

## TalentWave 401(k) Plan Qualified Default Investment Alternative (QDIA) Notice

For the plan year ending 12/31/2019

Date: 10/26/2018

### Right to Direct the Investment of Your Account

As a participant in the TalentWave 401(k) Plan, you have the right to choose how your account assets are invested in any of the plan's investment choices. Investment Profiles are available under the Performance tab on The Standard's website for all the investment alternatives, including the plan's default investment or the QDIA. The profiles offer additional information including objectives, risks, trading restrictions, charges and expenses.

You can access your account on Personal Savings Center. Visit [www.standard.com/retirement](http://www.standard.com/retirement).

### Description of Circumstances Under Which QDIA is Applicable

Your account will be allocated to the QDIA when you do not make an investment election. This might occur under the following circumstances:

- You elect to make salary deferrals to your account without making an investment election.
- Your Employer makes an employer contribution or allocates forfeiture contributions to your account and you have not made an investment election.
- You complete an investment allocation for a portion, but not all, of your account.

### Right to Alternative Investment

If the plan invests your account in the QDIA, you have the continuing right to direct the investment of your account to one or more of the plan's other investment choices. You may change your investments at any time, without penalty.

As with any fund invested in equities or bonds, you or your beneficiary may lose money by remaining invested in the QDIA, including losses near and following retirement. There is no guarantee the QDIA investment will provide adequate retirement income.

### Description of the Qualified Default Investment Alternative

If you do **not** make an investment election, contributions will default to a target date fund based on your date of birth and the plan's normal retirement age. A target date fund is comprised of a mix of investments and is managed based on an assumed retirement year.

Investment	Participant Birth Year
T.Rowe Price Retire 2010	1900-1947
T.Rowe Price Retire 2015	1948-1952
T.Rowe Price Retire 2020	1953-1957
T.Rowe Price Retire 2025	1958-1962
T.Rowe Price Retire 2030	1963-1967
T.Rowe Price Retire 2035	1968-1972
T.Rowe Price Retire 2040	1973-1977
T.Rowe Price Retire 2045	1978-1982
T.Rowe Price Retire 2050	1983-1987
T.Rowe Price Retire 2055	1988-2090

If we do not have a valid date of birth for you, contributions will default as follows:

Investment	Default Directive Percent
T.Rowe Price Retire 2030	100%

### For Additional Information

**The QDIA is more fully described on the attached fee disclosure and/or investment fund fact sheets.**

You can obtain additional information regarding the plan's investment choices or how your plan works by contacting your plan's administrator:

**Salina Lao**  
**4601 DTC, Suite 650**  
**Denver, CO 80237**  
**650.378.2082**  
**[slao@talentwave.com](mailto:slao@talentwave.com)**

**Help from The Standard with Your Account**

If you have questions or need help with your account, please reach out to one of our customer service representatives at **800.858.5420** or **savings@standard.com**.

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