

Ward Cove Dock Group 401(k) Plan Qualified Default Investment Alternative (QDIA) Notice

Right to Direct the Investment of Your Account

As a participant in the Ward Cove Dock Group 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.

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
State Street OnTrcRetirInc I	1900 – 1951
State Street OnTrc2020Trgt I	1952 – 1956
State Street OnTrc2025Trgt I	1957 – 1961
State Street OnTrc2030Trgt I	1962 – 1966
State Street OnTrc2035Trgt I	1967 – 1971
State Street OnTrc2040Trgt I	1972 – 1976
State Street OnTrc2045Trgt I	1977 – 1981
State Street OnTrc2050Trgt I	1982 – 1986
State Street OnTrc2055Trgt I	1987 – 1991
State Street OnTrc2060Trgt I	1992 – 1996
State Street OnTrc2065Trgt I	1997 – 2090

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

Investment	Default Directive Percent
State Street OnTrcRetirInc I	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:

Bianca Jurczak
7559 N. Tongass Highway Suite 118
Ketchikan, AK 99901
907.617.7901
bianca@wardcoveak.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 standard.com/retirement