.

Changes to designation.

If, with spousal consent as required, you have designated someone other than your spouse as beneficiary and now wish to change your designation, see the Plan Administrator for details. In addition, you may elect a beneficiary other than your spouse without your spouse's consent if your spouse cannot be located.

Divorce. A divorce decree automatically revokes your designation of your spouse or former spouse as your beneficiary under the Plan unless a Qualified Domestic Relations Order provides otherwise. You should complete a form to make a new beneficiary designation if a divorce decree is issued. See the Plan Administrator for details if you think you may be affected by this provision.

Unmarried Participant. If you are not married, you may designate a beneficiary of your choosing.

No beneficiary designation. At the time of your death, if you have not designated a beneficiary or the individual named as your beneficiary is not alive, then the death benefit will be paid in the following order of priority to:

(a) your surviving spouse

(b) your surviving children, in equal shares

(c) your estate

How will the death benefit be paid to my beneficiary?

Method/form of distribution. The form of payment of the death benefit will be in cash and the benefit may only be paid as a lump-sum.

Timing of distribution. Payment of the death benefit must be made by the end of the calendar year which follows the year of your death if your designated beneficiary is a person, unless you die before your required beginning date and your designated beneficiary elects to have the entire death benefit paid by the end of the fifth year following the year of your death as indicated below. If your designated beneficiary is not a person, then your entire death benefit must generally be paid within five years after your death. If your spouse is the sole beneficiary, your spouse may delay the start of payments until the year in which you would have attained age 70 1/2.

When must the last payment be made to my beneficiary (required minimum distributions)?

The law generally restricts the ability of a retirement plan to be used as a method of deferring taxation for an unlimited period beyond the participant's life. Thus, there are rules that are designed to ensure that death benefits are distributable to beneficiaries within certain time periods. The application of these rules depends upon whether you die before or after your "required beginning date" as described above under "Required beginning date."

Death before required beginning date.

Regardless of the method of distribution a beneficiary might otherwise be able to elect, if your designated beneficiary is a person (other than your estate or certain trusts), then minimum distributions of your death benefit must be paid by the end of the fifth year following the year of your death. However, your designated beneficiary may elect to have the death benefit paid over a period not extending beyond your beneficiary's life expectancy, provided that the payments begin by the end of the calendar year which follows the year of your death. If your spouse is the sole beneficiary, your spouse may elect to delay the start of payments until the year in which you would have attained age 70 1/2. Generally, if your beneficiary is not a person, then your entire death benefit must be paid within five years after your death.

Death after required beginning date.

If you die on or after your required beginning date, your entire account balance will be paid as soon as administratively feasible.

What happens if I terminate employment, commence payments and then die before receiving all of my benefits?

Your beneficiary will be entitled to your remaining vested interest in the Plan at the time of your death. See the Plan Administrator for more information regarding the timing and method of payments that apply to your beneficiary. The provision in the Plan providing for full vesting of your benefit upon death does not apply if you die after terminating employment.

ARTICLE IX
TAX TREATMENT OF DISTRIBUTIONS

What are my tax consequences when I receive a distribution from the Plan?

Generally, you must include any Plan distribution in your taxable income in the year in which you receive the distribution. The tax treatment may also depend on your age when you receive the distribution. Certain distributions made to you when you are under age 59 1/2 could be subject to an additional 10% tax.

You will not be taxed on distributions of your Roth 401(k) deferrals. In addition, a distribution of the earnings on the Roth 401(k) deferrals will not be subject to tax if the distribution is a "qualified distribution." A "qualified distribution" is one that is made after you have attained age 59 1/2 or is made on account of your death or disability. In addition, in order to be a "qualified distribution," the distribution cannot be made prior to the expiration of a 5-year participation period. The 5-year participation period is the 5-year period beginning on the calendar year in which you first make a Roth 401(k) deferral to our Plan (or to another 401(k) plan or 403(b) plan if such amount was rolled over into this Plan) and ending on the last day of the calendar year that is 5 years later.

Can I elect a rollover to reduce or defer tax on my distribution?

Rollover or Direct Transfer. You may reduce, or defer entirely, the tax due on your distribution through use of one of the following methods:

(a) **60-day rollover.** You may roll over all or a portion of the distribution to an Individual Retirement Account or Annuity (IRA) or another employer retirement plan willing to accept the rollover. This will result in no tax being due until you begin withdrawing funds from the IRA or other qualified employer plan. The rollover of the distribution, however, MUST be made within strict time frames (normally, within 60 days after you receive your distribution). Under certain circumstances, all or a portion of a distribution (such as a hardship distribution) may not qualify for this rollover treatment. In addition, most distributions will be subject to mandatory federal income tax withholding at a rate of 20%. This will reduce the amount you actually receive. For this reason, if you wish to roll over all or a portion of your distribution amount, then the direct rollover option described in paragraph (b) below would be the better choice.

(b) **Direct rollover.** For most distributions, you may request that a direct transfer (sometimes referred to as a direct rollover) of all or a portion of a distribution be made to either an Individual Retirement Account or Annuity (IRA) or another employer retirement plan willing to accept the transfer. A direct transfer will result in no tax being due until you withdraw funds from the IRA or other employer plan. Like the rollover, under certain circumstances all or a portion of the amount to be distributed may not qualify for this direct transfer. If you elect to actually receive the distribution rather than request a direct transfer, then in most cases 20% of the distribution amount will be withheld for federal income tax purposes.

Automatic IRA Rollover of Certain Account Balances

If a mandatory distribution is being made to you before the later of age 62 or Normal Retirement Age and your vested account balance does not exceed $5,000 (including any rollover contribution), the Plan will distribute your vested portion in a single lump-sum payment in cash. However, you may elect whether to receive the distribution or to roll over the distribution to another retirement plan such as an individual retirement account ("IRA"). At the time of your termination of employment, the Plan Administrator will provide you with further information regarding your distribution rights. If the amount of the distribution exceeds $1,000 (including any rollover contribution) and you do not elect either to receive or to roll over the distribution, the Plan automatically will roll over the distribution to an IRA. The IRA provider will invest the rollover funds in a type of investment designed to preserve principal and to provide a reasonable rate of return and liquidity (e.g., an interest-bearing account, a certificate of deposit or a money market fund). The IRA provider will charge your account for any expenses associated with the establishment and maintenance of the IRA and with the IRA investments. In addition, your beneficiary designation under the Plan, if any, will not apply to the rollover IRA. The IRA's terms will control in establishing a designated beneficiary under the IRA. You may transfer the IRA funds to any other IRA you choose. You may contact the Plan Administrator at the address and telephone number indicated in this SPD for further information regarding the Plan's automatic rollover provisions, the IRA provider and the fees and charges associated with the IRA.

Tax Notice. WHENEVER YOU RECEIVE A DISTRIBUTION THAT IS AN ELIGIBLE ROLLOVER DISTRIBUTION, THE PLAN ADMINISTRATOR WILL DELIVER TO YOU A MORE DETAILED EXPLANATION OF THESE OPTIONS. HOWEVER, THE RULES WHICH DETERMINE WHETHER YOU QUALIFY FOR FAVORABLE TAX TREATMENT ARE VERY COMPLEX. YOU SHOULD CONSULT WITH QUALIFIED TAX COUNSEL BEFORE MAKING A CHOICE.

ARTICLE X
LOANS

Is it possible to borrow money from the Plan?

Yes. Loans are permitted in accordance with the Plan Loan Policy. If you wish to receive a copy of the Loan Policy, please contact the Plan Administrator.

ARTICLE XI
PROTECTED BENEFITS AND CLAIMS PROCEDURES

Are my benefits protected?

As a general rule, your interest in your account, including your "vested interest," may not be alienated. This means that your interest may not be sold, used as collateral for a loan (other than for a Plan loan), given away or otherwise transferred (except at death to your beneficiary). In addition, your creditors (other than the IRS) may not attach, garnish or otherwise interfere with your benefits under the Plan.

Are there any exceptions to the general rule?

There are three exceptions to this general rule. The Plan Administrator must honor a qualified domestic relations order (QDRO). A QDRO is defined as a decree or order issued by a court that obligates you to pay child support or alimony, or otherwise allocates a portion of your assets in the Plan to your spouse, former spouse, children or other dependents. If a QDRO is received by the Plan Administrator, all or a portion of your benefits may be used to satisfy that obligation. The Plan Administrator will determine the validity of any domestic relations order received. You and your beneficiaries can obtain from the Plan Administrator, without charge, a copy of the procedure used by the Plan Administrator to determine whether a qualified domestic relations order is valid.

The second exception applies if you are involved with the Plan's operation. If you are found liable for any action that adversely affects the Plan, the Plan Administrator can offset your benefits by the amount that you are ordered or required by a court to pay the Plan. All or a portion of your benefits may be used to satisfy any such obligation to the Plan.

The last exception applies to Federal tax levies and judgments. The Federal government is able to use your interest in the Plan to enforce a Federal tax levy and to collect a judgment resulting from an unpaid tax assessment.

Can the Employer amend the Plan?

The Employer has the right to amend the Plan at any time. In no event, however, will any amendment authorize or permit any part of the Plan assets to be used for purposes other than the exclusive benefit of participants or their beneficiaries. Additionally, no amendment will cause any reduction in the amount credited to your account.

What happens if the Plan is discontinued or terminated?

Although the Employer intends to maintain the Plan indefinitely, the Employer reserves the right to terminate the Plan at any time. Upon termination, no further contributions will be made to the Plan and all amounts credited to your accounts will become 100% vested. The Employer will direct the distribution of your accounts in a manner permitted by the Plan as soon as practicable. You will be notified if the Plan is terminated.

How do I submit a claim for Plan benefits?

Benefits will generally be paid to you and your beneficiaries without the necessity for formal claims. Contact the Plan Administrator if you are entitled to benefits or if you think an error has been made in determining your benefits. Any such request should be in writing.

If the Plan Administrator determines the claim is valid, then you will receive a statement describing the amount of benefit, the method or methods of payment, the timing of distributions and other information relevant to the payment of the benefit.

What if my benefits are denied?

Your request for Plan benefits will be considered a claim for Plan benefits, and it will be subject to a full and fair review. If your claim is wholly or partially denied, the Plan Administrator will provide you with a written or electronic notification of the Plan's adverse determination. This written or electronic notification must be provided to you within a reasonable period of time, but not later than 90 days after the receipt of your claim by the Plan Administrator, unless the Plan Administrator determines that special circumstances require an extension of time for processing your claim. If the Plan Administrator determines that an extension of time for processing is required, written notice of the extension will be furnished to you prior to the termination of the initial 90-day period. In no event will such extension exceed a period of 90 days from the end of such initial period. The extension notice will indicate the special circumstances requiring an extension of time and the date by which the Plan expects to render the benefit determination.

In the case of a claim for disability benefits, if disability is determined by a physician (rather than relying upon a determination of disability for Social Security purposes), then instead of the above, the Plan Administrator will provide you with written or electronic notification of the Plan's adverse benefit determination within a reasonable period of time, but not later than 45 days after receipt of the claim by the Plan. This period may be extended by the Plan for up to 30 days, provided that the Plan Administrator both determines that such an extension is necessary due to matters beyond the control of the Plan and notifies you, prior to the expiration of the initial 45-day period, of the circumstances requiring the extension of time and the date by which the Plan expects to render a decision. If, prior to the end of the first 30-day extension period, the Plan Administrator determines that, due to matters beyond the control of the Plan, a decision cannot be rendered within that extension period, the period for making the determination may be extended for up to an additional 30 days, provided that the Plan Administrator notifies you, prior to the expiration of the first 30-day extension period, of the circumstances requiring the extension and the date as of which the plan expects to render a decision. In the case of any such extension, the notice of extension will specifically explain the standards on which entitlement to a benefit is based, the unresolved issues that prevent a decision on the claim, and the additional information needed to resolve those issues, and you will be afforded at least 45 days within which to provide the specified information.

The Plan Administrator's written or electronic notification of any adverse benefit determination must contain the following information:

(a) The specific reason or reasons for the adverse determination.

(b) Reference to the specific Plan provisions on which the determination is based.

(c) A description of any additional material or information necessary for you to perfect the claim and an explanation of why such material or information is necessary.

(d) Appropriate information as to the steps to be taken if you or your beneficiary wants to submit your claim for review.

(e) In the case of disability benefits where disability is determined by a physician:

(i) If an internal rule, guideline, protocol, or other similar criterion (collectively "rule") was relied upon in making the adverse determination, either the specific rule or a statement that such rule was relied upon in making the adverse determination and that a copy of that rule will be provided to you free of charge upon request.

(ii) If the adverse benefit determination is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided to you free of charge upon request.

If your claim has been denied, and you want to submit your claim for review, you must follow the claims review procedure in the next question.

What is the claims review procedure?

Upon the denial of your claim for benefits, you may file your claim for review, in writing, with the Plan Administrator.

(a) YOU MUST FILE THE CLAIM FOR REVIEW NO LATER THAN 60 DAYS AFTER YOU HAVE RECEIVED WRITTEN NOTIFICATION OF THE DENIAL OF YOUR CLAIM FOR BENEFITS.

HOWEVER, IF YOUR CLAIM IS FOR DISABILITY BENEFITS AND DISABILITY IS DETERMINED BY A PHYSICIAN, THEN INSTEAD OF THE ABOVE, YOU MUST FILE THE CLAIM FOR REVIEW NO LATER THAN 180 DAYS FOLLOWING RECEIPT OF NOTIFICATION OF AN ADVERSE BENEFIT DETERMINATION.

(b) You may submit written comments, documents, records, and other information relating to your claim for benefits.

(c) You may review all pertinent documents relating to the denial of your claim and submit any issues and comments, in writing, to the Plan Administrator.

(d) You will be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits.

(e) Your claim for review must be given a full and fair review. This review will take into account all comments, documents, records, and other information submitted by you relating to your claim, without regard to whether such information was submitted or considered in the initial benefit determination.

In addition to the claims review procedure above, if your claim is for disability benefits and disability is determined by a physician, then:

(a) Your claim will be reviewed without deference to the initial adverse benefit determination and the review will be conducted by an appropriate named fiduciary of the Plan who is neither the individual who made the adverse benefit determination that is the subject of the appeal, nor the subordinate of such individual.

(b) In deciding an appeal of any adverse benefit determination that is based in whole or part on medical judgment, the appropriate named fiduciary will consult with a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment.

(c) Any medical or vocational experts whose advice was obtained on behalf of the Plan in connection with your adverse benefit determination will be identified, without regard to whether the advice was relied upon in making the benefit determination.

(d) The health care professional engaged for purposes of a consultation under (b) above will be an individual who is neither an individual who was consulted in connection with the adverse benefit determination that is the subject of the appeal, nor the subordinate of any such individual.

The Plan Administrator will provide you with written or electronic notification of the Plan's benefit determination on review. The Plan Administrator must provide you with notification of this denial within 60 days after the Plan Administrator's receipt of your written claim for review, unless the Plan Administrator determines that special circumstances require an extension of time for processing your claim. If the Plan Administrator determines that an extension of time for processing is required, written notice of the extension will be furnished to you prior to the termination of the initial 60-day period. In no event will such extension exceed a period of 60 days from the end of the initial period. The extension notice will indicate the special circumstances requiring an extension of time and the date by which the Plan expects to render the determination on review. However, if the claim relates to disability benefits and disability is determined by a physician, then 45 days will apply instead of 60 days in the preceding sentences. In the case of an adverse benefit determination, the notification will set forth:

(a) The specific reason or reasons for the adverse determination.

(b) Reference to the specific Plan provisions on which the benefit determination is based.

(c) A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits.

(d) In the case of disability benefits where disability is determined by a physician:

(i) If an internal rule, guideline, protocol, or other similar criterion (collectively "rule") was relied upon in making the adverse determination, either the specific rule or a statement that such rule was relied upon in making the adverse determination and that a copy of that rule will be provided to you free of charge upon request.

(ii) If the adverse benefit determination is based on a medical necessity or experimental treatment or similar exclusion or limit, either an explanation of the scientific or clinical judgment for the determination, applying the terms of the Plan to your medical circumstances, or a statement that such explanation will be provided to you free of charge upon request.

If you have a claim for benefits which is denied, then you may file suit in a state or Federal court. However, in order to do so, you must file the suit no later than 180 days after the date of the Plan Administrator's final determination denying your claim.

What are my rights as a Plan participant?

As a participant in the Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants are entitled to:

(a) Examine, without charge, at the Plan Administrator's office and at other specified locations, all documents governing the Plan, including collective bargaining agreements and insurance contracts, if any, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

(b) Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including collective bargaining agreements and insurance contracts, if any, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.

(c) Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including the Employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110.00 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. You and your beneficiaries can obtain, without charge, a copy of the Plan's QDRO procedures from the Plan Administrator.

If it should happen that the Plan's fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, it finds your claim is frivolous.

What can I do if I have questions or my rights are violated?

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in the telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

ARTICLE XII
GENERAL INFORMATION ABOUT THE PLAN

There is certain general information which you may need to know about the Plan. This information has been summarized for you in this Article.

Plan Name

The full name of the Plan is The Synectics Inc. Investment Savings Retirement Plan.

Plan Number

The Employer has assigned Plan Number 001 to your Plan.

Plan Effective Dates

This Plan was originally effective on January 1, 1996. The amended and restated provisions of the Plan become effective on October 1, 2015.

Other Plan Information

Valuations of the Plan assets are made annually on the last day of the Plan Year. In addition, valuations of all contributions are made every business day. The Plan Administrator also may require more frequent valuations.

The Plan's records are maintained on a twelve-month period of time. This is known as the Plan Year. The Plan Year ends on December 31st.

Benefits provided by the Plan are NOT insured by the Pension Benefit Guaranty Corporation (PBGC) under Title IV of the Employee Retirement Income Security Act of 1974 because the insurance provisions under ERISA are not applicable to this type of Plan.

Service of legal process may be made upon the Employer. Service of legal process may also be made upon the Trustee or Plan Administrator.

Employer Information

The Employer's name, address, business telephone number and identification number are:

Synectics Inc.
135 South LaSalle Street, Suite 2050
Chicago, Illinois 60603-4503
(312) 629-1020
36-3319169

Plan Administrator Information

The Plan Administrator is responsible for the day-to-day administration and operation of the Plan. For example, the Plan Administrator maintains the Plan records, including your account information, provides you with the forms you need to complete for Plan participation, and directs the payment of your account at the appropriate time. The Plan Administrator will also allow you to review the formal Plan document and certain other materials related to the Plan. If you have any questions about the Plan or your participation, you should contact the Plan Administrator. The Plan Administrator may designate other parties to perform some duties of the Plan Administrator.

The Plan Administrator has the complete power, in its sole discretion, to determine all questions arising in connection with the administration, interpretation, and application of the Plan (and any related documents and underlying policies). Any such determination by the Plan Administrator is conclusive and binding upon all persons.

The name, address and business telephone number of the Plan's Administrator are:

Synectics Inc.
135 South LaSalle Street, Suite 2050
Chicago, Illinois 60603-4503
(312) 629-1020

Plan Trustee Information and Plan Funding Medium

All money that is contributed to the Plan is held in a trust fund. The Trustee is responsible for the safekeeping of the trust fund and must hold and invest Plan assets (unless the investment of assets is subject to Participant or other direction) in a prudent manner and in the best interest of you and your beneficiaries. The trust fund established by the Plan's Trustee(s) will be the funding medium used for the accumulation of assets from which benefits will be distributed. While all the Plan assets are held in a trust fund, the Plan Administrator separately accounts for each Participant's interest in the Plan. If there is more than one Trustee, they will collectively be referred to as Trustee throughout this Summary Plan Description.

The Plan’s Trustee is:

Capital Bank and Trust Company
6455 Irvine Center Drive
Irvine, California 92618

The business telephone number for the Plan's Trustee is:

(800) 421-4225, extension 65