



## **Dechert-Hampe & Company Employees Savings and Profit Sharing Plan Annual\* Participant Disclosures required by U.S. Dept. of Labor**

### **~~~~~ Prepared and Distributed by the Plan Administrator**

The report that follows is required by regulations issued in 2012 by the United States Department of Labor (“DoL”) called ERISA §404(a)(5). The regulations both dictate most of the format and content of the report and require the Plan Administrator on behalf of the Plan’s Trustees to create and distribute the report at least once every 14 months to anyone who is eligible to participate in our 401(k) Profit Sharing Plan. It was last issued in August, 2023. The report must also be updated at least 30 days ahead of any significant change to the Plan’s features, operational procedures, fees or investment options. There have been no changes to any such facets of the Plan since the date of the previous report.

The DoL intends this report to provide Plan participants with a better understanding of (1) the expenses associated with participation in our Plan, and (2) historical performance of investment options available in the Plan. The DoL’s stated objective for this communication is to provide participants with more and better information for making investment and other plan-related decisions.

The Trustees do not intend this report to take the place of all other available sources of such information made available to Plan participants, particularly as available on and through the Plan’s website at [www.planspecs.com/dhc](http://www.planspecs.com/dhc).

The report contains required information on the following topics:

- How Plan administration expenses are handled;
- What costs are associated with elective Plan features;
- What fees are associated with our Plan’s investment options;
- What rights you have with respect to the Plan’s operation;
- How the performance of the Plan’s investment choices compares to broad-based benchmarks; and
- Where to go for additional information concerning the Plan’s investments.

### **Summary Comment on Fees and Expenses**

By law, retirement plan participants can be assessed all or just about any portion of most costs incurred to operate a plan including administration fees, accounting fees, legal fees, asset custody fees, investment management and advisory fees, etc. In fact, many employers that sponsor retirement plans do so with *no* cost to the company by forcing participants to absorb 100% of the plan costs through their plan accounts. These costs can amount to, or even exceed, 3% of the value of the plan accounts each year. And until the DoL mandated this new report, the costs absorbed by plan participants could be easily hidden in reported investment returns.

While nothing is guaranteed forever, it continues as of this date to be the policy of Dechert-Hampe and Moss Warner as the sponsoring employers of the Plan to absorb 100% of all plan-level costs except a small portion of the Plan’s overall administrative costs equal to 0.30% of participant account balances annually, administrative fees related directly to plan loans as requested by participants, and investment management costs associated directly with participants’ personal investment choices as detailed in the following paragraph.

Participants using options in the Plan’s Select Funds Venues pay **ONLY** the mutual funds’ operating costs as reported by each fund’s prospectus and charged to any and all shareholders of that fund. These fund expenses are one of many important criteria that the Trustees consider in selection and maintenance of investment options for these Venues. Participants using the Plan’s Fully Self-Managed Venue, Schwab PCRA™, absorb only the fees directly associated with the investments that they choose within that account.

Questions concerning this report should be directed to the Plan’s Third-Party Administrator, Compensation & Capital Administrative Services, Inc. via e-mail to them at [info@planspecs.com](mailto:info@planspecs.com).

**October, 2024**

This U.S. Department of Labor (DoL)-required report contains important information concerning our Plan. Its introductory first section provides general information about the Plan's investing structure including expenses you might incur through participation in the Plan or upon exercising various Plan rights and features. The second section provides information about risks inherent in any investing process and points you to internet-based sources of additional information to help you learn more about investing. The third section focuses on the Plan's "Auto-Balanced" funds line-up and specifically Vanguard's target date and fixed allocation strategy funds. Finally, its fourth section provides information specific to all of the Plan's [non-Fully Self-Directed] investment alternatives, including historical performance, any fees or expenses associated with those investments, and industry-based comparisons thereof for quick reference.

If you have questions concerning any of this information or would like to request further information regarding anything associated with this report, contact the Plan's Third-Party Plan Administrators (its "TPA") at [info@planspecs.com](mailto:info@planspecs.com). Plan-specific information available in this report or elsewhere in the public domain includes annual operating expenses of the Plan's investments; prospectuses, financial statements, reports, or other materials relating to investments available in the Plan; a list of assets recently contained in each Plan's investment menu option; the value of those options and fund units or shares; and the past performance of each Plan investment option as compared to appropriate broad-based market indices. The Plan's website at [www.planspecs.com/dhc](http://www.planspecs.com/dhc) contains comprehensive and focused materials specifically relevant to the Plan's operations and available investments. You may also view the Plan's *Summary Plan Description* on the website.

## **Section I: Explanation of the Plan's Investments Structure and Plan Expenses**

### **Plan Investment Structure**

The Plan is intended to be in compliance with regulations under ERISA §404(c). In short, this simply means that you must "exercise control" over the direction of all investments in your Plan account and the Plan's fiduciaries must provide you with an appropriately diverse and high-quality set of investment alternatives as well as relevant information by which to do so. As a result of this regulatory compliance, the Plan's fiduciaries are legally relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions. You provide the TPA with investment directions for your Plan account, selecting from investment choices provided under your Plan as ultimately determined by its Trustees, Benjamin Ball and Robert Smithers in consultation with the Plan's independent investment advisor.

The Plan's Investment Venues are: The Designated Investment Alternatives ("DIA") Vanguard Select and Auto-Balanced Funds Venue and the Fully Self-Directed ("FSD") Venue's Schwab PCRA™. The Plan allows your participation in one or both of the Plan's investment venues and your change of investment venue choice at any time. Your DIA Venue fund directives may also be changed at your discretion at any time. Changes to and limitations on investments chosen by a participant within the DIA Venue are imposed by the Trustees and stipulated in the Plan documents and notes contained on the Plan's administrative forms. Changes to and limitations on investments purchased by a participant within the FSD Venue are also regulated directly by your chosen investment product providers and by the FSD Venue custodian, Charles Schwab & Co..

The Plan's Trustees maintain authority for exercise of certain voting, tender or similar rights as applicable to investments held in the Plan's DIA Venue. The Plan allows participants to exercise certain voting, tender or similar rights as applicable to investments held in their FSD Venue account.

### **Plan Expenses**

401(k) and profit sharing retirement plans have many different types of expenses. In general these can be categorized into Administrative and Investment-Related.

*Administrative Expenses:* These include costs of administration, legal, accounting services and, in our Plan, independent investment advisory to the Trustees related to all of the DIA Venue's investment options. Your employer shoulders all of these costs except those related to the administration of Plan loans (\$100 at initiation and \$50 annually) and a portion of the plan's administrative expenses equal to 0.30% of your account balance annually, charged against your account's market value on the first business day of each quarter at a rate of 0.075%. These charges are detailed in your quarterly participant statement and also on the Plan's website under its secure participant login portal. Your 0.30%/year contribution to the Plan's administrative costs is the equivalent of 30¢ per \$100 of account balance. When combined with our Plan's very cost-effective funds line-up from Vanguard, your cost sharing portion helps DHC/MWC offer you and your colleagues a 401(k) Profit Sharing Plan with *total* costs allocated against participant accounts that are well-below-average.

*Investment-related Expenses:* Your Plan authorizes investment product providers such as mutual funds and Charles Schwab & Co to charge Trustee-scrutinized, appropriate and pre-determined investment-related expenses against your account. The level, purpose and basis for such expenses are directly related to the investing venue and specific investments within that venue that you choose for your Plan account.

DIA Venue: Participants in the Plan's DIA Select and Auto-Balanced Funds Venue mutual funds are responsible only for each fund's prospectus-published operating expenses as charged to any and all shareholders of that fund. The Plan allocates no other investment-related fees against participant accounts in the DIA Venue. Vanguard provides investment management at significantly below-industry-average levels. Table 1 of this report illustrates the significance of this very favorable cost structure.

FSD Venue: Participants opting to allocate any portion of their Plan account balance or ongoing contributions to an FSD Venue account are absolutely responsible for comprehensively informing themselves of and paying through their FSD Venue Plan account any and all fees and expenses associated with their participation in investments purchased in that account.

Furthermore, *specific to the Schwab PCRA™*: A Participant's initiation of the Schwab PCRA™ is followed shortly thereafter by their receipt of a *Schwab Pricing Guide* mailed directly from Schwab. The current version of the *Guide* is also available directly from Schwab online via links residing at the bottom of [www.schwab.com/pcra](http://www.schwab.com/pcra). In general, the only fees Schwab charges directly to participants are commission and transaction fees that are associated with trading in the PCRA™. Schwab does not charge a fee to open or specifically to maintain a PCRA. Schwab discloses commission and transaction fees to participants in several ways:

- Schwab's online order verification process notifies the participant of any fees associated for placing a trade before they confirm their trade.
- Schwab's trade confirmations are sent to participants once an order has executed in their account.
- Schwab's monthly participant account statements show any transaction fees associated with buying or selling securities in the participant's account.

## **Section II: Basic Investing Risks and Terms**

*Asset Allocation Risk:* A fund's risks will directly correspond to the risks of any underlying asset classes (generally speaking, stocks, bonds, or money markets) in which it invests. By diversifying across all asset classes the fund has partial exposure to the risks of many different areas of the market, and the fund's overall level of risk should thereby be lessened over time relative that is to a fund invested in only one asset class. However, the selection of the underlying asset classes and the allocation of the fund's assets among the various asset classes and market sectors could cause the fund to underperform other funds with similar asset allocations.

*General Equity Risk:* Stocks generally fluctuate in value more than bonds and may decline significantly over short periods. As with any fund having equity exposure, the fund's share price can fall because of overall weakness in the stock market. The value of individual stocks in which the fund invests or the fund as a whole may decline due to general market conditions or because of factors that affect a particular industry or market sector.

*Small & Mid -Cap Stock Risk:* Investing in Small and Mid-Cap funds entails greater risk than investing in funds that focus on larger companies. Stocks of smaller companies are usually more volatile than stocks of larger companies because smaller companies usually have more limited financial resources and less experienced management, and seldom pay significant dividends that could help to cushion returns in a falling market.

*Growth & Value Approach Risk:* Growth stocks tend to be more volatile than value stocks and are more sensitive to changes in current or expected earnings. Value stocks carry the risk that investors will not recognize their intrinsic value for a long time or that they are actually appropriately priced at a low level. If a fund concentrates its investments in stocks of companies with only growth (or only value) characteristics, its share price may be negatively affected if either investing approach falls out of favor for a period of time.

*Interest Rate Risk:* This is the risk that a rise in interest rates could cause the price of a bond in which a bond fund invests to fall. Generally, the longer the weighted average maturity of a fund's underlying bond portfolio, the greater its interest rate risk.

*Credit Risk:* The risk that an issuer of a debt security or counterparty to an over-the-counter derivative held by an underlying bond fund could be downgraded or default, thereby negatively affecting the fund's price or yield.

**Liquidity Risk:** This is the risk that a fund may not be able to sell a security in a timely manner at a desired price. This risk could affect both stocks and bonds in which the fund invests. It's a significant concern in funds that focus on Small-Cap stocks.

**Foreign Investing Risk:** This is the risk that the fund's investments in international stocks (or bonds) may be adversely affected by economic conditions or developments overseas, or decreases in foreign currency values relative to the U.S. dollar. The risks are heightened for funds that focus on emerging markets.

The internet contains several free, independently-sponsored glossaries containing far more specific investment terms relevant to investment options available in our Plan. Two such sites are [www.ici.org/401k/11\\_401k\\_glos](http://www.ici.org/401k/11_401k_glos) and <http://www.morningstar.com/InvGlossary>. These glossaries are intended to help you better understand your investing options under the Plan and their generalized inherent risks.

### **Section III: "Auto-Balanced" Target Date Funds available as Plan DIA's**

This section of the DoL-required report includes a general description as well as more specific information describing the set of Vanguard Funds included in the Plan's DIA's that we have termed "Auto-Balanced." This set of 15 mutual funds includes Vanguard's *LifeStrategy*™ -branded set of four funds and eleven Vanguard *Target Retirement*™ funds. These DIA's are intended to simplify your Plan account investing. That's because each "Auto-Balanced" fund holds a mix of up to six different Vanguard stock, bond and money market mutual funds – all professionally managed by Vanguard's expert advisory teams. So employing just one of these "Auto-Balanced" funds instead of a spectrum of different funds allows you to focus on your portfolio's strategy as a whole without worrying about managing the parts. This big-picture perspective of investing strategy can help you avoid being tempted to make fund changes based on the periodic ups and downs of individual investments. And, by sticking with your strategy, you will likely improve your chances of investing successfully over the long run. That said, it's important to remember that neither diversification nor auto-balancing will insure a profit or protect against a loss in a declining market. Comprehensive information on both sets of "Auto-Balanced" funds is available on the Plan's website [www.planspecs.com/dhc](http://www.planspecs.com/dhc) >> *Plan Investing*. The DoL's regulations require some further highlights:

*LifeStrategy*™ funds are automatically re-balanced each quarter by Vanguard to maintain a relatively narrow band of asset allocation appropriate to the risk/return profiles described by their names. For example, 'Conservative Growth' or 'Income'. Each fund is composed of portions of up to six different Vanguard funds representing different asset classes and variations thereof. In general, the more conservative the risk objective of the fund, the more money market and bonds (as opposed to stocks) exposure it will maintain. More aggressive risk objectives will carry more stocks relative to their exposure to bonds and money markets.

***Target Retirement*™ funds:**

In general: This set of Vanguard funds are automatically rebalanced both quarterly (to respond to short-term market changes) and gradually over many years (to become more conservative as your targeted date of retirement approaches.) This latter rebalancing strategy automatically reduces asset allocation risk (as explained in Part II above.) Each fund includes an appropriate portion of up to six different Vanguard funds: two stock funds, three bond funds, and a money market fund. Each fund generally allocates about 90% to stocks for its youngest investors, declining to around 52% in stocks for investors who have reached its target date. Over the 30 years subsequent to the target date, a fund's exposure to stocks continues to decline to about 38% at its most conservative. This dynamic asset allocation for target date funds has been termed their "Glide Path."

Target Date Glide Path: Generally, the target date is expressed as the approximate year you intend to retire and assumes a retirement age of 65. Should you intend to retire significantly earlier or later, you may want to consider a target date fund with an asset allocation more appropriate to your particular intentions. The table below displays the approximate allocations to stocks versus bonds at different points along the glide path as managed by Vanguard's *Target Retirement*™ funds. For example, at 5 years before the target date, the fund may have around 61% of its value allocated to stocks.

| Asset Class           | Years to Target Date |     |     |     |     |     |     |     |     |         |
|-----------------------|----------------------|-----|-----|-----|-----|-----|-----|-----|-----|---------|
|                       | 40                   | 35  | 30  | 25  | 20  | 15  | 10  | 5   | 0   | 7 After |
| Stocks                | 91%                  | 91% | 89% | 89% | 83% | 76% | 69% | 61% | 52% | 38%     |
| Bonds & Money Markets | 9%                   | 9%  | 11% | 11% | 17% | 24% | 31% | 39% | 48% | 62%     |

To be clear, no target date fund can guarantee a specific level of income during retirement. The funds are however intended to serve as a post-retirement investment vehicle with asset allocations designed to provide an income stream of regular withdrawals throughout retirement while providing growth that can offset inflation. The target allocations noted in the Glide Path table above are not expected to vary by more than +/- 5% to reflect Vanguard's investment managers' strategic market considerations over time.

#### Section IV: Performance and Expenses for Investment Options in the DIA Venue as of Sept 30, 2024

This section of the DoL-required report includes important information to help you compare the investment options available in the DIA Venue of your Plan. According to the DoL's final regulations published in May, 2012, the Plan is not required to publish any performance or fee information applicable to any specific security/fund available in the FSD Venue.

#### Table 1: Total Annual Operating Expense and Shareholder Fees Information (as of Sept 30, 2024)

Table 1 shows investment-related fee and expense information for the DIA Venue's investment options as well as industry average fee levels for funds comparable to each of the Plan's DIA Venue options. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website at <https://www.dol.gov/general/topic/retirement/consumerinfension> for an objective and independent discussion of the long-term effect of fees and expenses on your retirement savings. It's a .pdf under that page's hotlink "A Look at 401(k) Plan Fees... for Employees - Provides information about plan fees." Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

|        |   | Fund's Total Annual Operating Expenses |                                  |        |   | Fund's Total Annual Operating Expenses |                                  |
|--------|---|--|----------------------------------|--------|---|--|----------------------------------|
| TICKER | VANGUARD Fund Name                                    | As a % of Your Plan Account            | Per \$1,000 of Your Plan Account | TICKER | VANGUARD Fund Name                                  | As a % of Your Plan Account            | Per \$1,000 of Your Plan Account |
|        | Morningstar™ Fund Category (Average Fees)             |  |                                  |        | Morningstar™ Fund Category (Average Fees)           |  |                                  |
| VFIAX  | 500 Index Admiral                                     | 0.04%                                  | \$0.40                           | VASGX  | Life Strategy Growth Investor                       | 0.14%                                  | \$1.40                           |
|        | Large-Cap Blend Stock Funds                           | 0.85%                                  | \$8.50                           |        | Moderately Aggressive Allocation (Bond+Stock) Funds | 1.00%                                  | \$10.00                          |
| VEMAX  | Emerging Markets Stock Index Admiral                  | 0.14%                                  | \$1.40                           | VASIX  | Life Strategy Income Investor                       | 0.11%                                  | \$1.10                           |
|        | Diversified Emerging Markets Stock Funds              | 1.21%                                  | \$12.10                          |        | Conservative Allocation (Bond+Stock) Funds          | 0.85%                                  | \$8.50                           |
| VGELX  | Energy Admiral  | 0.38%                                  | \$3.80                           | VSMGX  | Life Strategy Moderate Growth Investor              | 0.13%                                  | \$1.30                           |
|        | Energy Sector Stock Funds                             | 1.27%                                  | \$12.70                          |        | Moderate Allocation (Bond+Stock) Funds              | 1.05%                                  | \$10.50                          |
| VEXRX  | Explorer Admiral                                      | 0.34%                                  | \$3.40                           | VTINX  | Target Retirement Income Investor                   | 0.08%                                  | \$0.80                           |
|        | Small-Cap Growth Stock Funds                          | 1.20%                                  | \$12.00                          |        | Retirement Income Funds                             | 0.66%                                  | \$6.60                           |
| VAIPX  | Inflation-Protected Securities Admiral                | 0.10%                                  | \$1.00                           | VTWNX  | Target Retirement 2020 Investor                     | 0.08%                                  | \$0.80                           |
|        | Inflation-Protected Securities Funds                  | 0.74%                                  | \$14.00                          |        | Target Date 2020 Funds                              | 0.60%                                  | \$6.00                           |
| VWILX  | International Growth Admiral                          | 0.31%                                  | \$3.10                           | VTTVX  | Target Retirement 2025 Investor                     | 0.08%                                  | \$0.80                           |
|        | Foreign Large-Cap Growth Stock Funds                  | 1.04%                                  | \$13.10                          |        | Target Date 2025 Funds                              | 0.66%                                  | \$6.60                           |
| VMGRX  | Mid-Cap Growth Investor                               | 0.37%                                  | \$3.70                           | VTHRX  | Target Retirement 2030 Investor                     | 0.08%                                  | \$0.80                           |
|        | Mid-Cap Growth Stock Funds                            | 1.12%                                  | \$12.00                          |        | Target Date 2030 Funds                              | 0.67%                                  | \$6.70                           |
| VWUAX  | US Growth Admiral                                     | 0.20%                                  | \$2.00                           | VTHX   | Target Retirement 2035 Investor                     | 0.08%                                  | \$0.80                           |
|        | Large-Cap Growth Stock Funds                          | 0.99%                                  | \$9.30                           |        | Target Date 2035 Funds                              | 0.68%                                  | \$6.80                           |
| VUSXX  | Treasury Money Market                                 | 0.09%                                  | \$0.90                           | VFORX  | Target Retirement 2040 Investor                     | 0.08%                                  | \$0.80                           |
|        | Taxable Money Market Funds                            | 0.41%                                  | \$5.30                           |        | Target Date 2040 Funds                              | 0.70%                                  | \$7.00                           |
| VASVX  | Selected Value Investor                               | 0.43%                                  | \$4.30                           | VTIVX  | Target Retirement 2045 Investor                     | 0.08%                                  | \$0.80                           |
|        | Mid-Cap Value Stock Funds                             | 1.04%                                  | \$14.90                          |        | Target Date 2045 Funds                              | 0.70%                                  | \$7.00                           |
| VBTLX  | Total Bond Market Index Admiral                       | 0.05%                                  | \$0.50                           | VFIFX  | Target Retirement 2050 Investor                     | 0.08%                                  | \$0.80                           |
|        | Intermediate -Term Core Bond Funds                    | 0.59%                                  | \$5.90                           |        | Target Date 2050 Funds                              | 0.70%                                  | \$7.00                           |
| VWENX  | Wellington Admiral                                    | 0.18%                                  | \$1.80                           | VFFVX  | Target Retirement 2055 Investor                     | 0.08%                                  | \$0.80                           |
|        | Moderate Allocation Funds                             | 1.05%                                  | \$10.50                          |        | Target Date 2055 Funds                              | 0.70%                                  | \$7.00                           |
| VWNAX  | Windsor II Admiral                                    | 0.26%                                  | \$2.60                           | VTTX   | Target Retirement 2060 Investor                     | 0.08%                                  | \$0.80                           |
|        | Large-Cap Value Stock Funds                           | 0.97%                                  | \$8.50                           |        | Target Date 2060 Funds                              | 0.71%                                  | \$7.10                           |
| VSCGX  | Life Strategy Conservative Growth Investor            | 0.12%                                  | \$1.20                           | VLXVX  | Target Retirement 2065 Investor                     | 0.08%                                  | \$0.80                           |
|        | Moderately Conservative Allocation (Bond+Stock) Funds | 0.96%                                  | \$9.60                           |        | Target Date 2065 Funds                              | 0.69%                                  | \$6.90                           |

#### Important Notes:

- ALL of our Plan's fund's Annual Operating Expenses are below, and in most cases significantly below, their Morningstar™ Fund Category's Average Fees.
- The DoL requires this report to detail any and all "Shareholder-Type Fees" associated with the DIA's in your Plan. This includes Front-End and Deferred Sales Charges also called "Loads" or "Commissions", Purchase Fees, and Redemption Fees. **Your current DIA's have NO such "Shareholder-Type Fees."**



**Table2: Performance and Links to Further Fund-Specific Information**

Table 2 focuses on the historical performance of the Plan's DIA Venue investment options. It's important to note that the Plan's DIA Venue funds do not have a fixed or stated rate of return. The table shows how these investment options have performed over DoL-mandated time periods and allows you to compare them with an appropriate broad-based benchmark index for those same time periods. Past performance does not guarantee how any investment option will perform in the future. Your investment in these options could lose money. Comprehensive information on each fund in the DIA Select and Auto-Balanced Funds Venue including that fund's principal investing risks and strategy is available at [www.planspecs.com/dhc](http://www.planspecs.com/dhc) >>Plan Investing.

| TICKER | VANGUARD Fund Name<br><i>Prospectus Benchmark Index</i> | Average Annualized Total Return % as of 9/30/2024 |         |          |                 |                |
|--------|---|---|---------|----------|-----------------|----------------|
|        |   | 1 Year  | 5 Years | 10 Years | Since Inception | Inception Date |
| VFIAX  | 500 Index Admiral                                       | 36.29   | 15.93   | 13.34    | 8.27            | 11/13/2000     |
|        | S&P 500 Index   | 36.35   | 15.98   | 13.38    | n/a             |                |
| VEMAX  | Emerging Markets Stock Index Admiral                    | 24.96   | 2.62    | 6.38     | 4.17            | 6/23/2006      |
|        | FTSE Emerging Markets All Cap                           | 27.28   | 2.32    | 7.04     | n/a             |                |
| VGELX  | Energy Admiral  | 17.85   | 7.66    | 1.47     | 7.87            | 11/12/2001     |
|        | Morningstar™ Equity Energy Funds Category               | 0.53  | 11.39   | -1.67    | n/a             |                |
| VEXRX  | Explorer Admiral  | 25.67   | 11.35   | 10.97    | 9.69            | 8/13/2001      |
|        | Russell 2000 Growth Stocks Index                        | 27.66   | 8.82    | 8.95     | n/a             |                |
| VAIPX  | Inflation-Protected Securities Admiral                  | 9.82  | 2.52    | 2.45     | 3.37            | 6/10/2005      |
|        | Bloomberg US Trsy US TIPS Total Return Index            | 9.79  | 2.62    | 2.54     | n/a             |                |
| VWILX  | International Growth Admiral                            | 28.94   | 10.76   | 8.97     | 7.89            | 8/13/2001      |
|        | MSCI ACWI Ex USA Growth Index NR                        | 26.75   | 7.09    | 5.97     | n/a             |                |
| VMGRX  | Mid-Cap Growth Investor                                 | 27.61   | 9.06    | 9.36     | 9.97            | 12/31/1997     |
|        | Russell Mid-Cap Growth Index                            | 29.33   | 11.48   | 11.30    | n/a             |                |
| VWUAX  | U.S. Growth Admiral                                     | 43.09   | 16.51   | 14.71    | 8.62            | 5/14/2001      |
|        | Russell 3000 Growth Stocks Index                        | 41.47   | 19.09   | 16.04    | n/a             |                |
| VUSXX  | Treasury Money Market                                   | 5.42  | 2.28    | 1.59     | 2.44            | 12/14/1992     |
|        | Morningstar™ Taxable Money Market Index                 | 5.26  | 2.19    | 1.52     | n/a             |                |
| VASVX  | Selected Value Investor                                 | 28.03   | 13.26   | 9.55     | 9.37            | 2/15/1996      |
|        | Russell Mid-Cap Value Index                             | 29.01   | 10.33   | 8.93     | n/a             |                |
| VBTLX  | Total Bond Market Index Admiral                         | 11.40   | 0.31    | 1.82     | 3.39            | 11/12/2001     |
|        | Bloomberg US Aggregate Bond Index TR                    | 11.57   | 0.33    | 1.84     | n/a             |                |
| VWENX  | Wellington Admiral                                      | 24.87   | 9.16    | 8.69     | 8.06            | 5/14/2001      |
|        | Morningstar™ Moderate Allocation Funds Category         | 21.99   | 8.01    | 6.89     | n/a             |                |
| VWNAX  | Windsor II Admiral                                      | 29.25   | 14.48   | 10.95    | 8.42            | 5/14/2001      |
|        | Russell 1000 Value Stocks Index                         | 27.76   | 10.69   | 9.23     | n/a             |                |
| VSCGX  | Life Strategy Conservative Growth Investor              | 18.82   | 5.06    | 5.24     | 6.57            | 9/30/1994      |
|        | Morningstar™ Moderately Conservative Target Risk Index  | 18.31   | 5.31    | 4.73     | n/a             |                |
| VASGX  | Life Strategy Growth Investor                           | 26.88   | 9.82    | 8.37     | 8.27            | 9/30/1994      |
|        | Morningstar™ Moderately Aggressive Target Risk Index    | 24.49   | 9.10    | 7.56     | n/a             |                |
| VASIX  | Life Strategy Income Investor                           | 14.87   | 2.59    | 3.57     | 5.62            | 9/30/1994      |
|        | Morningstar™ Conservative Target Risk Index             | 14.94   | 2.75    | 3.25     | n/a             |                |
| VSMGX  | Life Strategy Moderate Growth Investor                  | 22.82   | 7.45    | 6.84     | 7.54            | 9/30/1994      |
|        | Morningstar™ Moderate Target Risk Index                 | 22.04   | 7.07    | 6.49     | n/a             |                |
| VTINX  | Target Retirement Income Investor                       | 16.22   | 4.45    | 4.51     | 5.09            | 10/27/2003     |
|        | Morningstar Lifetime™ Moderate Income Index             | 14.94   | 2.75    | 3.25     | n/a             |                |
| VTWNX  | Target Retirement 2020 Investor                         | 18.25   | 6.01    | 5.99     | 6.19            | 10/27/2003     |
|        | Morningstar Lifetime™ Moderate 2020 Index               | 19.61   | 5.51    | 5.54     | n/a             |                |
| VTVX   | Target Retirement 2025 Investor                         | 21.13   | 7.09    | 6.74     | 6.83            | 6/7/2006       |
|        | Morningstar Lifetime™ Moderate 2025 Index               | 20.94   | 5.96    | 6.00     | n/a             |                |
| VTHRX  | Target Retirement 2030 Investor                         | 23.27   | 8.04    | 7.35     | 6.98            | 10/27/2003     |
|        | Morningstar Lifetime™ Moderate 2030 Index               | 22.56   | 6.74    | 6.62     | n/a             |                |
| VTTHX  | Target Retirement 2035 Investor                         | 24.76   | 8.95    | 7.93     | 7.70            | 6/7/2006       |
|        | Morningstar Lifetime™ Moderate 2035 Index               | 24.54   | 7.83    | 7.33     | n/a             |                |
| VFORX  | Target Retirement 2040 Investor                         | 26.33   | 9.85    | 8.49     | 7.72            | 10/27/2003     |
|        | Morningstar Lifetime™ Moderate 2040 Index               | 26.49   | 8.91    | 7.94     | n/a             |                |
| VTIVX  | Target Retirement 2045 Investor                         | 27.82   | 10.74   | 8.97     | 8.42            | 6/7/2006       |
|        | Morningstar Lifetime™ Moderate 2045 Index               | 27.90   | 9.63    | 8.29     | n/a             |                |
| VFIX   | Target Retirement 2050 Investor                         | 28.91   | 11.05   | 9.13     | 8.09            | 10/27/2003     |
|        | Morningstar Lifetime™ Moderate 2050 Index               | 28.55   | 9.92    | 8.39     | n/a             |                |
| VFFVX  | Target Retirement 2055 Investor                         | 28.92   | 11.05   | 9.11     | 10.41           | 6/7/2006       |
|        | Morningstar Lifetime™ Moderate 2055 Index               | 28.66   | 9.93    | 8.36     | n/a             |                |
| VTSX   | Target Retirement 2060 Investor                         | 28.93   | 11.05   | 9.11     | 10.24           | 8/18/2010      |
|        | Morningstar Lifetime™ Moderate 2060 Index               | 28.62   | 9.87    | 8.28     | n/a             |                |
| VLXVX  | Target Retirement 2065 Investor                         | 28.95   | 11.04   | n/a      | 9.82            | 1/19/2012      |
|        | Morningstar Lifetime™ Moderate 2065 Index               | 28.51   | 9.79    | n/a      | n/a             |                |

**Note:** In compliance with DoL regulations for this report, "Since Inception Date" returns are provided in lieu of 10-year performance for funds that have not been in existence in excess of 10 years.