

# Plan Service Report

VERMONT MUNICIPAL EMPLOYEES RET SYSTEM  
For Period Ended December 31, 2015

4<sup>th</sup> Quarter 2015

Platinum Services Plan Service Report

## ***ICMA-RC's Mission and Values Statement***

**We help public employees build retirement security.**

We put clients first and serve them with excellence, integrity and leadership.

## ***ICMA-RC's Service Commitment***

At ICMA-RC, we recognize that our success is based on the quality of our relationships with employers and retirement plan participants. We know that the trust employers and their participants have in us is not to be taken lightly. Our customer-focused relationships are built on providing exceptional education, in good times and in bad, along with investment, retirement and plan administration solutions. We seek to maximize this experience by providing the best possible service, quality and value to plan sponsors and their employees as they build retirement security. We call this commitment Platinum Services.

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**IMPORTANT NOTICE:** *If your plan makes available VT Funds, note that these funds do NOT invest directly in Vantagepoint or third party mutual funds. Data presented on the VT Vantagepoint Funds is for the funds in which your plan invests and is inclusive of all fees. Data presented on VT Funds that invest in funds of other fund companies is for the underlying fund and also is inclusive of all fees. Reference to such underlying fund non-performance data by VT Funds is for reference only and NOT reflective of the returns of the corresponding VT Funds.*

# I. Investment Due Diligence Review

4<sup>th</sup> Quarter 2015

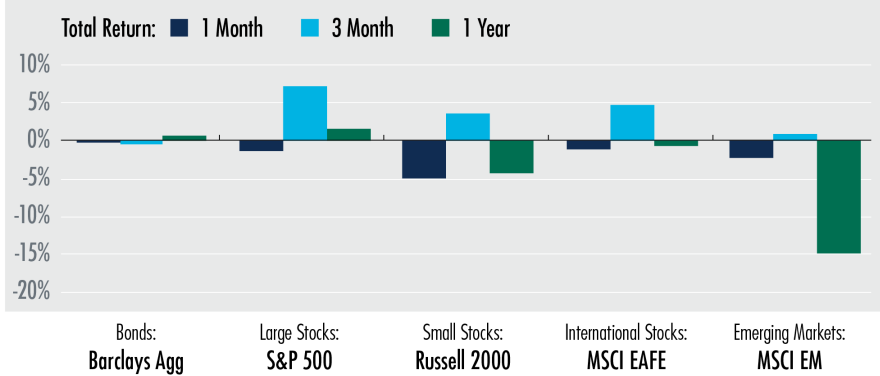
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*Past performance is no guarantee of future results.*

*Please read Making Sound Investment Decisions: A Retirement Investment Guide and the accompanying VantageTrust Fund Fees and Expenses document ("Guide") carefully for a complete summary of all fees, expenses, investment objectives and strategies, and risks before investing. For a current Guide, contact ICMA-RC by calling 800-669-7400 or log into your account at [www.icmarc.org](http://www.icmarc.org).*

# Market Insight

## December Market Summary: Total Return



Source: Morningstar

All equity and fixed-income returns are expressed in percent and include dividends and interest. The performance quoted represents past performance, which is no guarantee of future results, and is annualized for periods greater than one year. The above chart is for illustrative purposes only.

## Growing Global Oil Supply Tempered Equity Market Recovery

In the fourth quarter of 2015, returns for both U.S. equity and fixed-income markets, especially securities related to energy, were affected by a highly oversupplied oil market. Prices of other commodities such as grains and metals fell, too. To some investors, commodity trends signaled fundamental global economic weakness. Reports from overseas throughout the quarter overshadowed U.S. strength in employment growth and the anticipated December increase in the Federal Funds target interest rate range by the Federal Reserve.



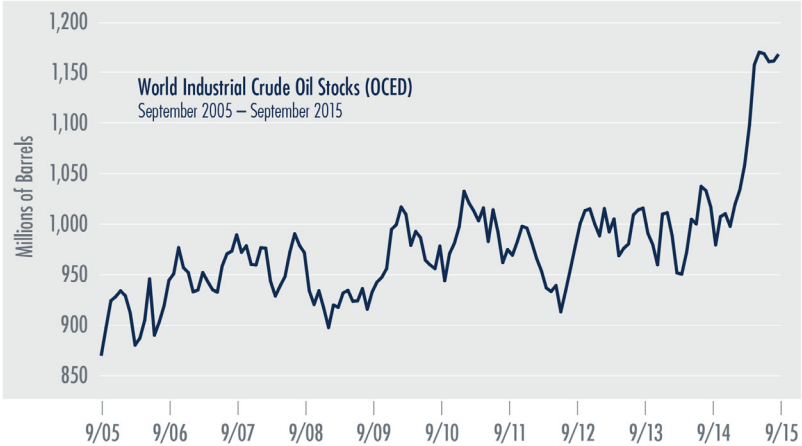
# Market Insight

Overall, the quarter began on a positive note, with the U.S. stock market enjoying the best monthly rally in four years in October. For the balance of the quarter, however, financial markets were trading water and ended on a weak note. A single day’s trading on Dec. 31 wiped out nearly 40 percent of the gain of the S&P 500 Index for the year, reducing the annual return for 2015 to just 1.38 percent. The 7.04 percent fourth quarter return for the S&P 500 recovered some, but not all, of the ground lost in August’s and early September’s volatile market.

Growth outpaced value last year. Small-cap and mid-cap stocks fell in 2015, as did international stocks (in U.S. dollars) and several categories of long-term U.S. bonds, except municipals. The U.S. Dollar Index (representing a group of leading foreign currencies) rose 9.26 percent for the year and 2.37 percent in the fourth quarter, fueling concerns that the earnings of multi-national industrial companies and exporters would be reduced.

This past quarter, Saudi Arabia’s high level of pumping was only one of several factors forcing down global oil prices to about \$37 a barrel as of late December. Russia pumped more oil than expected from old wells. Iran geared up for increased oil production in 2016 following a deal with Western powers to limit its nuclear activities. Finally, the U.S. lifted a three-decade ban on oil exports this past quarter, and the first tanker with U.S.-pumped crude departed from Corpus Christi, Texas to Europe on New Year’s Eve.

**Crude oil in storage has risen dramatically**



Source: Bloomberg. The above chart shows the amount of oil stored around the world. The International Energy Agency estimates the world will use 97 million barrels a day in 2016, so an inventory of 1.2 billion barrels is a 12-and-a-half day supply. The U.S. uses 20 million barrels of oil a day.



# Market Insight

Annualized U.S. GDP growth rate declined from 3.9 percent to 2.0 percent between the second and third quarters, and preliminary fourth quarter estimates suggested relatively modest growth as well. A bright spot in the U.S. economy was the automotive sector, especially sales of sport utility vehicles (SUVs). Strong demand for pickup trucks and SUVs in the U.S. in December helped the sector set an annual record of 17.39 million vehicles sold in the U.S. in 2015, breaking a previous high of 17.35 million sold, set in 2000.

From a demand perspective, energy in the global economy was weak. China reported that its manufacturing sector weakened for a fifth straight month in December, the longest period since 2009. Globally, manufacturing reports (country-specific purchasing manager indexes) pointed to a deepening contraction of overall activity in many commodity-focused emerging Asian and South American markets.

Heading into 2016, China, the world's second largest economy, appeared to be challenged by potential capital outflows, non-performing bank loans, debt burdens and the inability of new domestic consumption to offset reduced infrastructure and export growth drivers. Some emerging market economies in Latin America and Asia that had thrived on exporting commodities to China over the past decade, including Brazil, are now in or near recession.

## A Year of Solid Job Growth

From an employment perspective, the services portion of the U.S. economy enjoyed solid growth last year. Demand for services also outpaced manufacturing in the fourth quarter. The Institute for Supply Management's Non-Manufacturing Index, stood at 55.3 in December (readings greater than 50 signal growth).

In December, a 292,000 monthly gain in payroll employment exceeded analysts' forecasts and followed a 252,000 increase in November that was stronger than previously estimated, the Bureau of Labor Statistics reported. Even in energy-producing states, which saw significant loss of mining jobs in 2015, the overall job market was solid in the fourth quarter. For example, Texas, Wyoming, Montana, Nebraska and North and South Dakota all had unemployment rates in November 2015 that were lower than the U.S. average 5 percent unemployment rate in November (as well as December), according to the U.S. Bureau of Labor Statistics.

Across the country, sectors with robust job growth in the fourth quarter and year included business and professional services (up 605,000 for the year), specialty trades in residential construction, and health care. In fact, health care job growth accelerated from 26,000 new jobs a month in 2014 to 40,000 a month in 2015.

## Capital Markets News

In 2015, the top-performing S&P 500 sector was Consumer Discretionary (up 10.11 percent) with electronic retailers benefiting the most. The Health Care, Consumer Staples, Information Technology and Telecom Services sectors also provided positive yearly returns that outpaced the overall index. The Energy, Materials, Utilities, Industrials, and Financials sectors all had yearly losses, with Energy down 21.12 percent. In the fourth quarter, all nine S&P 500 sectors provided positive returns, led by Materials and Health Care.

Looking across market capitalizations, large company stocks outperformed small-caps and mid-caps for the quarter and the year, and growth outpaced value for both periods as well. Small-cap value had an especially weak December, with the Russell 2000 Value Index falling 5.27 percent for the month.

International stock returns, in U.S. dollars, were positive in many countries for the fourth quarter. Notable exceptions were Russia, Brazil, and India. Brazil was the worst-performing overseas market for the year, down 41.37 percent. Its economy suffered heavily from the collapse in oil prices. With a dramatic, global drop in commodity prices this past year, the 10-year average annual return for the Bloomberg Commodity Index fell to -6.43 percent as of Dec. 31, 2015. The index includes 26 energy, precious and industrial metals, livestock, grain and other agricultural components and was down 24.66 percent in 2015.

In the fixed-income market, the yield on the 10-year Treasury note rose 0.1 percentage point to 2.27 percent in 2015. Long-term investment grade corporate bonds were the worst-performing category of fixed-income products, falling a bit more than high-yield for the year as shown below. Municipal bonds were the best-performing bond category this past quarter and year.

High-yield bonds were weighted down by energy sector supply woes, with several coal mining companies facing bankruptcy at year - end amid falling demand in many emerging markets and carbon emission concerns in developed markets.



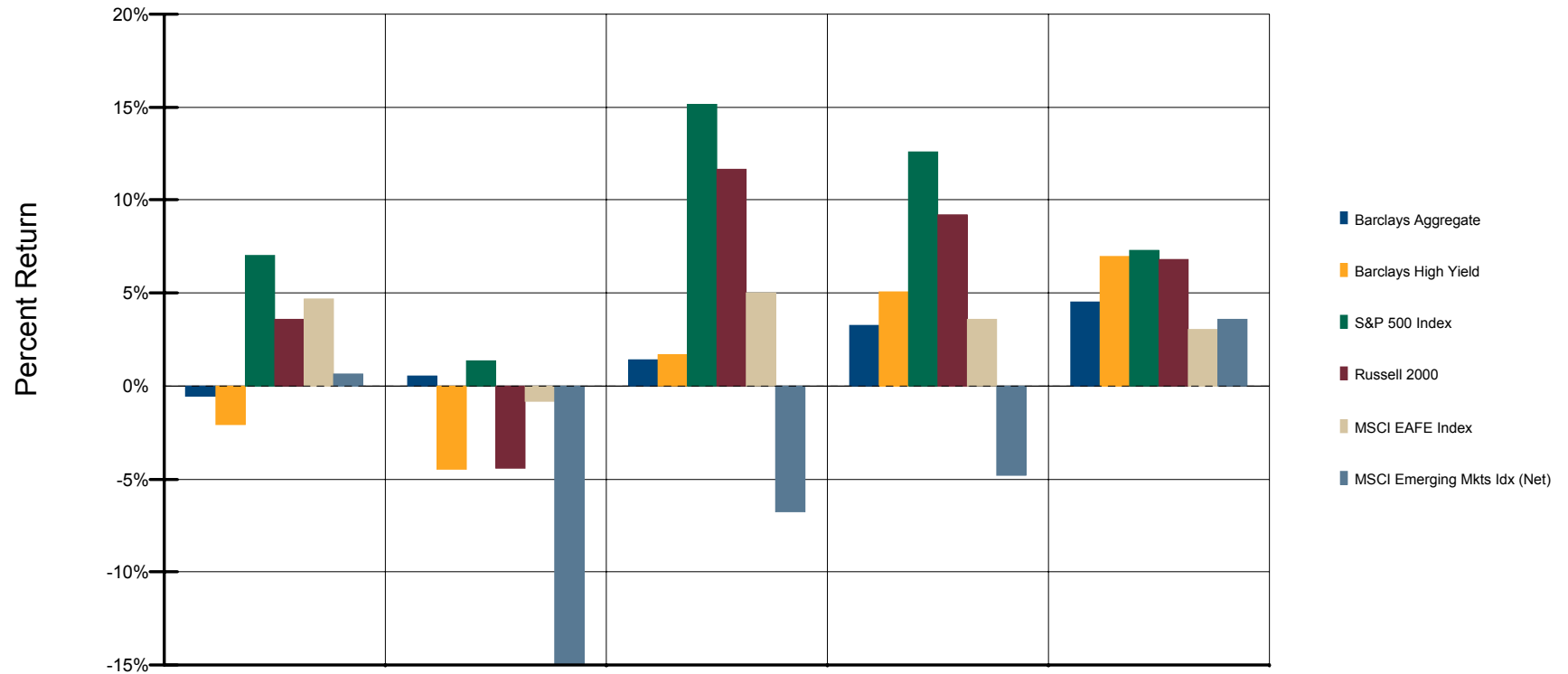
## Fourth Quarter and 2015 Market Returns

	Fourth Quarter	2015
<b>Equities</b>		
S&P 500 Index	7.04%	1.38%
Russell 2000 Index	3.59%	-4.41%
Russell Midcap Index	3.62%	-2.44%
MSCI US REIT Index	6.67%	1.28%
MSCI EAFE NR Index	4.71%	-0.81%
MSCI Emerging Markets NR Index	0.66%	-14.92%
<b>Fixed Income</b>		
Barclays U.S. Corporate High Yield Index	-2.07%	-4.47%
Barclays U.S. Long Corporate Index	-0.97%	-4.61%
Barclays U.S. Treasury Long Index	-1.38%	-1.21%
Barclays U.S. Government Long Index	-1.38%	-1.16%
Barclays Municipal Index	1.50%	3.30%
Barclays Aggregate Bond Index	-0.57%	0.55%
<b>Currency</b>		
U.S. Dollar Index	2.37%	9.26%
<b>Oil</b>		
West Texas Intermediate (WTI) Index	-17.60%	-30.53%

*Sources: Morningstar, Bloomberg and Moody's Analytics. All equity and fixed-income returns include dividends and interest. The performance quoted represents past performance, which is no guarantee of future results, and is annualized for periods greater than one year.*

*All returns in U.S. dollars.*

# Capital Markets Returns



	Q4 '15	1 Year	3 Years	5 Years	10 Years
Barclays Aggregate	-0.57%	0.55%	1.44%	3.25%	4.51%
Barclays High Yield	-2.07%	-4.47%	1.69%	5.04%	6.96%
S&P 500 Index	7.04%	1.38%	15.13%	12.57%	7.31%
Russell 2000	3.59%	-4.41%	11.65%	9.19%	6.80%
MSCI EAFE Index	4.71%	-0.81%	5.01%	3.60%	3.03%
MSCI Emerging Mkts Idx (Net)	0.66%	-14.92%	-6.76%	-4.81%	3.61%

Periods greater than one year represent annualized performance.

*Past performance is no guarantee of future results.*

## Retirement Focused Investing – RHS Plans

		U.S. STOCK		
		Value	Blend	Growth
Large		--	--	--
		--	--	--
		--	--	--
Mid		--	--	--
		--	--	--
		--	--	--
Small		--	--	--
		--	--	--
		--	--	--

STABLE VALUE/CASH MANAGEMENT	BOND	INTERNATIONAL/GLOBAL STOCK
--	--	--

TARGET-RISK/TARGET-DATE
10 funds in asset category. See Fund Summary pages for names of all funds in asset category.
GUARANTEED LIFETIME INCOME
--
BALANCED
--
SPECIALTY
--

**All data on page is as of December 31, 2015**

See disclosure at end of chapter. This is a list of funds available for all RHS plans with more than five participants.

# Vantagepoint Milestone Funds<sup>1,5,13</sup>

Morningstar<sup>®</sup>,<sup>2</sup> Three- and Five-Year Rankings as of 12/31/2015

## Vantagepoint Milestone Funds

	2010	2015	2020	2025	2030	TxtMPNm6	TxtMPNm7	TxtMPNm8	TxtMPNm9
								◆ 10	
<b>1st quartile</b>		◆ 18	◆ 25	◆ 30	◆ 16	◆ 19	◆ 23	◆ 20	◆ 20
	◆ 37		◆ 35				◆ 27		
<b>2nd quartile</b>		◆ 46							
<b>Median Return</b>									
<b>3rd quartile</b>									
<b>4th quartile</b>									
<b>Morningstar<sup>®</sup>,<sup>2</sup> Category</b>	Target Date 2000-2010	Target Date 2011-2015	Target Date 2016-2020	Target Date 2021-2025	Target Date 2026-2030	TxtMPCat6	TxtMPCat7	TxtMPCat8	TxtMPCat9
<b>Funds Ranked in Category: 3-Year Period</b>	91	119	188	162	188				
<b>Funds Ranked in Category: 5-Year Period</b>	82	90	156	115	156				

◆ 3-Year Rank  
◆ 5-Year Rank

Number next to each diamond represents a percentile rank within the appropriate Morningstar style category universe of funds. The percentile ranking is based on Total Return relative to funds in the same Morningstar category. The highest (or most favorable) percentile rank is 1 and the lowest (or least favorable) percentile rank is 100. The top-performing fund in a category will always receive a rank of 1. Past performance is no guarantee of future results. Please be advised that with "Fund of Funds" arrangements such as the Vantagepoint Milestone Funds, additional underlying fees may apply. Please read Making Sound Investment Decisions: A Retirement Investment Guide ("Guide") carefully for a complete summary of all fees, expenses, investment objectives and strategies, and risks. Investors should carefully consider this information before investing.

For Plan Sponsor Use Only

# VT Vantagepoint Milestone Funds<sup>1,5,13</sup>

4<sup>th</sup> Quarter 2015

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## Underlying Vantagepoint Fund Target Allocations as of 12/31/2015

### EQUITY

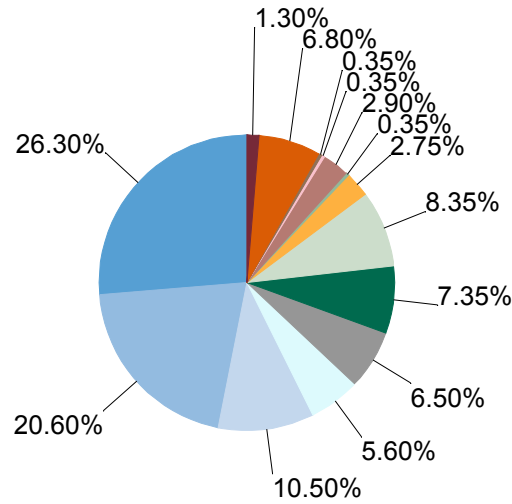
- Emerging Market
- International
- Overseas Equity Index
- Discovery
- Aggressive Opportunities
- Mid/Small Company Index
- Select Value
- Growth
- Growth & Income
- Equity Income

### MULTI-STRATEGY

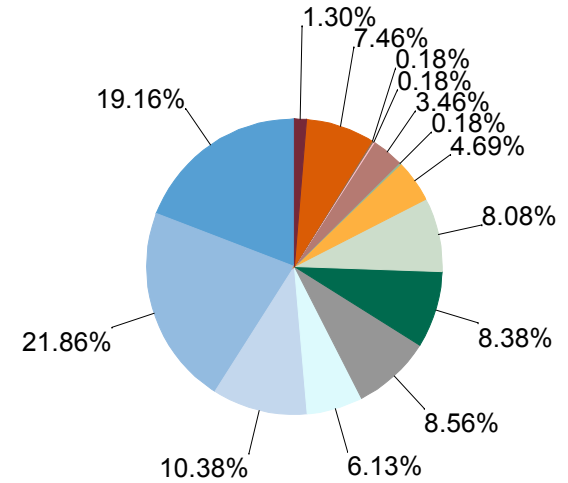
- Diversifying Strategies

### FIXED INCOME

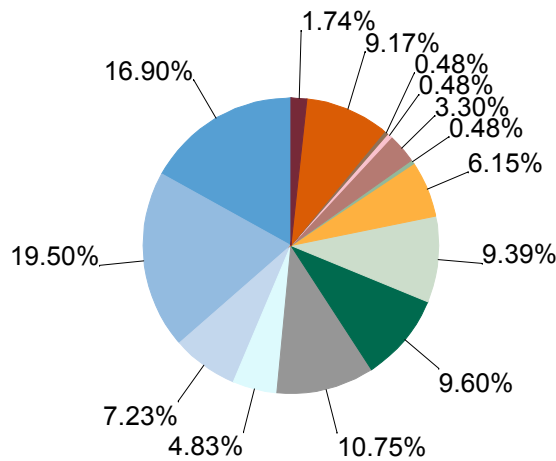
- High Yield Bond
- Inflation Focused
- Core Bond Index
- Low Duration Bond



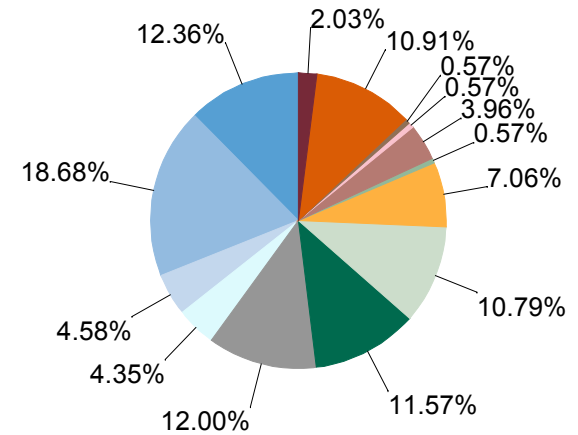
Retirement Income



2010



2015



2020

See disclosure at end of chapter.

All data on page is as of December 31, 2015

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## Underlying Vantagepoint Fund Target Allocations as of 12/31/2015

### EQUITY

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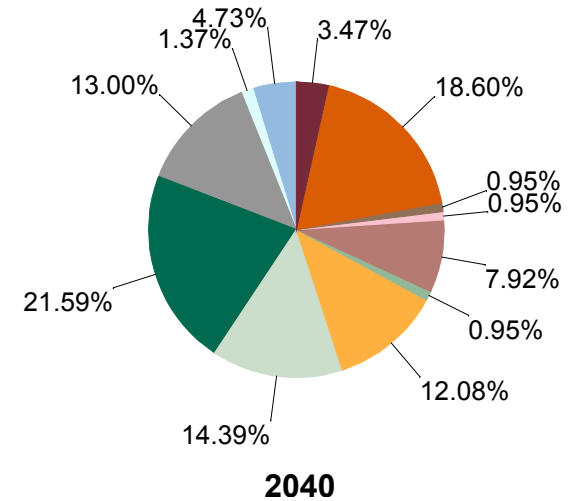
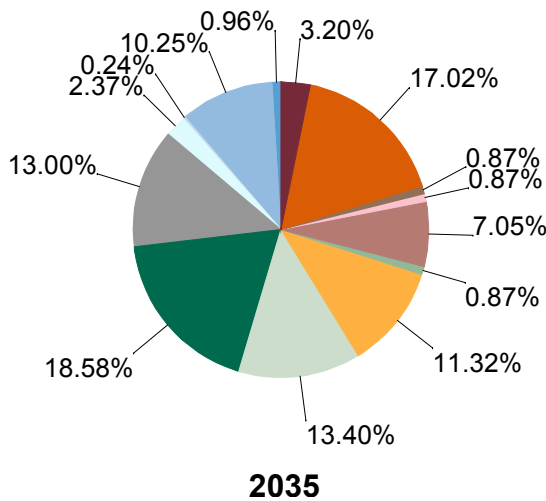
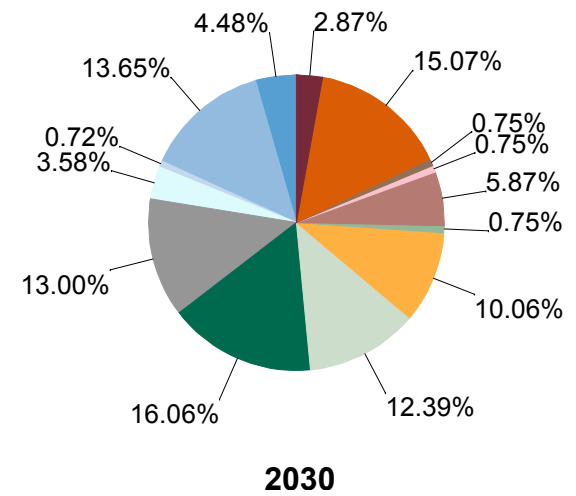
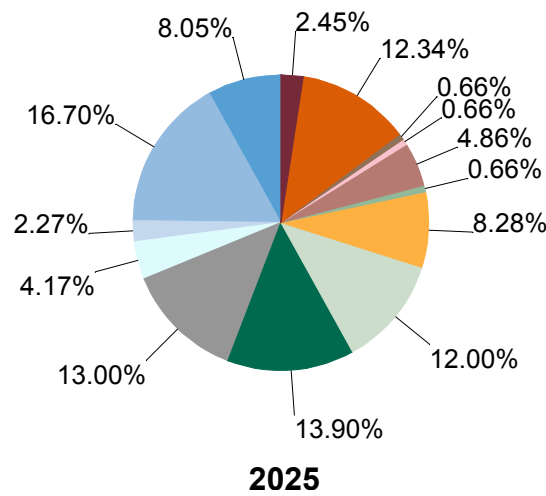
### MULTI-STRATEGY

- Diversifying Strategies

### FIXED INCOME

- High Yield Bond
- Inflation Focused
- Core Bond Index
- Low Duration Bond

See disclosure at end of chapter.



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# VT Vantagepoint Milestone Funds<sup>1,5,13</sup>

4<sup>th</sup> Quarter 2015

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## Underlying Vantagepoint Fund Target Allocations as of 12/31/2015

### EQUITY

- Emerging Market
- International
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- Growth & Income
- Equity Income

### MULTI-STRATEGY

- Diversifying Strategies

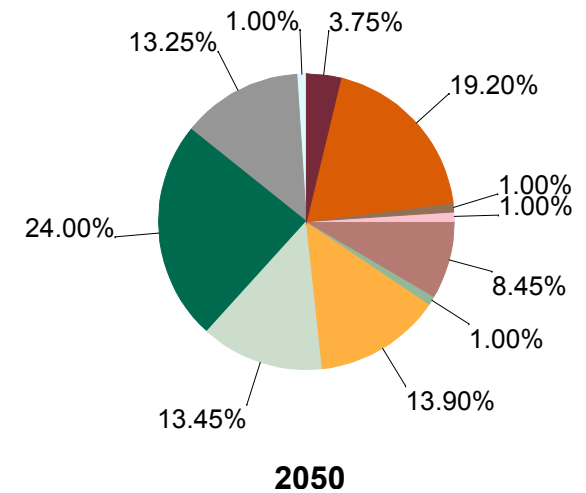
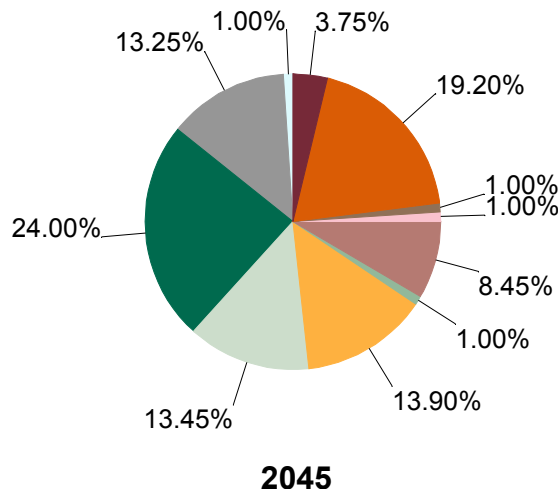
### FIXED INCOME

- High Yield Bond
- Inflation Focused
- Core Bond Index
- Low Duration Bond

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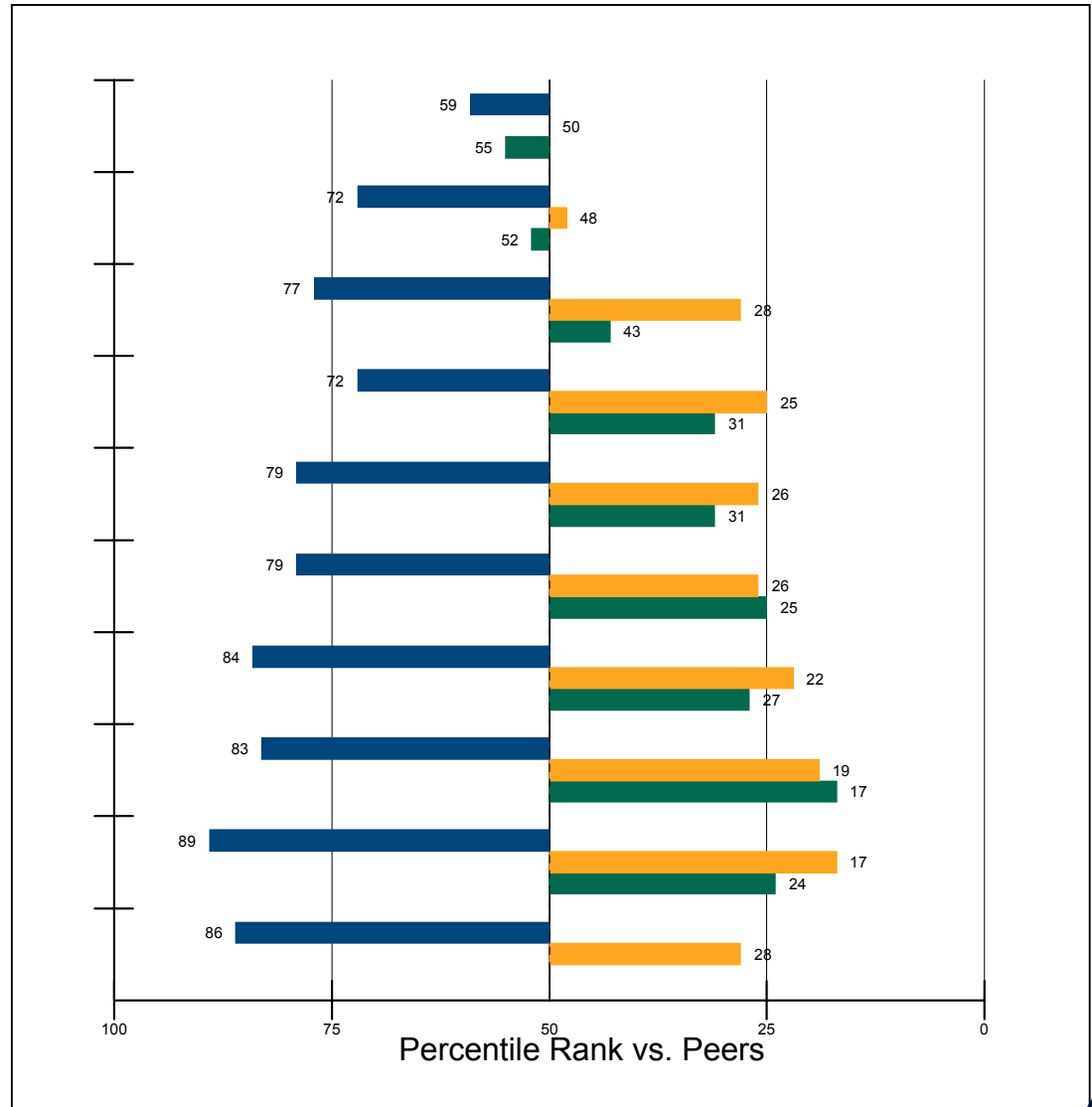
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*For Plan Sponsor Use Only*



# Morningstar Ratings vs. Peers<sup>1,2</sup>

Fund	Overall Morningstar Rating <sup>2</sup>	Asset Allocation (All Plans)	Participant Usage (All Plans)
Vantagepoint Milestone Ret Inc	☆☆☆	11.84%	13.65%
Vantagepoint Milestone 2010	☆☆☆☆	11.71%	10.96%
Vantagepoint Milestone 2015	☆☆☆	17.17%	16.24%
Vantagepoint Milestone 2020	☆☆☆☆	22.41%	19.63%
Vantagepoint Milestone 2025	☆☆☆☆	17.55%	17.44%
Vantagepoint Milestone 2030	☆☆☆☆	10.78%	11.27%
Vantagepoint Milestone 2035	☆☆☆☆	5.64%	6.46%
Vantagepoint Milestone 2040	☆☆☆☆	2.23%	3.15%
Vantagepoint Milestone 2045	☆☆☆☆	0.66%	1.18%
Vantagepoint Milestone 2050	☆☆☆	0.01%	0.02%



■ 1 Year ■ 3 Year ■ 5 Year

**All data on page is as of December 31, 2015**

Page includes Morningstar® data for actively managed registered funds in plans with more than five participants. See disclosure at end of chapter.



# Fund Focus List<sup>1,2</sup>

4<sup>th</sup> Quarter 2015

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December 31, 2015

Criteria	Criterion Benchmark	Vantagepoint Milestone Ret Inc	Vantagepoint Milestone 2010	Vantagepoint Milestone 2015	Vantagepoint Milestone 2020	Vantagepoint Milestone 2025
% of Assets	--	11.84%	11.71%	17.17%	22.41%	17.55%
% of Participants	--	13.65%	10.96%	16.24%	19.63%	17.44%
Overall Morningstar Star Rating <sup>2</sup>	3 or higher	3	4	3	4	4
3-Year Morningstar Star Rating <sup>2</sup>	3 or higher	3	3	3	4	4
3-Year Performance Pct. Rank in Category <sup>2</sup>	75 <sup>th</sup> percentile or better	50%	48%	28%	25%	26%
1-Year Performance Pct. Rank in Category <sup>2</sup>	75 <sup>th</sup> percentile or better	59%	72%	77%	72%	79%
3-Month Performance Pct. Rank in Category <sup>2</sup>	75 <sup>th</sup> percentile or better for 5 of last 8 quarters	5	6	6	5	6
Manager Change	None in last 12 months	No	No	No	No	No
Morningstar Category Change	None in last 12 months	No	No	No	No	No
Metrics Met	--	<b>7 of 7</b>	<b>7 of 7</b>	<b>6 of 7</b>	<b>7 of 7</b>	<b>6 of 7</b>

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# Fund Focus List<sup>1,2</sup>

4<sup>th</sup> Quarter 2015

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December 31, 2015

Criteria	Criterion Benchmark	Vantagepoint Milestone 2030	Vantagepoint Milestone 2035	Vantagepoint Milestone 2040	Vantagepoint Milestone 2045
% of Assets	--	10.78%	5.64%	2.23%	0.66%
% of Participants	--	11.27%	6.46%	3.15%	1.18%
Overall Morningstar Star Rating <sup>2</sup>	3 or higher	4	4	4	4
3-Year Morningstar Star Rating <sup>2</sup>	3 or higher	4	4	4	4
3-Year Performance Pct. Rank in Category <sup>2</sup>	75 <sup>th</sup> percentile or better	26%	22%	19%	17%
1-Year Performance Pct. Rank in Category <sup>2</sup>	75 <sup>th</sup> percentile or better	79%	84%	83%	89%
3-Month Performance Pct. Rank in Category <sup>2</sup>	75 <sup>th</sup> percentile or better for 5 of last 8 quarters	6	5	7	7
Manager Change	None in last 12 months	No	No	No	No
Morningstar Category Change	None in last 12 months	No	No	No	No
Metrics Met	--	<b>6 of 7</b>	<b>6 of 7</b>	<b>6 of 7</b>	<b>6 of 7</b>

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## Fund Data

4<sup>th</sup> Quarter 2015

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Fund past performance, as shown, is no guarantee of how the fund will perform in the future. The performance shown has been annualized for periods greater than one year. Investment returns and principal value will fluctuate, so that an investor's shares, when redeemed, may be worth more or less than their original cost. For current performance, contact ICMA-RC by calling 800-669-7400 or by visiting [www.icmarc.org](http://www.icmarc.org).

# Fund Performance<sup>1,2</sup>

## Target-Risk/Target-Date Fund Returns

4<sup>th</sup> Quarter 2015

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Fund Name	Morningstar® Star Rating				1 Yr Return	3 Yr Return	5 Yr Return	10 Yr Return	Rtrn Since Inception	Inception Date
	Overall	3 Year	5 Year	10 Year						
<b>Vantagepoint Milestone Ret Inc<sup>5,12</sup></b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>-1.54</b>	<b>2.65</b>	<b>3.48</b>	<b>3.82</b>	<b>3.78</b>	<b>1/3/2005</b>
Barclays U.S. Intermediate Aggregate Bond Index					1.21	1.41	2.74	4.26		
Milestone Ret Income Custom Benchmark Former Milestone Ret Income Custom Benchmark					0.19	4.74	5.23	5.00		
Morningstar Retirement Income					1.58	5.16	5.47	5.23		
					-1.50	2.49	3.60	3.76		
<b>Vantagepoint Milestone 2010<sup>5,12</sup></b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>-1.57</b>	<b>4.37</b>	<b>4.78</b>	<b>4.45</b>	<b>4.47</b>	<b>1/3/2005</b>
Barclays U.S. Intermediate Aggregate Bond Index					1.21	1.41	2.74	4.26		
Milestone 2010 Custom Benchmark Former Milestone 2010 Custom Benchmark					0.21	6.55	6.71	5.81		
Morningstar Target Date 2000-2010					1.61	7.32	7.10	6.04		
					-1.18	4.03	4.68	3.89		
<b>Vantagepoint Milestone 2015<sup>5,12</sup></b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>-1.75</b>	<b>5.22</b>	<b>5.28</b>	<b>4.63</b>	<b>4.75</b>	<b>1/3/2005</b>
Barclays U.S. Intermediate Aggregate Bond Index					1.21	1.41	2.74	4.26		
Milestone 2015 Custom Benchmark Former Milestone 2015 Custom Benchmark					0.15	7.40	7.18	6.03		
Morningstar Target Date 2011-2015					1.64	8.37	7.86	6.14		
					-1.34	4.35	5.04	4.53		

**All data on page is as of December 31, 2015**

See disclosure at end of chapter.

# Fund Performance<sup>1,2</sup>

## Target-Risk/Target-Date Fund Returns

4<sup>th</sup> Quarter 2015

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Fund Name	Morningstar® Star Rating				1 Yr Return	3 Yr Return	5 Yr Return	10 Yr Return	Rtrn Since Inception	Inception Date
	Overall	3 Year	5 Year	10 Year						
<b>Vantagepoint Milestone 2020<sup>5,12</sup></b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>-1.89</b>	<b>6.19</b>	<b>5.85</b>	<b>4.82</b>	<b>4.97</b>	<b>1/3/2005</b>
S&P 500 Index					1.38	15.13	12.57	7.31		
Milestone 2020 Custom Benchmark					0.09	8.44	7.73	6.24		
Former Milestone 2020 Custom Benchmark					1.65	9.53	8.69	6.36		
Morningstar Target Date 2016-2020					-1.57	4.72	5.11	4.17		
<b>Vantagepoint Milestone 2025<sup>5,12</sup></b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>-2.09</b>	<b>7.07</b>	<b>6.44</b>	<b>4.99</b>	<b>5.19</b>	<b>1/3/2005</b>
S&P 500 Index					1.38	15.13	12.57	7.31		
Milestone 2025 Custom Benchmark					0.01	9.33	8.30	6.41		
Former Milestone 2025 Custom Benchmark					1.65	10.67	9.50	6.57		
Morningstar Target Date 2021-2025					-1.59	6.01	6.17	4.48		
<b>Vantagepoint Milestone 2030<sup>5,12</sup></b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>-2.34</b>	<b>7.86</b>	<b>6.97</b>	<b>5.17</b>	<b>5.39</b>	<b>1/3/2005</b>
S&P 500 Index					1.38	15.13	12.57	7.31		
Milestone 2030 Custom Benchmark					-0.14	10.06	8.74	6.58		
Former Milestone 2030 Custom Benchmark					1.62	11.83	10.31	6.77		
Morningstar Target Date 2026-2030					-1.79	6.32	5.99	4.41		
<b>Vantagepoint Milestone 2035<sup>5,12</sup></b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>-2.65</b>	<b>8.60</b>	<b>7.47</b>	<b>5.36</b>	<b>5.61</b>	<b>1/3/2005</b>
S&P 500 Index					1.38	15.13	12.57	7.31		
Milestone 2035 Custom Benchmark					-0.33	10.73	9.12	6.81		
Former Milestone 2035 Custom Benchmark					1.58	13.03	11.15	7.01		
Morningstar Target Date 2031-2035					-1.76	7.42	6.92	4.79		

**All data on page is as of December 31, 2015**

See disclosure at end of chapter.

# Fund Performance<sup>1,2</sup>

## Target-Risk/Target-Date Fund Returns

4<sup>th</sup> Quarter 2015

Platinum Services Plan Service Report

Fund Name	Morningstar® Star Rating				1 Yr Return	3 Yr Return	5 Yr Return	10 Yr Return	Rtrn Since Inception	Inception Date
	Overall	3 Year	5 Year	10 Year						
<b>Vantagepoint Milestone 2040<sup>5,12</sup></b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>-2.87</b>	<b>9.16</b>	<b>7.88</b>	<b>5.54</b>	<b>5.78</b>	<b>1/3/2005</b>
S&P 500 Index					1.38	15.13	12.57	7.31		
Milestone 2040 Custom Benchmark					-0.50	11.12	9.37	6.91		
Former Milestone 2040 Custom Benchmark					1.11	13.19	10.87	6.56		
Morningstar Target Date 2036-2040					-1.99	7.27	6.48	4.60		
<b>Vantagepoint Milestone 2045<sup>5,12</sup></b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>--</b>	<b>-3.16</b>	<b>9.24</b>	<b>7.91</b>	<b>--</b>	<b>9.00</b>	<b>1/4/2010</b>
S&P 500 Index					1.38	15.13	12.57	7.31		
Milestone 2045 Custom Benchmark					-0.63	11.20	9.42	--		
Former Milestone 2045 Custom Benchmark					1.09	13.11	10.82	--		
Morningstar Target Date 2041-2045					-1.87	7.97	7.25	5.15		
<b>Vantagepoint Milestone 2050<sup>5,12</sup></b>	<b>3</b>	<b>3</b>	<b>--</b>	<b>--</b>	<b>-3.22</b>	<b>9.03</b>	<b>--</b>	<b>--</b>	<b>9.03</b>	<b>9/10/2012</b>
S&P 500 Index					1.38	15.13	12.57	7.31		
Milestone 2050 Custom Benchmark					-0.63	11.20	--	--		
Former Milestone 2050 Custom Benchmark					1.09	13.11	--	--		
Morningstar Target Date 2046-2050					-2.01	7.66	6.71	4.78		

**All data on page is as of December 31, 2015**

See disclosure at end of chapter.

# Fund Summary<sup>1,2</sup>

4<sup>th</sup> Quarter 2015

Platinum Services Plan Service Report

## Summary Table

Plan Option	Morningstar® Category	Peer Ranking over last 3 years (Percentile)	Peer Ranking over last 5 years (Percentile)	Peer Ranking over last 10 years (Percentile)	Comparative Risk Relative to Funds in Category over last 3 years
Vantagepoint Milestone Ret Inc <sup>5,12</sup>	Retirement Income	73/146 (50%)	73/132 (55%)	30/64 (46%)	Average
Vantagepoint Milestone 2010 <sup>5,12</sup>	Target Date 2000-2010	44/91 (48%)	43/82 (52%)	8/41 (18%)	Average
Vantagepoint Milestone 2015 <sup>5,12</sup>	Target Date 2011-2015	34/119 (28%)	39/90 (43%)	5/11 (40%)	Average
Vantagepoint Milestone 2020 <sup>5,12</sup>	Target Date 2016-2020	47/188 (25%)	48/156 (31%)	11/64 (16%)	Average
Vantagepoint Milestone 2025 <sup>5,12</sup>	Target Date 2021-2025	42/162 (26%)	36/115 (31%)	8/27 (27%)	Average
Vantagepoint Milestone 2030 <sup>5,12</sup>	Target Date 2026-2030	49/188 (26%)	39/156 (25%)	10/64 (15%)	Average
Vantagepoint Milestone 2035 <sup>5,12</sup>	Target Date 2031-2035	36/161 (22%)	31/115 (27%)	7/27 (23%)	Average
Vantagepoint Milestone 2040 <sup>5,12</sup>	Target Date 2036-2040	35/188 (19%)	27/156 (17%)	8/64 (12%)	High
Vantagepoint Milestone 2045 <sup>5,12</sup>	Target Date 2041-2045	28/161 (17%)	28/114 (24%)	--	High
Vantagepoint Milestone 2050 <sup>5,12</sup>	Target Date 2046-2050	50/176 (28%)	--	--	High

**All data on page is as of December 31, 2015**

See disclosure at end of chapter.

- <sup>1</sup> Morningstar places funds in certain categories based on the fund's historical portfolio holdings. Placement of a fund in a particular Morningstar category does not mean that the fund will remain in that category or that it will invest primarily in securities consistent with its Morningstar category. A fund's investment strategy and portfolio holdings are governed by its prospectus, guidelines or other governing documents, not its Morningstar category.

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ICMA-RC's identified fund line-up is a commitment to administer these funds for the plan, not advice to the plan sponsor on the composition of the plan's fund line-up. ICMA-RC provides plan sponsors fund information to assist them in meeting their fiduciary responsibility in managing the plan. The plan sponsor retains the obligation to prudently select and monitor the investment funds it offers to plan participants. ICMA-RC may adjust fees commensurate with changes in revenue from alternative funds selected by the plan sponsor from ICMA-RC's mutual fund platform.

- <sup>2</sup> For each fund with at least a three-year history, Morningstar calculates a Morningstar Rating™ based on a Morningstar Risk-Adjusted Return measure that accounts for variation in a fund's monthly performance (including the effects of sales charges, loads, fee waivers, and redemption fees), placing more emphasis on downward variations and rewarding consistent performance. The top 10% of funds in each category receive 5 stars, the next 22.5% receive 4 stars, the next 35% receive 3 stars, the next 22.5% receive 2 stars and the bottom 10% receive 1 star. The Overall Morningstar Rating for a fund is derived from a weighted average of the performance figures associated with its three-, five- and ten-year (if applicable) Morningstar Rating metrics. For funds with loads, the Morningstar rating on a load-waived basis is provided, when available. Load-waived ratings do not include any front- or back-end sales loads and are intended for investors that have access to such purchase terms. Funds with loads are waived for plans administered by ICMA-RC. Past performance is no guarantee of future results.

The percentile ranking is based on Total Return relative to all funds in the same Morningstar category. The highest (or most favorable) percentile rank is 1 and the lowest (or least favorable) percentile rank is 100. The top-performing fund in a category will always receive a rank of 1. Past performance is no indicator or guarantee of future results.



# Disclosures

<sup>2</sup> Cont. The number of funds in Morningstar® categories as of December 31, 2015 is provided below:

Morningstar® Category	3-Year	5-Year	10-Year	Morningstar® Category	3-Year	5-Year	10-Year
Aggressive Allocation	382	318	236	Moderate Allocation	865	745	505
Communications	35	35	21	Multisector Bond	226	171	102
Conservative Allocation	744	575	356	Natural Resources	122	107	56
Diversified Emerging Markets	578	386	172	Real Estate	241	208	153
Equity Precious Metals	72	71	51	Retirement Income	146	132	64
Financial	92	88	70	Short Government	115	107	93
Foreign Large Blend	694	604	347	Short-Term Bond	493	406	278
Foreign Large Growth	323	288	189	Small Blend	638	564	366
Foreign Large Value	290	256	133	Small Growth	660	588	423
Foreign Small/Mid Blend	65	55	20	Small Value	373	325	209
Foreign Small/Mid Growth	136	115	77	Target Date 2000 – 2010	91	82	41
Foreign Small/Mid Value	52	41	23	Target Date 2011 – 2015	119	90	11
Global Real Estate	191	160	48	Target Date 2016 – 2020	188	156	64
Health	125	117	96	Target Date 2021 – 2025	162	115	27
High Yield Bond	636	523	363	Target Date 2026 – 2030	188	156	64
Inflation-Protected Bond	203	176	106	Target Date 2031 – 2035	161	115	27
Intermediate Government	301	288	218	Target Date 2036 – 2040	188	156	64
Intermediate-Term Bond	947	829	595	Target Date 2041 – 2045	161	114	18
Large Blend	1,407	1,238	889	Target Date 2046 – 2050	176	131	16
Large Growth	1,542	1,326	933	Target Date 2051 +	119	58	N/A
Large Value	1,190	1,042	754	Technology	197	193	152
Long Government	30	30	23	Utilities	63	61	56
Long-Term Bond	16	12	5	World Allocation	479	348	190
Mid-Cap Blend	389	323	211	World Bond	323	243	142
Mid-Cap Growth	644	577	431	World Stock	984	781	417
Mid-Cap Value	407	343	235				

<sup>3</sup> American Century® is a registered trademark of American Century Services Corporation.

<sup>4</sup> T. Rowe Price® is a registered trademark of T. Rowe Price Group, Inc. - all rights reserved.

<sup>5</sup> The fund is not a complete solution for all of your retirement savings needs. An investment in the fund includes the risk of loss, including near, at or after the target date of the fund. There is no guarantee that the fund will provide adequate income at and through an investor's retirement.

- <sup>6</sup> Funds that invest primarily in small-capitalization companies involve greater risk than is customarily associated with investments in larger, more established companies. Equity securities of small-capitalization companies are generally subject to greater price volatility than those of larger companies due to less certain growth prospects, the lower degree of liquidity in the markets for their securities, and the greater sensitivity of smaller companies to changing economic conditions. Also, small-capitalization companies may have more limited product lines, fewer capital resources and less experienced management than larger companies.
- <sup>7</sup> VT PLUS Fund return is annualized for all periods.
- <sup>8</sup> CD Accounts are issued by Bank of America, N.A. ("Bank"), a member of the FDIC, and are available as VantageTrust investment options. CD Account deposits of up to \$250,000 are insured by the FDIC, subject to certain limitations. Amounts to be invested in CD Accounts are initially held in the Bank's Money Market Deposit Account ("MMDA") and earn the Bank's MMDA rate. At the end of the open investment window, assets are transferred to the CD Account where interest is credited daily and compounded monthly.
- Certificate of Deposit Accounts (CD Accounts) Annual Percentage Rates (APRs) and Annual Percentage Yields (APYs) are valid for the purchases made within the related open investment window and assume principal and interest remain in the account until maturity. Withdrawals and penalties will reduce earnings on the account. Please be advised, there may be associated penalties for withdrawing from a CD Account prior to the maturity date. For more information regarding CD Accounts, please contact Investor Services at 800-669-7400.
- <sup>9</sup> *The VantageTrust Cash Management Fund is invested in a single registered mutual fund, the Dreyfus Cash Management Fund. Investments in the fund are not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the Dreyfus Cash Management Fund seeks to preserve the value of the fund at \$1.00 per share, it is possible to lose money by investing in the fund. The 7-Day Yield more closely reflects the Fund's current earnings than the quotation of total return.*
- <sup>10</sup> A fixed income fund is subject to credit risk and interest rate risk. Credit risk is when an issuer of a fixed income security may be unable or unwilling to make payments of principal or interest to the holders of these securities or may declare bankruptcy. Fixed income securities fluctuate in value as interest rates change. When interest rates rise, the market prices of fixed income securities will usually decrease; when interest rates fall, the market prices of fixed income securities usually will increase.
- <sup>11</sup> Funds that invest in foreign securities are exposed to the risk of loss due to political, economic, legal, regulatory, and operational uncertainties; differing accounting and financial reporting standards; limited availability of information; currency fluctuations; and higher transaction costs. Investments in foreign currencies or securities denominated in foreign currencies (including derivative instruments that provide exposure to foreign currencies) may experience gains or losses solely based on changes in the exchange rate between foreign currencies and the U.S. dollar. The risk of investing in foreign securities may be greater with respect to securities of companies located in emerging market countries. The value of developing or emerging market currencies may fluctuate more than the currencies of companies with more mature markets.

- <sup>12</sup> The expense ratio for a “fund of funds” includes acquired fund fees and expenses, which are expenses incurred indirectly by the fund through its ownership in other mutual funds.
- <sup>13</sup> Sector funds tend to be riskier and more volatile than the broad market because they are generally less diversified and more volatile than other mutual funds.
- <sup>14</sup> *An investment in this Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the 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. The 7-Day Yield more closely reflects the Fund's current earnings than the quotation of total return.*
- <sup>15</sup> The Hueler Analytics Stable Value Pooled Fund Comparative Universe represents the performance returns of actual stable value pooled funds, and its Index is the stable value industry benchmark used by many institutional investors, consultants, advisors and plan sponsors for monitoring stable value pooled funds. Rankings are derived by ICMA-RC from data provided by Hueler Analytics, Inc., which is a technology and research firm covering stable value products and is not affiliated with ICMA-RC. ICMA-RC does not independently verify Hueler Analytics, Inc. data. Gross returns used in the Universe and in the Rankings do not include plan administration fees, adviser expenses, or other stable value fund costs - actual performance experienced by participants would be commensurately lower. The highest (or most favorable) percentile rank is 1 and the lowest (or least favorable) percentile rank is 100. The top-performing fund in a category will always receive a rank of 1. As of December 31, 2015, the universe contained 15 funds with 1-year returns, 15 funds with 3-year returns, 15 funds with 5-year returns, and 14 funds with 10-year returns. Past performance is no guarantee of future results.
- <sup>16</sup> **Prudential Retirement Insurance and Annuity Company (Prudential), CA COA #08003**, Hartford, CT. Neither Prudential nor ICMA-RC guarantees the investment performance or return on contributions to Prudential's Separate Account. You should carefully consider the objectives, risks, charges, expenses and underlying guarantee features before purchasing this product. Prudential may increase the Guarantee Fee in the future, from 1.00% up to a maximum of 1.50%. Like all variable investments, this Fund may lose value. Availability and terms may vary by jurisdiction; subject to regulatory approvals. Annuity contracts contain exclusions, limitations, reductions of benefits and terms for keeping them in force. Guarantees are based on Prudential's claims-paying ability. This annuity is issued under Contract form # GA-2020-TGWB4-0805-RC. ICMA-RC provides recordkeeping services to your Plan and is the investment manager of the underlying Prudential separate account. Prudential or its affiliates may compensate ICMA-RC for providing these and related administrative services in connection with the Fund. Variable annuities are suitable for long-term investing, particularly retirement savings. **©2015 Prudential, the Prudential logo, and the Rock symbol and Bring Your Challenges are service marks of the Prudential Insurance Company of America, Newark, NJ, and its related entities, registered in many jurisdictions worldwide.** Note: Participants who are interested in the VT Retirement Income Advantage Fund must first receive and read the **VT Retirement Income Advantage Fund Important Considerations** document, before investing.
- <sup>17</sup> Funds that invest primarily in mid-capitalization companies involve greater risk than is customarily associated with investments in larger, more established companies. Equity securities of mid-capitalization companies generally trade in lower volume and are generally subject to greater and less predictable price changes than the securities of larger companies.

- <sup>18</sup> Funds that invest primarily in high yield bonds (bonds that are rated below investment grade and also known as "junk bonds") are subject to additional risk as these high yield bonds are considered speculative and involve a greater risk of default than "investment grade" securities. The values of these securities are particularly sensitive to changes in interest rates, issuer creditworthiness, and economic and political conditions. The market prices of these securities may decline significantly in periods of general economic difficulty, may be harder to value, and may be less liquid than higher rated securities.
- <sup>19</sup> Certain funds may be subject to style risk, which is the possibility that the investment style of its investment adviser will trail the returns of the overall market. In the past, different types of securities have experienced cycles of outperformance and underperformance in comparison to the market in general. For example, growth stocks have performed best during the later stages of economic expansion and value stocks have performed best during periods of economic recovery. Both styles may go in and out of favor. When the investing style used by a fund is out of favor, that fund is likely to underperform other funds that use investing styles that are in favor.

## II. Plan Activity

4<sup>th</sup> Quarter 2015

Platinum Services Plan Service Report

# Plan Snapshot

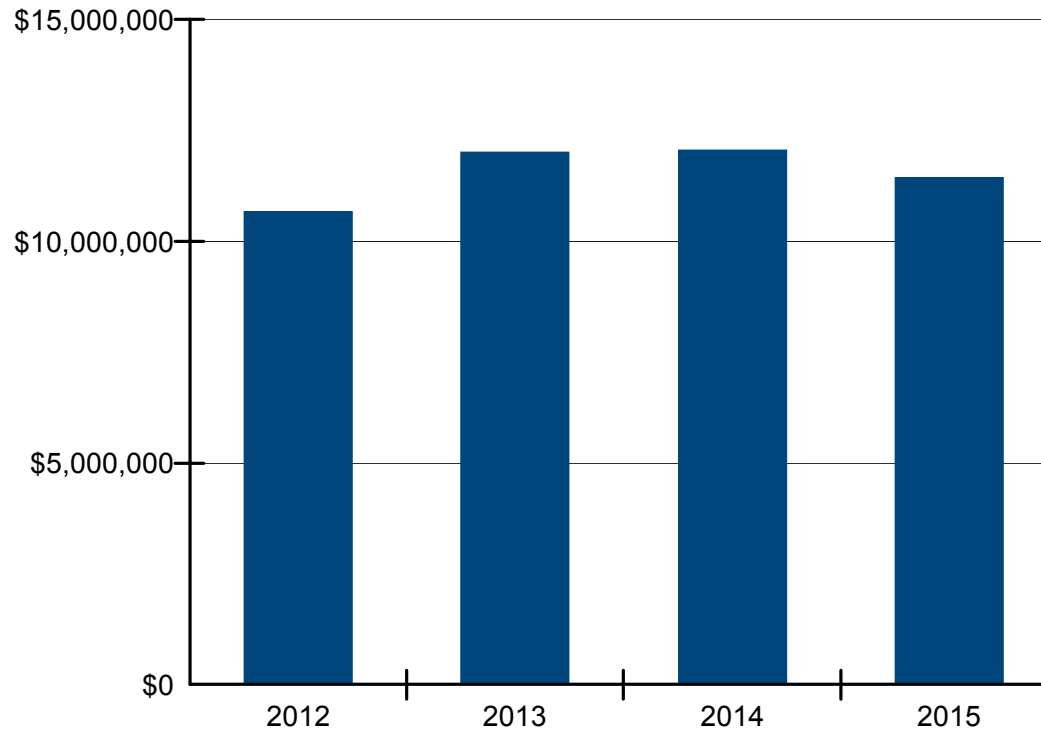
Plan Type	Plan Number	Plan Name	Assets	Participants
RHS	801712	VMERS	\$11,445,105	4160
<b>Total</b>			<b>\$11,445,105</b>	<b>4160</b>

Data on all subsequent pages is aggregated by plan type for plans with five or more participants.

*For Plan Sponsor Use Only*



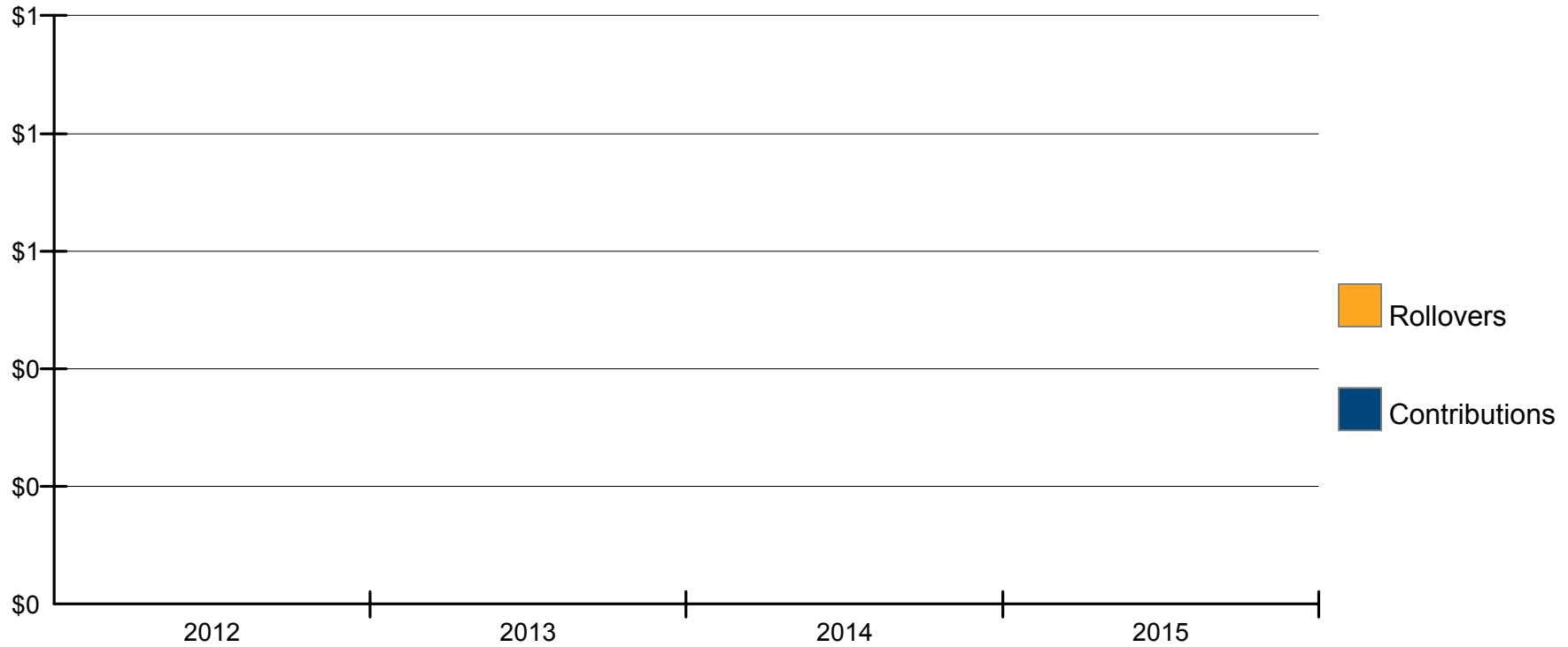
# RHS Plan Asset Trends *(as of December 31, 2015)*



Assets	\$10,666,695	\$12,011,534	\$12,055,221	\$11,445,105
--------	--------------	--------------	--------------	--------------

Since September 2015, the VERMONT MUNICIPAL EMPLOYEES RET SYSTEM's RHS plan increased 1.4% in total value to \$11,445,105 from \$11,286,439. During the time period since December 31, 2012, assets have increased 7.3%.

# RHS Plan Contributions *(as of December 31, 2015)*



Contributions	\$0	\$0	\$0	\$0
Rollovers	\$0	\$0	\$0	\$0
Loan Repayments	\$0	\$0	\$0	\$0
Total*	\$0	\$0	\$0	\$0
Active Participants	0	0	0	NA
Average Contribution*	NA	NA	NA	NA

\*Please note that Rollovers are excluded from this calculation.



# RHS Plan Asset Allocation *(as of December 31, 2015)*

Your RHS Plan    Total ICMA-RC RHS Clients

December 31, 2014



Stable Value/Cash Management	0.00%	9.00%
Bond	0.00%	4.00%
Guaranteed Lifetime Income	0.00%	0.00%
Balanced/Asset Allocation	100.00%	73.00%
U.S. Stock	0.00%	12.00%
International/Global Stock	0.00%	2.00%
Specialty	0.00%	0.00%

December 31, 2015



Stable Value/Cash Management	0.00%	9.00%
Bond	0.00%	4.00%
Guaranteed Lifetime Income	0.00%	0.00%
Balanced/Asset Allocation	100.00%	73.00%
U.S. Stock	0.00%	12.00%
International/Global Stock	0.00%	2.00%
Specialty	0.00%	0.00%

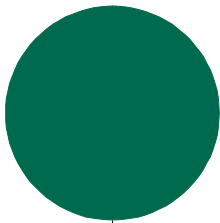
Note: Asset allocation for all clients except Washington State.

*For Plan Sponsor Use Only*

# RHS Plan Asset Allocation by Age *(as of December 31, 2015)*

- Stable Value/Cash Management
- Bond
- Guaranteed Lifetime Income
- Balanced/Asset Allocation
- U.S. Stock
- International/Global Stock

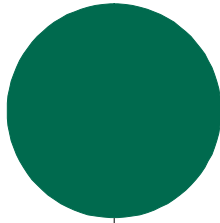
## 35 & Under



100.0%

18 Inactive  
18 Participants  
\$22,536 Total Assets  
\$1,252 Average Balance

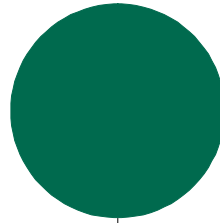
## 36 - 45



100.0%

277 Inactive  
277 Participants  
\$551,379 Total Assets  
\$1,991 Average Balance

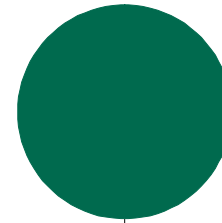
## 46 - 55



100.0%

949 Inactive  
949 Participants  
\$2,520,878 Total Assets  
\$2,656 Average Balance

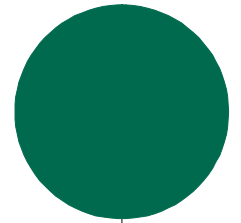
## 56 - 65



100.0%

1554 Inactive  
1554 Participants  
\$4,708,328 Total Assets  
\$3,030 Average Balance

## Over 65

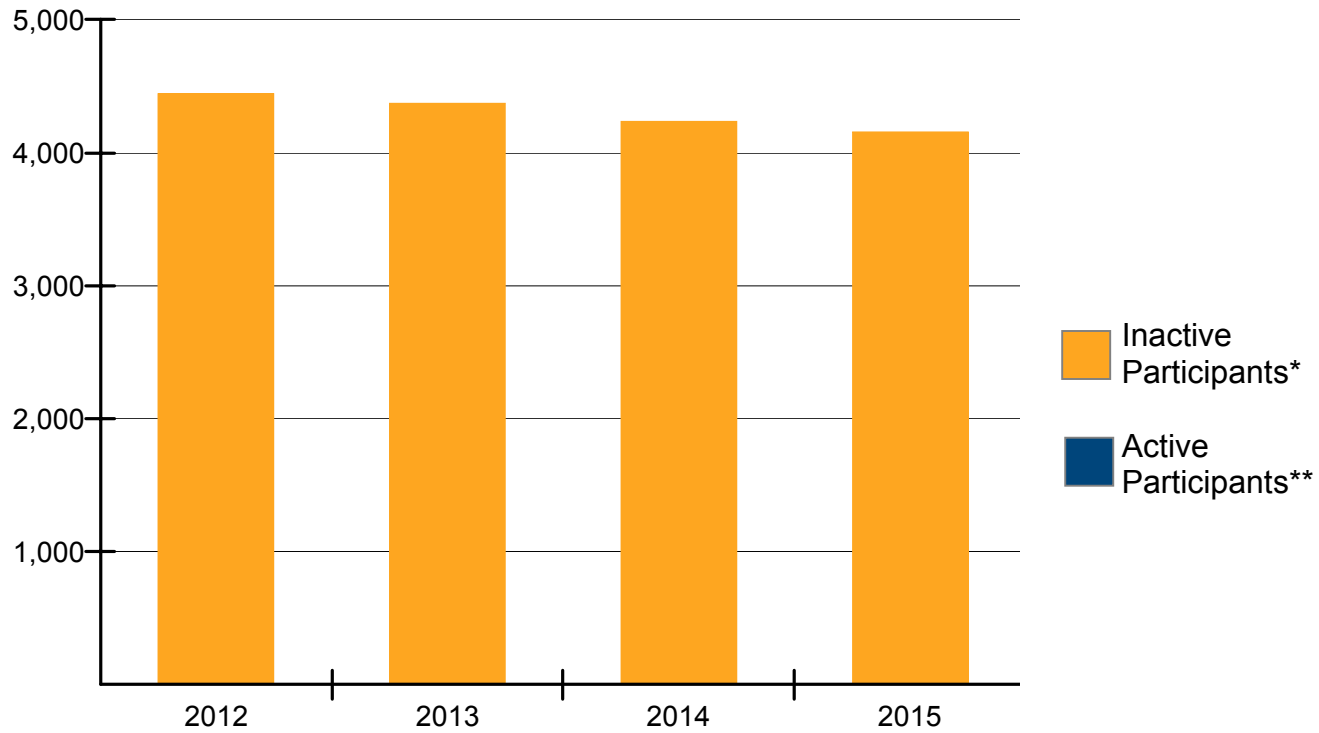


100.0%

1361 Inactive  
1361 Participants  
\$3,639,357 Total Assets  
\$2,674 Average Balance

Data for participants invested in one fund excludes funds in the Target Risk and Target Date category.

# RHS Plan Participation Trends *(as of December 31, 2015)*

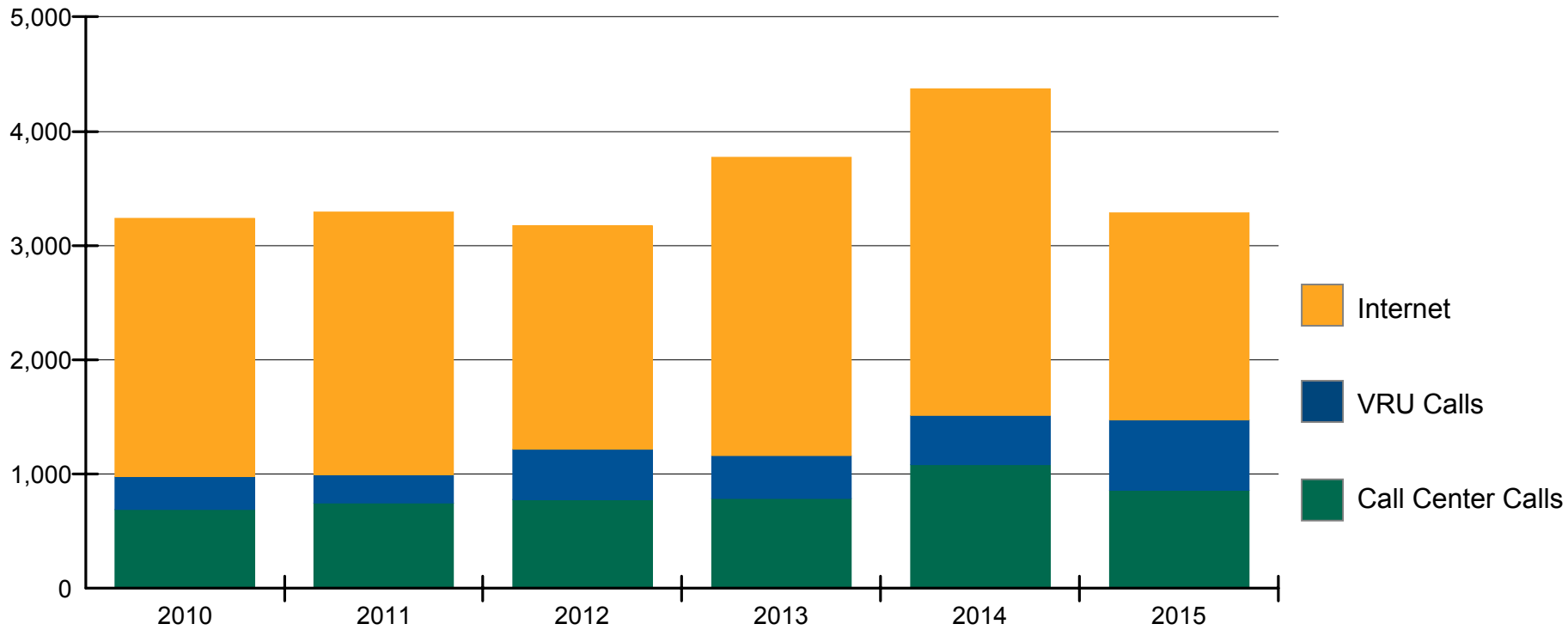


Inactive	4441	4369	4236	4160
Active	0	0	0	0
Total	4441	4369	4236	4160

\*Inactive Participants--participants who have a balance and did not make a contribution to the plan within the last 12 months.

\*\*Active Participants--participants who have a balance and made a contribution to the plan within the last 12 months.

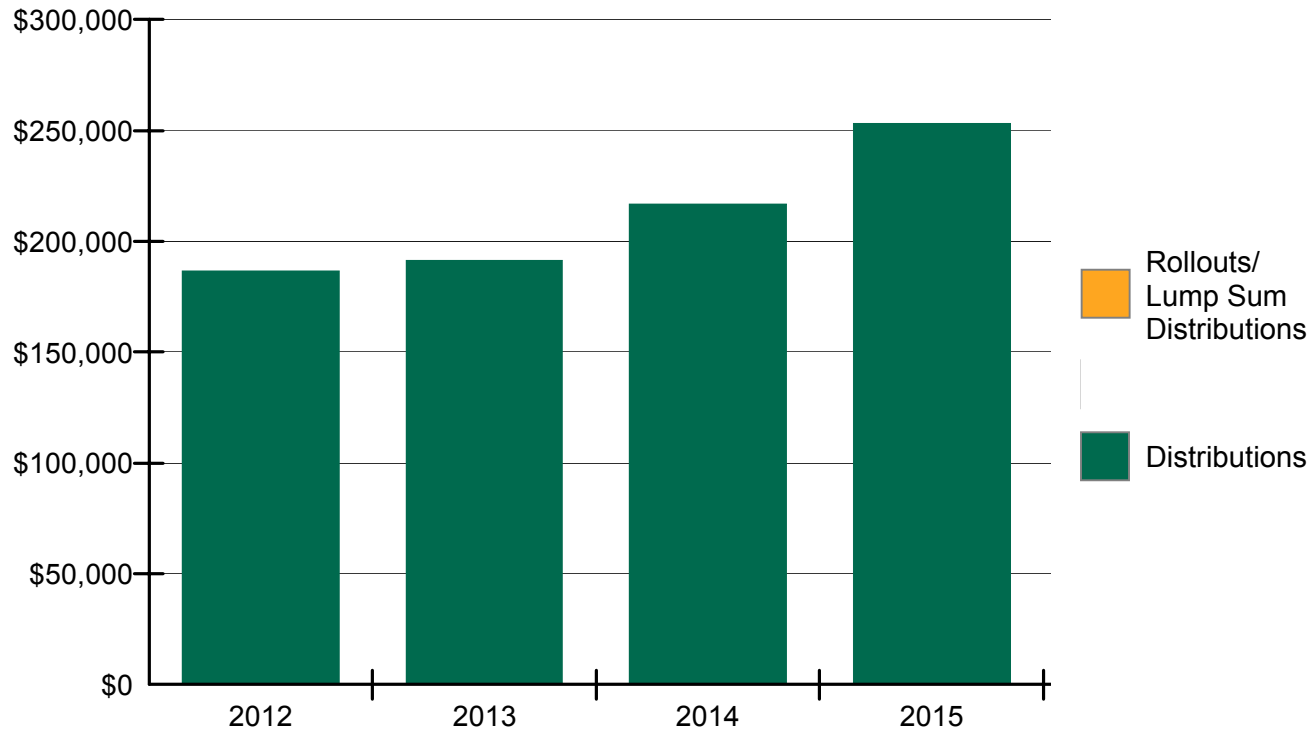
# RHS Plan Service Usage *(as of December 31, 2015)*



Internet	2265	2296	1954	2608	2860	1814
VRU	286	254	440	383	430	614
Call Center	690	741	780	781	1079	860
Total	3241	3291	3174	3772	4369	3288

The chart above provides the number of contacts made by your RHS plan participants to ICMA-RC using several media — online using our Account Access participant Web site, ICMA-RC's Self-Service Phone line, or call center representatives.

# RHS Plan Withdrawal Trends *(as of December 31, 2015)*



Rollouts	\$0	\$0	\$0	\$0
Loans	\$0	\$0	\$0	\$0
Distributions/ Lump Sum	\$186,474	\$191,466	\$216,846	\$253,370
Total	\$186,474	\$191,466	\$216,846	\$253,370
# of Rollouts	0	0	0	0
# of Distributions	534	563	624	757
Total	534	563	624	757

# RHS Plan Activity

4<sup>th</sup> Quarter 2015

Platinum Services Plan Service Report

## Plan Summary

VERMONT MUNICIPAL EMPLOYEES RET SYSTEM's RHS plan has ten balanced funds for investment options. Over the last quarter, the plan's 4,160 participants contributed a total of \$2,661 with the largest amount, \$2,661 to its balanced funds. Overall, the plan has 100% in its balanced funds.

Over the last quarter with regard to market value, balanced funds grew by \$247,803. On a net cash flow basis (contribution, plus net transfers less withdrawals), balanced funds fell \$73,935. Since September 2015, the total value of VERMONT MUNICIPAL EMPLOYEES RET SYSTEM's RHS plan increased to \$11,445,105 from \$11,286,439, a rise of 1.4%.

	Quarter Start Assets	Quarter Contributions	Quarter Withdrawals	Quarter Net Fund Transfers	Quarter Earnings	Quarter End Assets	Quarter End % of Assets	Quarter End Participants w/ Balance In Fund
Vantagepoint Milestone Ret Inc	\$1,355,700	\$2,661	-\$20,685	\$6,406	\$15,248	\$1,354,854	11.84%	568
Vantagepoint Milestone 2010	1,340,390	-	-14,785	-1,247	18,341	1,340,104	11.71%	456
Vantagepoint Milestone 2015	1,960,134	-	-22,733	-2,847	33,815	1,965,683	17.17%	676
Vantagepoint Milestone 2020	2,528,817	-	-15,046	-2,313	55,892	2,565,060	22.41%	817
Vantagepoint Milestone 2025	1,961,403	-	-2,904	-	51,432	2,008,396	17.55%	726
Vantagepoint Milestone 2030	1,197,785	-	-444	-	37,390	1,233,818	10.78%	469
Vantagepoint Milestone 2035	623,566	-	-	-	22,351	645,449	5.64%	269
Vantagepoint Milestone 2040	244,964	-	-	-	10,138	254,918	2.23%	131
Vantagepoint Milestone 2045	72,657	-	-	-	3,152	75,754	0.66%	49
Vantagepoint Milestone 2050	1,023	-	-	-	45	1,067	0.01%	1
<b>Total</b>	<b>\$11,286,439</b>	<b>\$2,661</b>	<b>-\$76,596</b>	<b>-</b>	<b>\$247,803</b>	<b>\$11,445,105</b>	<b>100.00%</b>	<b>4162</b>

# III. Fee Disclosure

4<sup>th</sup> Quarter 2015

Platinum Services Plan Service Report

## Overview of Services Provided by ICMA-RC

ICMA-RC provides your RHS plan the following administration, record keeping and education services:

- Participant enrollment services
- Establishment/maintenance of participant accounts reflecting amounts contributed, income, gains/losses credited and amounts disbursed
- Maintenance of Website, electronic data transfer (from employers) media, as well as toll-free Call Center and VRU for the receipt of participant and employer instructions
- Allocation of plan contributions received in good order by 4:00pm ET according to participant instructions or to the default option selected by the employer for the plan
- Implementation of participant fund transfer instructions received in good order by 4:00 p.m. ET at the price as of the close of business
- Distribution of assets to participants and beneficiaries in accordance with Internal Revenue Code and plan document
- Implementation of daily net transactions with underlying and outside fund companies on an omnibus basis
- Maintenance of fund holdings and transaction activity on our system on an allocated basis
- Delivery of quarterly plan sponsor and participant statements by mail or online at the recipient's direction
- Online access to an extensive range of reports as well as transaction capabilities for plan sponsors and participants
- Provision of extensive online and hard copy educational materials
- Access to educational seminars and individual consultations by professional and knowledgeable representatives
- Administration of a fund lineup selected by the plan sponsor from the fund platform made available by ICMA-RC



## Statement Regarding Fiduciary/Investment Advisory Services

ICMA-RC generally acts in a non-fiduciary capacity as record keeper and administrator for the plans. The following are the only circumstances in which we act as a fiduciary:

### ICMA-RC Advisory Services under Guided Pathways Program

ICMA-RC acts as investment adviser under the Guided Pathways®<sup>2</sup> program, a platform for the delivery of a suite of advisory services available to Participants in retirement plans administered by ICMA-RC. These services include:

**Managed Accounts** – discretionary, on-going allocation of assets among mutual funds and other pooled investment vehicles available within a Participant's Retirement Plan;

**Fund Advice** – nondiscretionary, point-in-time, individualized recommendations to Participants looking for help in selecting specific mutual fund investments for their accounts from among the investment options made available through their Retirement Plan; and

**Asset Class Guidance** – nondiscretionary, point-in-time, individualized asset allocation recommendations for Participants looking for assistance in selecting Retirement Plan investments at the asset category level.

ICMA-RC is the Registered Investment Adviser for the Guided Pathways®<sup>2</sup> program offered to participants. Investment advice is the result of methodologies developed, maintained and overseen by the Independent Financial Expert, Morningstar Investment Management LLC. Morningstar Investment Management LLC is a registered investment advisor and subsidiary of Morningstar, Inc.

For Participants who select Managed Accounts discretionary management, ICMA-RC, based on the recommendation of Morningstar Investment Management LLC, determines which fund-specific asset allocation model is most appropriate given the Participant's financial situation, investment time horizon, and other relevant factors. For those opting for nondiscretionary Fund Advice, the service recommends the appropriate fund-specific asset allocation model, and Participants choose whether to implement the recommendation. For Asset Class Guidance, the service suggests the appropriate asset-class level allocation model, and Participants choose: (1) whether to implement the recommended asset-class level allocation; and (2) the specific funds to use to populate the recommended asset classes.

## Retirement Readiness Reports

At the request of a Plan Sponsor, ICMA-RC may provide Retirement Readiness Reports (“Reports”) to all full-time employees of the plan sponsor (both existing plan participants and non-participants). These Reports include: 1) a forecast of an employee’s income at retirement in relation to a retirement income objective provided by the plan sponsor; 2) a set of recommendations (including potential changes in savings rate) to help the employee reach this retirement income objective; and 3) an asset allocation recommendation based on certain employee specific data. For existing plan participants, the Report will also include a fund specific investment recommendation based on the available investment options in the plan. The investment recommendations in the Report are generated by Morningstar Investment Management LLC<sup>2</sup> using the same investment methodologies and software that it uses for the Guided Pathways® program, described above.

## ICMA-RC Advisory Services to EIP Advisor Client

ICMA-RC offers non-discretionary investment advisory services to public employers who pre-fund their Other Post-Employment Benefits (OPEB) such as post-employment healthcare. The advice is provided by ICMA-RC associates in our Investment Division who hold the Chartered Financial Analyst® designation and is limited to unaffiliated, third-party, registered mutual funds and exchange-traded funds. It includes assistance in drafting investment policy statements; recommendations regarding asset allocation; assistance in selecting investments in mutual funds; identification of investment benchmarks; portfolio performance analysis and reporting; and reviews of the performance of the investment manager(s) selected. The advice is tailored to the individual needs of each OPEB client as outlined in its investment policy statement. Each OPEB client is ultimately responsible for the selection of investments held in its portfolio and can impose restrictions on investing in these vehicles.

## ICMA-RC Advisory Services to Vantage Trust Company, LLC

ICMA-RC, in its capacity as an investment adviser registered with the SEC, provides investment advisory, management, and administrative services to Vantage Trust Company, LLC (“VTC”) in respect to the collective investment funds and other investment options it makes available to participants through VantageTrust. VTC is a New Hampshire non-depository trust company and a wholly-owned subsidiary of ICMA-RC. VTC is the sole trustee of VantageTrust, a trust established and maintained for the purpose of commingling assets of state and local government qualified retirement and deferred compensation plans.

## Vantagepoint Investment Advisers, LLC (“VIA”)

VIA, a wholly-owned subsidiary of ICMA-RC and also an SEC-registered investment adviser, serves as the investment adviser to The Vantagepoint Funds, the underlying funds of the VantageTrust Vantagepoint Funds available as investment options to qualified and deferred compensation plan participants through VantageTrust. The Vantagepoint Funds is an SEC-registered series investment company with each fund in the series having a different investment objective and strategy. Pursuant to its written advisory agreement with The Vantagepoint Funds, VIA, with the consent and approval of The Vantagepoint Funds’ Board of Directors, enters into agreements with subadvisers for the performance of some or all of VIA’s duties and responsibilities to the Funds. VIA retains the responsibility and authority to monitor and review the performance of each subadviser.

## Group Annuity Contract Separate Account

ICMA-RC provides investment advisory and management services with respect to the insurance company separate account that is the underlying investment of the group annuity contract issued to VantageTrust Company, LLC in connection with the VantageTrust Retirement Income Advantage Fund. ICMA-RC is responsible, among other things, for investing and reinvesting assets of the separate account in accordance with the investment guidelines; maintaining the separate account asset allocation within the specified target percentages and tolerances; voting all proxies and taking all other investor actions with respect to the securities in the separate account; and meeting with the independent insurance company to review the performance of the separate account and the underlying investments.

## Compensation Received by ICMA-RC

ICMA-RC receives compensation for the services it provides in the following manner:

**Fees Deducted from Participant Accounts:** ICMA-RC may be compensated for record keeping services with the following explicit fees deducted from participant accounts:

- **Per Participant fees** – A flat fee charged to each participant account with a balance in the plan for administration or record keeping services. Has a greater impact, as a fraction of account balance, on participants with smaller assets.
- **Administration fees** – An asset-based fee for record keeping services that may be deducted directly from participant accounts in certain plans administered by ICMA-RC.
- **Ancillary service fees** – Fees deducted from plan participant accounts to pay for services chosen by participants, including financial plans, loans, online investment advice, Managed Accounts<sup>2</sup> and self-directed brokerage accounts made available by ICMA-RC and the plan.

**Compensation Received from Funds Made Available by the Plan:** ICMA-RC and its affiliates may be compensated for record keeping and investment advisory services from the mutual funds it administers:

- **Record keeping fees** – Deducted from the assets of some mutual funds or collective investment funds, these 12b-1, shareholder servicing, transfer agency and/or administration fees are paid by VantageTrust Company, LLC, the fund or fund company to ICMA-RC for services rendered by ICMA-RC to the Fund and to the plans and participants that invest in the fund directly or through the VantageTrust Funds. The amounts listed for Vantagepoint and VantageTrust Funds, including the VantageTrust PLUS Fund, include all non-advisory compensation paid by a fund to ICMA-RC and/or its affiliates.
- **Investment advisory fees** – Consists of compensation paid to Vantagepoint Investment Advisers, LLC (“VIA”), a wholly-owned subsidiary of ICMA-RC and an SEC-registered investment adviser, which serves as the investment adviser to The Vantagepoint Funds, for which ICMA-RC is the sponsor, as well as compensation paid to Vantagepoint Transfer Agents, LLC (“VTA”) for other fund services. In addition, this includes compensation paid to ICMA-RC for investment advisory services provided to VantageTrust Company in respect to the collective investment funds and other investment options it makes available to participants through VantageTrust. Investment fees are deducted from fund assets and reflected in the Net Asset Values of the Vantagepoint Funds and the VantageTrust Funds.

# Fee and Revenue Summary (RHS Plan)

Your RHS Plans incur costs for services they receive, including revenue retained by ICMA-RC for record keeping and investment advisory services. As of December 31, 2015, the estimated annual cost to your plan is \$156,064 consisting of \$93,543 from fund fees and expenses (0.82% of plan assets) and \$62,521 of participant account fees.

Out of total estimated plan costs, ICMA-RC received the following estimated annual revenue:

Revenue Source	Record Keeping*	Investment Advisory**	Total
Funds	\$28,613 (0.25%)	\$32,046 (0.28%)	\$60,659 (0.53%)
Participant Account Fees	\$62,521	\$0	\$62,521
<b>Total</b>	<b>\$91,134</b>	<b>\$32,046</b>	<b>\$123,180</b>

\* Fees for record keeping, administration, and education services for participants and plan sponsors.

\*\* Fees paid to ICMA-RC or its affiliates for investment advisory services and other fund services.

## Methodology

ICMA-RC estimated its annual compensation as follows:

- Dollar values of record keeping and investment advisory revenue were estimated by multiplying the quarter-ending balance and the annualized percentage of assets each fund company has stated it intends to pay as compensation as of the date of the report. Results of this calculation for each fund were aggregated by product type to derive the total estimated revenue in dollars for the past 12 months.
- Estimated annual revenue as a percent of plan assets was calculated by dividing the total estimated dollar value by the quarter-ending balance for the plan as of the date of the report.

Participant usage fees were actual fees charged to participant accounts for the current quarter-ending period.

**All data on page is as of December 31, 2015**

# Fund Costs and ICMA-RC Revenue (RHS Plan)

Fund <sup>1</sup>	Morningstar Category <sup>16</sup>	Quarter-End Assets	Plan Expenses		Record Keeping <sup>*,3</sup>	ICMA-RC Gross Revenue		
			Net Expense Ratio	Estimated Expense Cost		Estimated Annual Revenue	Investment Advisory <sup>**</sup>	Estimated Annual Revenue
<b>Target-Risk/Target-Date</b>								
Vantagepoint Milestone Ret Inc <sup>9,12</sup>	Retirement Income	\$1,354,854	0.79%	\$10,703	0.25%	\$3,387	0.28%	\$3,794
Vantagepoint Milestone 2010 <sup>9,12</sup>	Target Date 2000-2010	\$1,340,104	0.80%	\$10,721	0.25%	\$3,350	0.28%	\$3,752
Vantagepoint Milestone 2015 <sup>9,12</sup>	Target Date 2011-2015	\$1,965,683	0.80%	\$15,725	0.25%	\$4,914	0.28%	\$5,504
Vantagepoint Milestone 2020 <sup>9,12</sup>	Target Date 2016-2020	\$2,565,060	0.81%	\$20,777	0.25%	\$6,413	0.28%	\$7,182
Vantagepoint Milestone 2025 <sup>9,12</sup>	Target Date 2021-2025	\$2,008,396	0.83%	\$16,670	0.25%	\$5,021	0.28%	\$5,624
Vantagepoint Milestone 2030 <sup>9,12</sup>	Target Date 2026-2030	\$1,233,818	0.84%	\$10,364	0.25%	\$3,085	0.28%	\$3,455
Vantagepoint Milestone 2035 <sup>9,12</sup>	Target Date 2031-2035	\$645,449	0.87%	\$5,615	0.25%	\$1,614	0.28%	\$1,807
Vantagepoint Milestone 2040 <sup>9,12</sup>	Target Date 2036-2040	\$254,918	0.88%	\$2,243	0.25%	\$637	0.28%	\$714
Vantagepoint Milestone 2045 <sup>9,12</sup>	Target Date 2041-2045	\$75,754	0.94%	\$712	0.25%	\$189	0.28%	\$212
Vantagepoint Milestone 2050 <sup>9,12</sup>	Target Date 2046-2050	\$1,067	1.10%	\$12	0.25%	\$3	0.28%	\$3
<b>Total Quarter-End Assets:</b>		<b>\$11,445,105</b>						
<b>Total Fees and Expenses to Plan:</b>			<b>0.82%</b>	<b>\$93,543</b>				
<b>Total Recordkeeping Revenue Retained by ICMA-RC:</b>					<b>0.25%</b>	<b>\$28,613</b>		
<b>Total Investment Advisory Revenue Retained by ICMA-RC:</b>							<b>0.28%</b>	<b>\$32,046</b>

**All data on page is as of December 31, 2015**

\* Fees for record keeping, administration and education services for participants and plan sponsors.

\*\*Fees paid to ICMA-RC or its affiliates for investment advisory and other fund services.

Dollar values of fees and expenses by fund are estimates derived by multiplying the quarter-ending balance and the annualized percentage of assets each fund company has stated it intends to pay as compensation as of the date of the report. This calculation is based on the aggregate data for plans with more than five participants that have the lowest administration fee. Disclosure of gross expenses, net expenses and waivers for each fund immediately follows this table.

*For Plan Sponsor Use Only*

# Fund Costs (RHS Plan)

Fund <sup>1</sup>	Morningstar Category <sup>16</sup>	Gross Expense Ratio	Expense Waiver Amount	Waiver Expiration Date	Net Expense Ratio	Redemption Fee <sup>1</sup>	Trade Restriction <sup>1</sup>
<b>Target-Risk/Target-Date</b>							
Vantagepoint Milestone Ret Inc <sup>9,12</sup>	Retirement Income	0.79%	0.00%	NA	0.79%	None	None
Vantagepoint Milestone 2010 <sup>9,12</sup>	Target Date 2000-2010	0.80%	0.00%	NA	0.80%	None	None
Vantagepoint Milestone 2015 <sup>9,12</sup>	Target Date 2011-2015	0.80%	0.00%	NA	0.80%	None	None
Vantagepoint Milestone 2020 <sup>9,12</sup>	Target Date 2016-2020	0.81%	0.00%	NA	0.81%	None	None
Vantagepoint Milestone 2025 <sup>9,12</sup>	Target Date 2021-2025	0.83%	0.00%	NA	0.83%	None	None
Vantagepoint Milestone 2030 <sup>9,12</sup>	Target Date 2026-2030	0.84%	0.00%	NA	0.84%	None	None
Vantagepoint Milestone 2035 <sup>9,12</sup>	Target Date 2031-2035	0.87%	0.00%	NA	0.87%	None	None
Vantagepoint Milestone 2040 <sup>9,12</sup>	Target Date 2036-2040	0.88%	0.00%	NA	0.88%	None	None
Vantagepoint Milestone 2045 <sup>9,12</sup>	Target Date 2041-2045	0.94%	0.00%	NA	0.94%	None	None
Vantagepoint Milestone 2050 <sup>9,12</sup>	Target Date 2046-2050	1.11%	0.01%	4/30/2016	1.10%	None	None

**All data on page is as of December 31, 2015**

See disclosure at end of chapter.

*For Plan Sponsor Use Only*

# ICMA-RC Participant Account Fees (RHS) Plans

4<sup>th</sup> Quarter 2015

Platinum Services Plan Service Report

## Assessments from Participant Accounts in 12 months ending December 31, 2015

Service	Fee	Number of Assessments	Annual Cost
<b><u>Administration Fees (Benefits &amp; Non-Benefits Eligible)</u></b>			
Per Participant Fee	\$30 annual fee	3580	\$26,834
Administration	0.300% (annualized) on assets	16821	\$35,687
<b>Total Fees from Participant Accounts</b>			<b>\$62,521</b>

*All data on page is as of December 31, 2015*



**Ancillary Service Fee** – Fees deducted from plan participant accounts to pay for services chosen by participants that are made available by ICMA-RC and the plan

**Average Month-End Assets** – Average month-end assets in plans for the 12 month period ending on the date of this report.

**Administration Fee** – An asset-based fee for record keeping services that may be deducted directly from participant accounts in certain plans administered by ICMA-RC.

**Contingent Deferred Sales Charges (CDSCs)**: Some mutual funds may charge investors for marketing costs of up to 8% of assets either at the time an investment is made or when assets are redeemed. In the public sector retirement plan community, these “contingent deferred sales charges” can be charged when participants move to another plan administrator or when the plan sponsor terminates the plan administrator.

**Estimated Fund Expense Cost** – This simulation is designed to provide an estimate of the cost of fund expenses to your plan, not a calculation of actual expenses incurred. Annualized costs to your plan from fund expenses have been estimated by multiplying the average month-end balance in each fund with the net fund expense ratio as of the date of this report. Actual experience of the plan will vary based on assets in each fund over an annual period and changes that may occur in expense ratios over that period.

**Estimated Record Keeping Revenue** – This simulation is designed to provide an estimate of revenue received by ICMA-RC for plan and participant services, not a calculation of such revenue received. Annualized record keeping revenue received by ICMA-RC has been estimated by multiplying the average month-end balance in each fund with the annualized record keeping revenue anticipated to be received by ICMA-RC from fund companies based on current contracts with those companies as of the date of this report. Record keeping revenue is paid by fund companies based on calculation methodologies of each fund company. Actual fees and revenue of the plan will vary based on those differing methodologies.

**Estimated Investment Advisory Revenue** – This simulation is designed to provide an estimate of the investment advisory revenue received by ICMA-RC, not a calculation of actual revenue received. Annualized investment advisory revenue received by ICMA-RC has been estimated by multiplying the average month-end balance in each fund with the annualized investment advisory revenue anticipated to be received by ICMA-RC as of the date of this report. Actual experience of the plan will vary based on those differing methodologies, as well as on the assets in each fund over an annual period.

**Expense Waiver Amount** – The amount that a service provider or a mutual fund has agreed to waive in order to reduce or limit operating expenses for the fund. Fee waivers may not be available in the future.

**Gross Expense Ratio** – The annualized amount, expressed as a percentage of their total investment that investors will pay annually for the mutual fund's operating expenses and management fees before any waivers.

**Investment Advice Fee** – Annual dollar-based fee for access to independent online investment advice. Some vendors charge the plan a fee for each eligible participant, while other vendors charge a fee only when a participant uses the service.

**Investment Advisory Fees** – Consists of compensation paid to Vantagepoint Investment Advisers, LLC (“VIA”), a wholly-owned subsidiary of ICMA-RC and an SEC-registered investment adviser, which serves as the investment adviser to The Vantagepoint Funds, for which ICMA-RC is the sponsor, as well as compensation paid to Vantagepoint Transfer Agents, LLC (“VTA”) for other fund services. In addition, this includes compensation paid to ICMA-RC for investment advisory services provided to VantageTrust Company, LLC in respect to the collective investment funds and other investment options it makes available to participants through VantageTrust. Investment fees are deducted from fund assets and reflected in the Net Asset Values of the Vantagepoint Funds and the VantageTrust Funds.

**Loan Fees** – Fees assessed when a participant voluntarily takes a loan from his or her plan account. Vendors typically charge for establishing/re-amortizing loans and for maintaining loans. Fees are usually assessed on a flat dollar basis, with start-up fees assessed at the initiation or re-amortization of a loan and maintenance fees charged annually.

**Managed Accounts Fee** – An asset-based fee paid by participants who receive independent managed account services. Fee reductions may be provided when participant accounts reach certain asset levels. Fee is assessed on participant accounts and reported on participant statements.

**Morningstar Category** – Categories are from Morningstar® as of the date of this report for underlying funds where available. Category for the VT PLUS Fund was determined by ICMA-RC based on fund characteristics. Morningstar®, Inc. is a global investment research firm that is not affiliated with ICMA-RC. Morningstar® used as a source for some data.

**Net Expense Ratio** – The amount shown is the gross expense ratio less any expense waivers. The daily portion of this expense is deducted from the fund prior to the fund company's calculation of the daily price reported to the public.

**Per Participant Fee** – An explicit flat fee charged to each participant account with a balance in the plan for administration or record keeping services. Has a greater impact, as a fraction of account balance, on participants with smaller assets.

**Record keeping Fees** – Deducted from the assets of some mutual funds or collective investment trusts, these 12b-1, shareholder servicing, transfer agency and/or administration fees are paid by VantageTrust Company, LLC, the fund or fund company to ICMA-RC for services rendered by ICMA-RC to the Fund and to the plans and participants that invest in the fund directly or through the VantageTrust Funds. The amounts listed for Vantagepoint and VantageTrust Funds, including the VantageTrust PLUS Fund, include all non-advisory compensation paid by a fund to ICMA-RC and/or its affiliates.

**Redemption Fee** – To discourage frequent trading and reduce the cost of such activity to the fund and its investors, a fund may assess a redemption fee when fund shares, held for less than a minimum period of time, are sold or “redeemed.”

**Self-Directed Brokerage Fee** – Fee assessed when a participant voluntarily uses self-directed brokerage account services that provide access to a wide range of mutual funds and individual securities (if offered by plan). A fee for establishing the account or for maintaining the account may be assessed. The brokerage services vendor will assess additional fees.

**Total ICMA-RC Revenue** – Summation of all revenue received by ICMA-RC, including record keeping fees and investment advisory fees from proprietary funds managed by ICMA-RC.

**Trade Restrictions** – As an alternative to assessing redemption fees to discourage frequent trading, funds may require participants to wait a defined period after redeeming shares to transfer assets back into the fund.

**Waiver Expiration Date** – The date upon which the contractual obligation to provide the waiver lapses.

**Waiver Type** - Indicates whether the reduction in fund expense ratio is voluntary or contractual.

<sup>1</sup> Please read the fund's prospectus carefully for a complete summary of all fees, expenses, investment objectives and strategies, risks, financial highlights, and performance information. The prospectus contains this and other information about the investment company. Investing involves risk, including possible loss of the amount invested. Investors should carefully consider the information contained in the prospectus before investing. Investing involves risk, including possible loss of the amount invested. Investors should carefully consider the information contained in the prospectus before investing. You can obtain a prospectus, statement of additional information and other information about the Vantagepoint Funds online at [www.icmarc.org/vpprospectus](http://www.icmarc.org/vpprospectus), by calling 800-669-7400 or emailing [investorservices@icmarc.org](mailto:investorservices@icmarc.org), or visiting [www.icmarc.org](http://www.icmarc.org). The Vantagepoint Funds are distributed by ICMA-RC Services LLC, a wholly owned broker-dealer subsidiary of ICMA-RC and member FINRA/SIPC.

Please read *Making Sound Investment Decisions: A Retirement Investment Guide* and the accompanying *VantageTrust Fund Fees and Expenses* document ("Guide") carefully for a complete summary of all fees, expenses, investment objectives and strategies, and risks. Investors should carefully consider this information before investing. For a current Guide, contact ICMA-RC by calling 800-669-7400 or log into your account at [www.icmarc.org](http://www.icmarc.org).

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Frequent trading rules are designed to detect and discourage trading activities that may increase costs to all investors. All funds or underlying funds are monitored for frequent trading. Certain funds or underlying funds may impose fees or restrictions to deter frequent trading. Current information about these fees or restrictions can be found in a fund's or underlying fund's prospectus. You may contact us to obtain a prospectus or to answer questions by calling 800-669-7400, emailing [investorservices@icmarc.org](mailto:investorservices@icmarc.org), or visiting [www.icmarc.org](http://www.icmarc.org). You can obtain information about ICMA-RC's Frequent Trading Policy at [www.icmarc.org/frequenttrading](http://www.icmarc.org/frequenttrading).

Certain funds or underlying funds may charge a redemption fee. Current information about redemption fee, if any, will be contained in the fund's or underlying fund's prospectus. You may contact us to obtain a prospectus or to answer questions by calling 800-669-7400, emailing [investorservices@icmarc.org](mailto:investorservices@icmarc.org), or visiting [www.icmarc.org](http://www.icmarc.org).

<sup>2</sup> Investment advice and analysis tools are offered to participants through ICMA-RC, a federally registered investment adviser. Investment advice is the result of methodologies developed, maintained and overseen by the Independent Financial Expert Ibbotson Associates, Inc. Ibbotson is a federally registered investment adviser and wholly owned subsidiary of Morningstar, Inc. Both Ibbotson and Morningstar are not affiliated with ICMA-RC. All rights reserved. Ibbotson and the Ibbotson logo are trademarks or service marks of Ibbotson Associates, Inc.

<sup>3</sup> ICMA-RC or its affiliates receive payments from third-party mutual funds that underlie certain VantageTrust Funds that may be available for investment through your plan. These payments are for services rendered by ICMA-RC or its affiliates to plans and participants, and are in the form of 12b-1 fees, service fees, compensation for sub-accounting and other services provided by ICMA-RC or its affiliates.

The revenue amounts listed for VT Vantagepoint Funds and the VT PLUS Fund include all compensation paid by the fund to ICMA-RC and/or its affiliates. This amount includes compensation for investment advisory, transfer agency, and plan/participant services that is included in the daily NAV calculation.

Revenue is subject to change at the discretion of the fund company and is received at various times throughout the course of a year based on the policies of the individual fund companies.

<sup>4</sup> VT PLUS Fund return is annualized for all periods.

Direct transfers from a stable value fund to competing funds are restricted. Competing funds may include, but are not limited to money market mutual funds, certificates of deposit, stable value funds, investment options that offer guarantees of principal or income, certain short-term bond funds and self-directed brokerage accounts. Certain restrictions may apply when you want to transfer money from a stable value fund to a competing fund. These restrictions generally include waiting periods before transfers can be made back into a stable value fund.

<sup>5</sup> *An investment in this Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the 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. The 7-Day Yield more closely reflects the Fund's current earnings than the quotation of total return.*

<sup>6</sup> *The VantageTrust Cash Management Fund is invested in a single registered mutual fund, the Dreyfus Cash Management Fund. Investments in the fund are not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the Dreyfus Cash Management Fund seeks to preserve the value of the fund at \$1.00 per share, it is possible to lose money by investing in the fund. The 7-Day Yield more closely reflects the Fund's current earnings than the quotation of total return.*

<sup>7</sup> CD Accounts are issued by Bank of America, N.A. ("Bank"), a member of the FDIC, and are available as VantageTrust investment options. CD Account deposits of up to \$250,000 are insured by the FDIC, subject to certain limitations. Amounts to be invested in CD Accounts are initially held in the Bank's Money Market Deposit Account ("MMDA") and earn the Bank's MMDA rate. At the end of the open investment window, assets are transferred to the CD Account where interest is credited daily and compounded monthly.

Certificate of Deposit Accounts (CD Accounts) Annual Percentage Rates (APRs) and Annual Percentage Yields (APYs) are valid for the purchases made within the related open investment window and assume principal and interest remain in the account until maturity. Withdrawals and penalties will reduce earnings on the account. Please be advised, there may be associated penalties for withdrawing from a CD Account prior to the maturity date. For more information regarding CD Accounts, please contact Investor Services at 800-669-7400.

<sup>8</sup> A fixed income fund is subject to credit risk and interest rate risk. Credit risk is when an issuer of a fixed income security may be unable or unwilling to make payments of principal or interest to the holders of these securities or may declare bankruptcy. Fixed income securities fluctuate in value as interest rates change. When interest rates rise, the market prices of fixed income securities will usually decrease; when interest rates fall, the market prices of fixed income securities usually will increase.

# Disclosures

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- <sup>9</sup> The expense ratio for a “fund of funds” includes acquired fund fees and expenses, which are expenses incurred indirectly by the fund through its ownership in other mutual funds.
- <sup>10</sup> American Century® is a registered trademark of American Century Services Corporation.
- <sup>11</sup> T. Rowe Price® is a registered trademark of T. Rowe Price Group, Inc. - all rights reserved.
- <sup>12</sup> The fund is not a complete solution for all of your retirement savings needs. An investment in the fund includes the risk of loss, including near, at or after the target date of the fund. There is no guarantee that the fund will provide adequate income at and through an investor's retirement.
- <sup>13</sup> Funds that invest primarily in small-capitalization companies involve greater risk than is customarily associated with investments in larger, more established companies. Equity securities of small-capitalization companies are generally subject to greater price volatility than those of larger companies due to less certain growth prospects, the lower degree of liquidity in the markets for their securities, and the greater sensitivity of smaller companies to changing economic conditions. Also, small-capitalization companies may have more limited product lines, fewer capital resources and less experienced management than larger companies.
- <sup>14</sup> Funds that invest in foreign securities are exposed to the risk of loss due to political, economic, legal, regulatory, and operational uncertainties; differing accounting and financial reporting standards; limited availability of information; currency fluctuations; and higher transaction costs. Investments in foreign currencies or securities denominated in foreign currencies (including derivative instruments that provide exposure to foreign currencies) may experience gains or losses solely based on changes in the exchange rate between foreign currencies and the U.S. dollar. The risk of investing in foreign securities may be greater with respect to securities of companies located in emerging market countries. The value of developing or emerging market currencies may fluctuate more than the currencies of companies with more mature markets.
- <sup>15</sup> Sector funds tend to be riskier and more volatile than the broad market because they are generally less diversified and more volatile than other mutual funds.
- <sup>16</sup> Morningstar places funds in certain categories based on the fund's historical portfolio holdings. Placement of a fund in a particular Morningstar category does not mean that the fund will remain in that category or that it will invest primarily in securities consistent with its Morningstar category. A fund's investment strategy and portfolio holdings are governed by its prospectus, guidelines or other governing documents, not its Morningstar category.

- <sup>17</sup> **Prudential Retirement Insurance and Annuity Company (Prudential), CA COA #08003**, Hartford, CT. Neither Prudential nor ICMA-RC guarantees the investment performance or return on contributions to Prudential's Separate Account. You should carefully consider the objectives, risks, charges, expenses and underlying guarantee features before purchasing this product. Prudential may increase the Guarantee Fee in the future, from 1.00% up to a maximum of 1.50%. Like all variable investments, this Fund may lose value. Availability and terms may vary by jurisdiction; subject to regulatory approvals. Annuity contracts contain exclusions, limitations, reductions of benefits and terms for keeping them in force. Guarantees are based on Prudential's claims-paying ability. This annuity is issued under Contract form # GA-2020-TGWB4-0805-RC. ICMA-RC provides recordkeeping services to your Plan and is the investment manager of the underlying Prudential separate account. Prudential or its affiliates may compensate ICMA-RC for providing these and related administrative services in connection with the Fund. Variable annuities are suitable for long-term investing, particularly retirement savings. ©2015 Prudential, the Prudential logo, and the Rock symbol and Bring Your Challenges are service marks of the Prudential Insurance Company of America, Newark, NJ, and its related entities, registered in many jurisdictions worldwide. Note: Participants who are interested in the VT Retirement IncomeAdvantage Fund must first receive and read the **VT Retirement IncomeAdvantage Fund Important Considerations** document, before investing.
- <sup>18</sup> Participants can withdraw assets from a CD Account at any time, but withdrawals prior to the maturity date are subject to an early withdrawal penalty equal to 180 days of interest on the amount withdrawn, unless one of the exceptions identified below applies. The interest penalty is calculated as the gross rate of the CD Account (i.e., the net rate plus the Annual CD Administrative Fee). Transfers from the VT PLUS Fund to CD Accounts are prohibited. Assets must be invested outside of the VT PLUS Fund in a non-competing fund for a period of at least 90 days before being transferred to CD Accounts. ICMA-RC will limit each participant's aggregate investment in CD Accounts to an amount less than \$250,000. This limit includes principal, accrued interest, future interest, and any previously purchased VantageTrust CD Accounts issued by Countrywide Bank or MBNA. If an individual's total investment in CD Accounts exceeds the \$250,000 limit, ICMA-RC will transfer the excess amounts to the Plan's designated maturity fund. Note that ICMA-RC can only limit a participant's aggregate investment in CD Accounts through Plans administered by ICMA-RC.
- <sup>19</sup> Investment advice and analysis tools are offered to participants through ICMA-RC, a federally registered investment adviser. Investment advice is the result of methodologies developed, maintained and overseen by the Independent Financial Expert, Morningstar Investment Management LLC. Morningstar Investment Management LLC is a registered investment advisor and subsidiary of Morningstar, Inc. Morningstar, Inc. and Morningstar Investment Management LLC are not affiliated with ICMA-RC. All rights reserved. The Morningstar name and logo are registered marks of Morningstar, Inc.
- <sup>20</sup> Underlying mutual fund expenses and plan administration fees still apply. Please read the current applicable prospectus and the VantageTrust Fund Fees and Expenses document accompanying the Making Sound Investment Decisions: A Retirement Investment Guide for a description of these fees and expenses.

- <sup>21</sup> ICMA-RC and TD Ameritrade are separate, unaffiliated companies and not responsible for each other's services or policies. Brokerage services are provided by TD Ameritrade, Inc. a registered broker-dealer and member of FINRA/SIPC/NFA TD Ameritrade is a trademark jointly owned by TD Ameritrade IP Company, Inc. and the Toronto-Dominion Bank. Used with permission.
- <sup>22</sup> Funds that invest primarily in mid-capitalization companies involve greater risk than is customarily associated with investments in larger, more established companies. Equity securities of mid-capitalization companies generally trade in lower volume and are generally subject to greater and less predictable price changes than the securities of larger companies.
- <sup>23</sup> Funds that invest primarily in high yield bonds (bonds that are rated below investment grade and also known as "junk bonds") are subject to additional risk as these high yield bonds are considered speculative and involve a greater risk of default than "investment grade" securities. The values of these securities are particularly sensitive to changes in interest rates, issuer creditworthiness, and economic and political conditions. The market prices of these securities may decline significantly in periods of general economic difficulty, may be harder to value, and may be less liquid than higher rated securities.
- <sup>24</sup> Certain funds may be subject to style risk, which is the possibility that the investment style of its investment adviser will trail the returns of the overall market. In the past, different types of securities have experienced cycles of outperformance and underperformance in comparison to the market in general. For example, growth stocks have performed best during the later stages of economic expansion and value stocks have performed best during periods of economic recovery. Both styles may go in and out of favor. When the investing style used by a fund is out of favor, that fund is likely to underperform other funds that use investing styles that are in favor.