

## ON-LINE SYSTEMS, INC. 401(K) PLAN

November 2018 FEE AND INVESTMENT NOTICE

INSIDE

**Your Investment Options**

**Account Management**

**Plan Fees and Expenses**

## **ON-LINE SYSTEMS, INC. 401(K) PLAN**

### **FEE AND INVESTMENT NOTICE**

#### **CONTACT US:**

ON-LINE SYSTEMS, INC.

C/O R. REGIUS 790 FARMINGTON AVE STE 3-D

FARMINGTON CT 06032

860-678-1300

rich@on-linesystems.com

This document contains important information concerning your retirement plan. The first section details information about the plan's investment options, including any fees or expenses associated with those investments. The second section provides details regarding your rights to manage the investments in your account and any applicable restrictions. The final section provides information about the plan in general, including any expenses you might incur through participation in the plan or through taking advantage of different plan features.

### **Your Investment Options**

Table 1 identifies any available investment options in your plan that do not have a fixed or stated rate of return. The table focuses on the past performance of such investment options. It shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods.

Note that past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Always research all your options carefully before investing. Additional information about an option's principal risks is available on the Web site[s].

#### **Benchmarking**

Each investment in the table also has a "benchmark". The benchmark allows you to compare an investment's performance to the performance of a widely used collection of investments. While you cannot invest in a benchmark, the performance of the benchmark will give you an idea of how well the investment did in the same time period.

**Table 1 - Comparative Chart**

Investment Name Inception Date Website	Average Annual Total return as of 12/31/2017				Benchmark			
	1 Yr	5 Yr	10 Yr	Since Inception	1 Yr	5 Yr	10 Yr	Since Inception
<b>DIVERSIFIED INTERNATIONAL EQUITIES</b>								
FMI INTERNATIONAL Dec 31 2010 <u>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</u> <a href="#">FMIJX</a>	-7.07%	5.12%	5.86%	0.00%	0%	0%	0%	0%
					<b><u>BENCHMARK:</u></b>			
OAKMARK GLOBAL INVESTOR Aug 4 1999 <u>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</u> <a href="#">OAKGX</a>	-8.60%	3.92%	9.50%	0.00%	0%	0%	0%	0%
					<b><u>BENCHMARK:</u></b>			
<b>DIVERSIFIED U.S. BONDS</b>								
LOOMIS SAYLES BOND FUND (I) May 16 1991 <u>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</u> <a href="#">LSBDX</a>	7.48%	3.82%	5.79%	9.07%	3.54%	2.10%	4.01%	5.86%
					<b><u>BENCHMARK:</u></b> <i>BBgBarc US Agg Bond TR USD</i>			
<b>LARGE CAP CORE EQUITIES</b>								
VANGUARD DIVIDEND GROWTH (INV) May 15 1992 <u>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</u> <a href="#">VDIGX</a>	19.33%	14.14%	8.98%	8.55%	21.83%	15.79%	8.50%	9.78%
					<b><u>BENCHMARK:</u></b> <i>S&amp;P 500 TR USD</i>			
VANGUARD 500 INDEX ADMIRAL Nov 13 2000 <u>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</u> <a href="#">VFIAX</a>	21.79%	15.75%	8.49%	6.12%	21.83%	15.79%	8.50%	6.14%
					<b><u>BENCHMARK:</u></b> <i>S&amp;P 500 TR USD</i>			
<b>LARGE CAP GROWTH EQUITIES</b>								
JENSEN QUALITY GROWTH J Aug 3 1992 <u>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</u> <a href="#">JENSX</a>	11.97%	12.42%	12.91%	0.00%	0%	0%	0%	0%
					<b><u>BENCHMARK:</u></b>			
<b>LARGE CAP VALUE EQUITIES</b>								

AM CENTURY EQUITY INCOME INV Aug 1 1994 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">TWEIX</a>	2.49%	9.30%	10.43%	0.00%	0%	0%	0%	0%
					<b>BENCHMARK:</b>			
<b>MID CAP GROWTH EQUITIES</b>								
BARON PARTNERS RETAIL Apr 30 2003 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">BPTRX</a>	31.54%	16.73%	7.90%	13.48%	0.00%	0.00%	0.00%	9.80%
					<b>BENCHMARK:</b> S&P 500 TR USD			
<b>MID CAP VALUE EQUITIES</b>								
PERKINS MID CAP VALUE FD CL T Aug 12 1998 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">JMCVX</a>	13.88%	12.30%	7.64%	11.82%	21.83%	15.79%	8.50%	6.77%
					<b>BENCHMARK:</b> S&P 500 TR USD			
<b>MODERATELY AGGRESSIVE BALANCED</b>								
OAKMARK EQUITY AND INCOME INV Nov 1 1995 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">OAKBX</a>	-0.22%	5.60%	8.16%	0.00%	0%	0%	0%	0%
					<b>BENCHMARK:</b>			
VNGRD TARGET RETIREMENT 2015 Oct 27 2003 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VTXVX</a>	11.50%	7.25%	5.23%	6.35%	14.66%	7.95%	5.81%	7.33%
					<b>BENCHMARK:</b> Morningstar Mod Tgt Risk TR USD			
<b>SMALL CAP GROWTH EQUITIES</b>								
JANUS HENDERSON VENTURE T Apr 30 1985 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">JAVTX</a>	7.48%	10.66%	16.99%	0.00%	0%	0%	0%	0%
					<b>BENCHMARK:</b>			
<b>SMALL CAP VALUE EQUITIES</b>								
VNGRD SM CAP VALUE INDEX ADM Sep 27 2011 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VSIAX</a>	11.80%	14.96%	9.72%	16.66%	21.83%	15.79%	8.50%	16.48%
					<b>BENCHMARK:</b> S&P 500 TR USD			
<b>STABLE VALUE</b>								

MORLEY STABLE VALUE INSTL (50) Dec 3 1993 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">MC004</a>	1.38%	1.03%	1.63%	3.60%	3.54%	2.10%	4.01%	5.30%	<b>BENCHMARK:</b> <i>BBgBarc US Agg Bond TR USD</i>
<b>TARGET - FIXED INCOME</b>									
VNGRD TARGET RETIREMENT INCOME Oct 27 2003 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VTINX</a>	8.47%	4.95%	4.91%	5.38%	14.66%	7.95%	5.81%	7.33%	<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>
<b>TARGET DATE 2020</b>									
VNGRD TARGET RETIREMENT 2020 Jun 7 2006 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VTWNX</a>	14.08%	8.50%	5.61%	6.53%	14.66%	7.95%	5.81%	6.64%	<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>
<b>TARGET DATE 2025</b>									
VNGRD TARGET RETIREMENT 2025 Oct 27 2003 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VTTVX</a>	15.94%	9.36%	5.79%	7.04%	14.66%	7.95%	5.81%	7.33%	<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>
<b>TARGET DATE 2030</b>									
VNGRD TARGET RETIREMENT 2030 Jun 7 2006 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VTHR X</a>	17.52%	10.13%	5.92%	6.93%	14.66%	7.95%	5.81%	6.64%	<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>
<b>TARGET DATE 2035</b>									
VNGRD TARGET RETIREMENT 2035 Oct 27 2003 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VTTHX</a>	19.12%	10.90%	6.18%	7.72%	14.66%	7.95%	5.81%	7.33%	<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>
<b>TARGET DATE 2040</b>									
VNGRD TARGET RETIREMENT 2040 Jun 7 2006 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VFORX</a>	20.71%	11.47%	6.49%	7.39%	14.66%	7.95%	5.81%	6.64%	<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>
<b>TARGET DATE 2045</b>									

VNGRD TARGET RETIREMENT 2045 Oct 27 2003 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VTIVX</a>	21.42%	11.64%	6.56%	8.21%	14.66%	7.95%	5.81%	7.33%
					<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>			
<b>TARGET DATE 2050</b>								
VNGRD TARGET RETIREMENT 2050 Jun 7 2006 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VFIFX</a>	21.39%	11.63%	6.56%	7.50%	14.66%	7.95%	5.81%	6.64%
					<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>			
<b>TARGET DATE 2055</b>								
VNGRD TARGET RETIREMENT 2055 Aug 18 2010 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VFFVX</a>	21.38%	11.60%	0.00%	11.62%	14.66%	7.95%	5.81%	8.48%
					<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>			
<b>TARGET DATE 2060</b>								
VNGRD TARGET RETIREMENT 2060 Jan 19 2012 <b>WEBSITE WITH ADDITIONAL SPECIFIC DETAILS:</b> <a href="#">VTTSX</a>	21.36%	11.59%	0.00%	11.54%	14.66%	7.95%	5.81%	8.14%
					<b>BENCHMARK:</b> <i>Morningstar Mod Tgt Risk TR USD</i>			

## Morningstar

© 2017 Morningstar, Inc. All Rights Reserved. The information contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information. Past performance is no guarantee of future results.

## MSCI

Copyright MSCI. [2017 data were provided to Distributor]. All Rights Reserved. Unpublished. PROPRIETARY TO MSCI

Copyright MSCI [2017 data were provided to Distributor]. All Rights Reserved. Without prior written permission of MSCI, this information and any other MSCI intellectual property may only be used for your internal use, may not be reproduced or disseminated in any form and may not be used to create any financial instruments or products or any indices. This information is provided on an "as is" basis, and the user of this information assumes the entire risk of any use made of this information. Neither MSCI nor any third party involved in or related to the computing or compiling of the data makes any express or implied warranties, representations or guarantees concerning the MSCI index-related data, and in no event will MSCI or any third party have any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) relating to any use of this information.

## Wilshire

Licensee hereby acknowledges that the data are a proprietary product of Wilshire. Licensee further acknowledges that Wilshire shall maintain exclusive ownership of and rights to the data. Licensee further acknowledges that the data were compiled, prepared, revised, selected and arranged through the application of methods and standards of judgment developed and applied through the expenditure of substantial time and effort, and money by Wilshire and constitute valuable commercial property and/or trade secrets of Wilshire. Licensee agrees that it will not remove any copyright notice or other notification or trade name or marks of Wilshire that may appear in the data and that any reproduction and/or distribution of the data shall contain such notices and/or marks as they appear in the data. Licensee acknowledges and agrees that the data are provided for informational purposes only. Under no circumstances should it be used or considered as an offer to sell or a solicitation of any offer to buy the securities or other instruments mentioned in it. The information in the data has been obtained from various sources, but Wilshire does not represent that it is accurate or complete and it should not be relied upon as such. Opinions expressed in the data are subject to change without notice. The products mentioned in it may not be eligible for sale in some states or countries, nor suitable for all types of investors; their value and the income they produce may fluctuate and/or be adversely affected by exchange rates.

## **Dow Jones**

Licensee shall ensure that the following notice is visible in close proximity to any data from the Indexes that Subscribers may access from time to time in the its Products (i.e. If the Indexes are used on a web site, the below notice may be posted on the same page of the web site on which the Indexes are displayed or via a hypertext link from such page): "© 2017 Dow Jones & Company, Inc."

## **Barclays Capital**

Licensee hereby acknowledges that the Barclays Capital Indices are a proprietary product of Barclays Capital (Barclays). Licensee further acknowledges that Barclays shall maintain exclusive ownership of and rights to the Indices. Licensee further acknowledges that the Indices were compiled, prepared, revised, selected and arranged through the application of methods and standards of judgment developed and applied through the expenditure of substantial time, effort, and money by Barclays and constitute valuable commercial property and /or trade secrets of Barclays. Licensee agrees that it will not remove any copyright notice or other notification or trade name or marks of Barclays that may appear in the Indices and that any reproduction and /or distribution of the Indices shall contain such notices and/or marks as they appear in the Indices.

Licensee acknowledges and agrees that the Indices are provided for informational purposes only. Under no circumstances should they be used or considered as an offer to sell or a solicitation of any offer to buy the securities or other instruments mentioned in them. The information in the Indices has been obtained from various sources, but Barclays does not represent that it is accurate or complete and it should not be relied upon as such. Opinions expressed in the Indices are subject to change without notice. The products mentioned in it may not be eligible for sale in some states or countries, not suitable for all types of investors; their value and the income they produce may fluctuate and/or be adversely affected by exchange rates.

## **Investment Fees and Expenses**

Table 2 shows fee and expense information for the investment options listed in Table 1. The table shows the Total Annual Operating Expenses of the options in Table 1. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 2 may also show Shareholder type Fees. These fees are in addition to Total Annual Operating Expenses.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long term effect of fees and expenses at [http://www.dol.gov/ebsa/publications/401k\\_employee.html](http://www.dol.gov/ebsa/publications/401k_employee.html). 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.

**Table 2 - Fees and Expenses**

<b>Investment Name</b>	<b>Operating Expense as a Percent*</b>	<b>Operating Expense per \$1000*</b>	<b>Restrictions</b>	<b>Fees</b>
FMI INTERNATIONAL	0.91 %	\$9.10		
OAKMARK GLOBAL INVESTOR	1.15 %	\$11.50		2.00% redemption fee on shares held for 90-days or less
LOOMIS SAYLES BOND FUND (I)	0.66 %	\$6.60		
VANGUARD DIVIDEND GROWTH (INV)	0.26 %	\$2.60		
VANGUARD 500 INDEX ADMIRAL	0.04 %	\$0.40		
JENSEN QUALITY GROWTH J	0.88 %	\$8.80		
AM CENTURY EQUITY INCOME INV	0.92 %	\$9.20		
BARON PARTNERS RETAIL	1.79 %	\$17.90		
PERKINS MID CAP VALUE FD CL T	0.72 %	\$7.20		
OAKMARK EQUITY AND INCOME INV	0.78 %	\$7.80		
VNGRD TARGET RETIREMENT 2015	0.13 %	\$1.30		
JANUS HENDERSON VENTURE T	0.92 %	\$9.20		
VNGRD SM CAP VALUE INDEX ADM	0.07 %	\$0.70		
MORLEY STABLE VALUE INSTL (50)	0.78 %	\$7.80		
VNGRD TARGET RETIREMENT INCOME	0.13 %	\$1.30		
VNGRD TARGET RETIREMENT 2020	0.13 %	\$1.30		
VNGRD TARGET RETIREMENT 2025	0.14 %	\$1.40		
VNGRD TARGET RETIREMENT 2030	0.14 %	\$1.40		
VNGRD TARGET RETIREMENT 2035	0.14 %	\$1.40		
VNGRD TARGET RETIREMENT 2040	0.15 %	\$1.50		
VNGRD TARGET RETIREMENT 2045	0.15 %	\$1.50		
VNGRD TARGET RETIREMENT 2050	0.15 %	\$1.50		



VNGRD TARGET RETIREMENT 2055	0.15 %	\$1.50		
VNGRD TARGET RETIREMENT 2060	0.15 %	\$1.50		

## **Account Management**

You have the right to direct the investment of all of your plan account assets in the investments made available under the Plan. To make changes in your account, obtain more information about your investment options, or find out more about how you can save for retirement, log into your account at [www.RiversEdgeRet.com](http://www.RiversEdgeRet.com).

### **Restrictions**

Any general transfer or investment election timing restrictions related to the management of your account are identified below. The table that follows identifies whether transfers or changes to investment elections are permitted in each individual money source within your plan. In addition, if there are any minimum or maximum dollar limitations for a transfer in any individual money source, they are identified there.

#### ***Transfer Frequency Timing Restrictions***

None

#### ***Investment Election Frequency Timing Restrictions***

None

Source Description	Investment Transfer Limits		Allow Transfers	Allow Investment Election Changes
	Min	Max		
EMPLOYEE DEFERRALS	\$0.00	\$0.00	Yes	Yes
ROTH DEFERRALS	\$0.00	\$0.00	Yes	Yes
EMPLOYER MATCH	\$0.00	\$0.00	Yes	Yes
PROFIT SHARING	\$0.00	\$0.00	Yes	Yes
PRETAX ROLLOVER ACCOUNT	\$0.00	\$0.00	Yes	Yes

### **Voting Rights**

Voting rights lie exclusively with the plan trustees or with another plan fiduciary . You will not have the right to exercise voting, tender and similar rights with respect to the designated investment options in the plan.

### **Risk**

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of

investments may help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well may cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk. Diversification strategies do not assure a profit and do not protect against losses in declining markets.

In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk.

It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the Plan to help ensure that your retirement savings will meet your retirement goals.

## **Plan Fees and Expenses**

Retirement plans have different types of expenses. The plan sponsor, at its own discretion, may elect to pay some or all of the plan's expenses. Any remaining expenses not paid by the plan sponsor will be deducted from the plan. For any specific dollar fees, your account will be charged that specific dollar amount if the fee is applicable to you. For any "pro rata" fees, the total fee can vary and is generally calculated for the plan in its entirety or for a specific group of participants to whom the fee is applicable. Your portion of that fee will be based upon the value of your account relative to the value of all accounts subject to the fee.

Recordkeeping and Administration expenses - These are charges for services such as participant level recordkeeping and plan compliance expenses. RiversEdge provides some or all of these services to your plan.

Custodial expenses - These are charges for services such as holding plan level securities and processing plan level securities transactions. Note that RiversEdge does not provide these services, they are provided by another firm.

The plan may benefit from receipt of shareholder servicing fees, including revenue sharing. In the absence of shareholder servicing fees, a participant's share of plan expenses might be higher. For any shareholder servicing fees received from the plan's investments, RiversEdge will offset the plan fees by the amount received. Shareholder servicing fee arrangements are mutual fund family specific and may be modified at any time by mutual fund companies at their sole discretion, for any reason, without the consent of the receiving party. RiversEdge does not represent, warrant or imply that the duration of these arrangements will be available in perpetuity or for any specified period of time, or that the amount will or will not be available to RiversEdge. It is the plan sponsor's responsibility to consult with RiversEdge and the plan's financial advisor to determine the amounts, if any, of shareholder servicing fees available.

Forfeitures may be used towards paying plan expenses. The plan sponsor, at its own discretion, may elect to pay some or all of the plan's expenses using plan forfeitures. If the plan sponsor elects to use plan forfeitures to pay plan expenses, RiversEdge will offset the plan fees by the amount funded from

forfeitures.

Individual fees - These are fees you may incur if you take advantage of certain plan features. In addition to the fees identified in the table(s) below, you may incur additional charges for the following items (note that the fees listed in the table for General Loan Origination and Residential Loan Origination are for automated requests or applications):

- Check Reissuance Fee: \$20.00
- Overnight Delivery Fee: \$35.00 (\$70.00 outside contiguous U.S. states)
- ACH or Wiring Fee: \$25.00
- Loan Refinancing and Manual Loan Requests: \$125.00

The exact amount and specific description of any fees charged against your individual account will appear on your quarterly benefit statement.

**Individual Fee Section**

Fee Description	Fee Amount
Hardship W/d and In-Service W/d Fee	\$60.00
PCRA Initial Setup/Annual Maintenance Fee	\$100.00 / \$100.00
Distribution Fee	\$60.00

**Notes and FAQs**

**Additional Information**

If you have any questions regarding this notice, you may contact RiversEdge by e-mail at [ContactUs@RiversEdgeRet.com](mailto:ContactUs@RiversEdgeRet.com), or by calling (888) 440-1463, Monday through Friday, from 8:30 AM ET to 7:00 PM ET, and pressing \*0 to speak with a representative.

**Glossary**

You may reference the Glossary using the web address below for a listing of investment terms relevant to the plan. This glossary is intended to better help you understand your options.

[https://riversedgeret.egnyte.com/dl/uz85jISiBC/RiversEdge\\_PFD\\_Investment\\_Term\\_Glossary.htm](https://riversedgeret.egnyte.com/dl/uz85jISiBC/RiversEdge_PFD_Investment_Term_Glossary.htm)

**Non-Public Information**

RiversEdge Advanced Retirement Solutions, LLC (RiversEdge) is dedicated to protecting the privacy of your nonpublic personal information. We maintain information about you in order to provide you with the most effective and convenient access to our services. We want you to understand what information we collect, and how we use and protect it. Our full Privacy Policy, which serves as a standard for all of our employees for collection, use, retention and security of nonpublic personal consumer information is

available at [www.RiversEdgeRet.com](http://www.RiversEdgeRet.com).

If you feel RiversEdge is not abiding by its posted privacy policy, or if you have any questions or comments regarding our Privacy Policy, you should contact us at [ContactUs@RiversEdgeRet.com](mailto:ContactUs@RiversEdgeRet.com).