

Concordia Plan Services
Major Assumptions used for Statement Calculations for 2019

Basis of Projection Estimates:	ProManage's <i>Vision</i> Tool; a Monte Carlo financial projection and stochastic model which estimates retirement success.
Probability (Chance) of Retirement Success:	The percentage derived by taking the number of simulations that the plans' money lasted throughout the retirement period divided by 1000 (the total number of trials for each simulation tested). For these calculations, 90% or better was deemed to be a successful simulation.
Inflation:	1.90%
Capital Market Assumptions (including Investment returns and standard deviation assumptions of the major asset classes assigned to the plan's investment funds):	2019 DiMeo Schneider and Associates 10-Year Capital Market Forecasts (2019 – 2029) White Paper.
Plan Fees	No direct or indirect plan fees were assumed in the projections, including, but not limited to plan administration fees, investment fund expenses and fees for the ProManage <i>PROgram</i> ™ investment allocation service.
Compensation (Salary) Increases:	From the assumptions used by Willis Towers Watson for the valuation of the Concordia Retirement Plan. Based on worker classification and age, using select and ultimate rates ranging from 2.75% to 5.25%.
Retirement Age:	67
Life Expectancy:	Based on Social Security Actuarial Life Tables extended to the 75th percentile.
CRSP Account Balance:	Supplied by Fidelity as of 7/31/2019
Current and Future Savings Rate:	Estimated as an average using the pay reported to CPS by your employer and the total pre-tax and Roth amounts deposited into your CRSP 403(b) account over a rolling three-month time period (March 1, 2019 – May 31, 2019).
Future Investment Strategy:	Your future investment direction supplied by Fidelity.
CRSP Plan provisions:	Supplied by CPS as of 12/31/2018.
CRP Estimated Accrued and Projected Plan Benefits:	Provided by Willis Towers Watson as of 12/31/2018.
Estimated Social Security Benefits:	Based on published Social Security calculation routines, from the Social Security Administration. This applies even if you have opted out of Social Security.
Expected Total Income Replacement:	A targeted percentage of your final pre-retirement compensation. This varies from 62% to 82% based on your current pay level. This percentage is presumed to approximate what will be needed to maintain your current standard of living during retirement.