

ProManage

Experts. Investing For You

Do you want your investments to suit your retirement goals? You bet! Do you want to do the research, make the choices, and conduct the ongoing monitoring necessary to make sure you're on target to meet your objectives? If you're like most of us, probably not.

If this sounds familiar, ProManage has the solution. ProManage is an independent professional investment advisor, and will invest your Concordia Retirement Savings Plan (CRSP) money unless you choose to do your own investing. The vast majority of investors is either uncomfortable making investment decisions or do not have the time or desire to investigate options thoroughly. ProManage can allocate your plan assets for you among the investment options offered in the Concordia Retirement Savings Plan. ProManage monitors the Plan portfolios and will make appropriate changes to portfolios as situations change over the coming years.

You have access to ProManage at a fraction of what it would generally cost to pay an outside financial advisor.

How They Do It For You

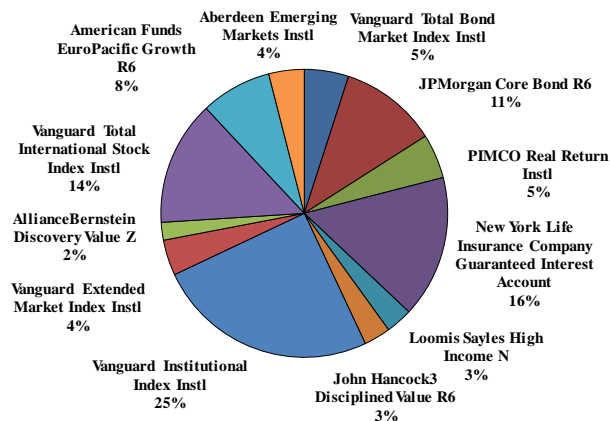
First, they determine appropriate financial risk profiles and investment mixes . . .

The ProManage *PROgram*™ uses sophisticated investment processes to determine risk profiles and investment mixes which are based on your (1) age, (2) projected Social Security benefits (assuming sufficient input data is available), (3) Concordia Retirement Savings Plan account balance, and (4) Concordia Retirement Plan accrued benefits.

ProManage doesn't require you to complete questionnaires—only information available from Concordia Plan Services of The Lutheran Church—Missouri Synod is used.

ProManage doesn't take into account your outside assets beyond those listed above. If you have substantial retirement investments in addition to your CRSP account, you might want to make your own investment selections or seek outside professional advice.

When you enroll in CRSP, your account balance and future contributions will be invested in a portfolio in a manner similar to the following sample until the next date that ProManage allocations are updated with participant data.



This example illustrates how assets are divided into a variety of mutual funds and a guaranteed fund. Stock funds are further divided into U.S. and foreign stocks and then into large company/mid company/small company. These additional breakdowns provide greater diversification, which can reduce your overall risk while allowing you to pursue growth.

ProManage, LLC is not affiliated with Fidelity or Concordia Plan Services.

Concordia Plan Services of The Lutheran Church—Missouri Synod has engaged ProManage to provide the ProManage *PROgram*™ to the Plan. If you would like a copy of ProManage's Investment Adviser brochure (Form ADV 2A), please contact Concordia Plan Services.

Funds available through the program may be added or replaced by the Plan Administrator, acting on behalf of the Board in the future. However, you will be notified in advance if this occurs. For more information regarding the mutual fund offerings including charges and expenses, please consult the prospectuses for each fund. Read the prospectus carefully before making your decision.

Prospectus information is available on Fidelity's website: www.fidelity.com/atwork.

Then, they determine Plan asset allocations . . .

ProManage diversifies investments into the various funds offered in the Concordia Retirement Savings Plan after developing appropriate investment mixes based on your financial risk profile. Your investments are diversified among the funds offered in the plan: domestic and foreign stock funds; large, mid, and small companies; value and growth styles; bond funds; and stable value investments.

AND, they monitor your situation . . .

ProManage analyzes financial risk profiles each year to reflect any changes in circumstances, such as changes in salary or a shortening time horizon. ProManage will rebalance investment mixes, instructing Fidelity Investments® to adjust investments so they maintain the selected allocations. ProManage also monitors financial markets and activity throughout the year. Although investments are rarely adjusted outside of the annual review process, if market conditions warrant, ProManage will request that Concordia Plan Services and Fidelity rebalance participant accounts to reflect the latest annual portfolio calculation.

Okay, So I Want Somebody To Do It For Me

How do I participate?

Participating in the ProManage *PROgram* couldn't be easier. In fact, if you do not opt out of the ProManage *PROgram* when you enroll, your money will be invested using the ProManage *PROgram* automatically on your participation date. For more information, contact Fidelity Investments at 800-343-0860.

What if I want to opt out of the program?

No single financial concept or method is right for everyone. If you initially participate in the ProManage *PROgram* but subsequently decide that you would prefer to make your own investment decisions, you can opt out of the *PROgram* on any day. To opt out of the ProManage *PROgram* just call Fidelity Investments at 800-343-0860.

Can I opt back in?

Should you change your mind, you can opt to return to the ProManage *PROgram* by calling Fidelity Investments at 800-343-0860. You can opt back into the program once every quarter. However, Fidelity must receive your election within the last ten business days of the end of one quarter to be effective the first day of the following quarter. When your election takes effect, your account will be invested in a portfolio similar to the one on the first page until the next date that ProManage allocations are updated.

How much does it cost?

ProManage provides its services for a monthly fee based on the total assets it manages for all participants. As of January 31, 2018, the annual fee rate is 16.71 basis points (or .001671 multiplied by your Plan account balance, divided by 12 to determine the monthly assessment, up to a maximum of \$10 a month). For example, an account balance of \$10,000 would be assessed a fee of \$1.39 per month. The fee may be adjusted every quarter, but cannot exceed 25 basis points.

ProManage may be right for you if:

- You are more comfortable with professionals making your investment decisions.
- You want to ensure your portfolio is properly diversified.
- You are uncertain how to invest your money.
- Your Concordia Retirement Savings Plan (CRSP) account comprises the majority of your retirement savings.

You may want to make your own investment selections or seek outside professional advice if, for example:

- You want to make your own investment decisions.
- You have substantial retirement investments outside the CRSP.
- You do not want to use your benefit for retirement.
- You anticipate making a large withdrawal from the CRSP account within the next ten years.

