

Your DAP 401(k) Plan's new view!

Your DAP 401(k) Plan's fund line-up view is changing! This newsletter provides a top-level overview of your new investment menu that will be followed by a comprehensive brochure mailed to you in August. For those who like online communications, www.dapretirement.com contains links to all of your important communications under the **DAP Enhancements** tab.

You select funds exactly as before, but the funds are now grouped into 4 "investor type" tiers to help guide you for easier fund selection. Your new tiered menu is pictured on this page. As you learn more, you are going to like what you see!

Effective October 2016, we are ...

Introducing a new Tiered Structure - a simplified, easy to read menu of investment choices - providing access to the key asset classes available in the market place. In addition, the terminology is simplified to refer to all investment choices as FUNDS as opposed to MODELS/OPTIONS.

Adding age-based Vanguard Target Retirement Funds in the Tier I - Asset Allocation Funds. Participants now have the option to select a fund based on their anticipated retirement date. These funds offer the simplicity of a diversified portfolio in a single investment fund. Each fund invests in Vanguard equity and fixed income index funds. As the target date in the fund's name draws near, the fund's investment mix becomes more conservative. Through this sophisticated approach, a single Target Retirement Fund is meant to serve you throughout both your career and retirement.

Updating the investment structure of the Model Funds to reflect current capital market assumptions. You will still have access to the popular Model Funds - the Conservative, Moderate and Aggressive Funds. The Retirement Fund will have a new name, the Income Fund. These Model Funds will be called DAP Target Risk Funds to better define their purpose. They will be listed along with the Target Retirement Funds in the Tier I - Asset Allocation Funds.

Giving you a new Tier II - Index Funds with four index funds from which to choose. Right now you have the Equity Index Fund as your only index fund choice beyond the Tier IV Specialty Funds. In October, your index fund choices are expanded. Three new index funds are added - the Fixed Income Index Fund, the Short Duration TIPS Index Fund, and the International Stock Index Fund. The Equity Index Fund will be renamed to the US All Cap Stock Index Fund. Look for explanations of these new funds in your August brochure and at www.dapretirement.com.

Adding new investment choices in the Tier III - Actively Managed Funds. The Stable Value Fund is not changing and will remain as one of your capital preservation investment choices. The International Stock Fund also remains as an investment choice for you. We have added the Fixed Income Fund and the Diversified Inflation/Real Return Fund expanding your access to key asset classes available in the market place. The Value Stock Fund and the Growth Stock Fund will be consolidated into the Large Cap Core Stock Fund in order to simplify your investment selection process. The Diversified Small Company Stock Fund will be renamed to the Small/Mid Cap Core Stock Fund to reflect the underlying investments in both small cap and mid cap stocks.

Creating the new Tier IV - Specialty Funds. This tier is available for the experienced investor who wants to customize their investments. This tier provides investment choices beyond what is available in Tier I, II and III. The Specialty Fund consists of 16 investment products that are listed on page two. The Self-Directed Brokerage Fund remains unchanged.

The end result is a more structured investment program providing broader investment choices, more efficient portfolios, and lower investment costs.

Tier I - Asset Allocation Funds

For the investors who do not wish to be actively involved in the investment process. These funds offer a convenient, low-cost way to access a sophisticated diversification strategy, professional money management, and periodic rebalancing. Funds can be selected based upon either anticipated retirement date or risk preference.

- Vanguard Target Retirement Funds
- DAP Target Risk Funds
 - Income Fund
 - Conservative Fund
 - Moderate Fund
 - Aggressive Fund

Tier II - Index Funds

For the investor who wants access to low cost, passively managed index funds. This option provides a low cost way to access key components of the investment markets.

- Fixed Income Index Fund
- Short Duration TIPS Index Fund
- US All Cap Stock Index Fund
- International Stock Index Fund

Tier III - Actively Managed Funds

For the investor who wants to access the key segments of the investment markets on an actively managed basis. These diversified, multi-manager investment funds aim to outperform their specific market benchmarks.

- Stable Value Fund
- Fixed Income Fund
- Diversified Inflation/Real Return Fund
- Large Cap Core Stock Fund
- Small/Mid Cap Core Stock Fund
- International Stock Fund

Tier IV - Specialty Funds

For the experienced investor who wants to customize their investments. These funds allow this investor to construct their own portfolio and gain access to a broader range of investment choices beyond the investments that are available in Tier I, II or III.

- Specialty Fund
- Self-Directed Brokerage Fund



DAP

A lifelong retirement plan

Your New Investment Menu

Directed Account Plan Quarterly Review

July 2016

The arrows show how the current DAP funds will automatically move over to the new DAP Tier Structure funds in October.

Current DAP Structure		New DAP Tier Structure	
Tier I - Asset Allocation Funds			
<div>Retirement Fund →</div> <div>Conservative Fund →</div> <div>Moderate Fund →</div> <div>Aggressive Fund →</div>		<div><div><div>Vanguard Target Retirement Funds NEW</div><div>DAP Target Risk Funds</div></div><div><div>Income Fund NEW NAME SAME FUND</div><div>Conservative Fund SAME FUND</div><div>Moderate Fund SAME FUND</div><div>Aggressive Fund SAME FUND</div></div></div> <div><div>There are 11 Vanguard Target Retirement Funds - diversified portfolios of equity and fixed income index funds constructed for these retirement dates.</div><div><div>206020552050204520402035</div><div>2030202520202015Income(Retired)</div></div><div>The Target Risk Funds will have the same fund-of-funds balanced portfolio construction. We are updating the target allocations to reflect current market conditions.</div></div>	
Tier II - Index Funds			
<div>Equity Index Fund →</div>		<div>Fixed Income Index Fund NEW Indexed to the Barclays US Aggregate Bond Index</div> <div>Short Duration TIPS Index Fund NEW Indexed to the Barclays US 0-5 Year TIPS Index</div> <div>US All Cap Stock Index Fund NEW NAME SAME BENCHMARK Indexed to the Russell 3000 Index</div> <div>International Stock Index Fund NEW Indexed to the MSCI ACWI ex-US IMI net Index</div>	
Tier III - Actively Managed Funds			
<div>Stable Value Fund →</div> <div><div>Value Stock Fund</div><div>Growth Stock Fund</div></div> <div>Diversified Small Co. Stock Fund →</div> <div>International Stock Fund →</div>		<div>Stable Value Fund SAME FUND The Stable Value Fund has not changed.</div> <div>Fixed Income Fund NEW Actively managed to the Bardlays Universal Bond Index</div> <div>Diversified Inflation/Real Return Fund NEW Actively managed to the Consumer Price Index</div> <div>Large Cap Core Stock Fund NEW NAME NEW BENCHMARK Actively managed to the S&P 500 Index</div> <div>Small/Mid Cap Core Stock Fund NEW NAME NEW BENCHMARK Actively managed to the Russell 2500 Index</div> <div>International Stock Fund UPDATED ALLOCATIONS Actively managed to the MSCI ACWI ex US IMI Net Index</div>	
Tier IV - Specialty Funds			
<div>Fidelity Funds →</div> <div>Self-Directed Brokerage Fund →</div>		<div>Specialty Fund NEW Most of the Fidelity funds are being eliminated. You can now choose among 16 actively managed funds accross a variety of asset classes and fund managers. If your fund is being eliminated and you do not choose a new fund, you will be moved to a Vanguard Target Retirement Fund that would be appropriate for your age. These are the 16 product types. The specific funds will be included in the August brochure.</div> <div><div>Fixed Income Funds</div><div>Capital Preservation</div><div>Fixed Income</div><div>US TIPS</div><div>High Yield Fixed Income</div><div>Global Fixed Income</div></div> <div><div>Equity Funds</div><div>Large Value Equity</div><div>Large Growth Equity</div><div>Mid Cap Value Equity</div><div>Mid Cap Growth Equity</div><div>Small Cap Value Equity</div><div>Small Cap Growth Equity</div><div>Global Low Volatility Equity</div><div>Global Equity</div><div>World Ex-US Equity</div><div>World Ex-US Small Cap Equity</div><div>Emerging Markets Equity</div></div> <div>Self-Directed Brokerage Fund SAME FUNDS The Self-Directed Brokerage Fund has not changed.</div>	