

Participant Fee Disclosure Document
Holland Enterprises Inc 401(k)
Retirement Plan
12/26/2019

This fee disclosure document contains information about our plan and is designed to help you make decisions regarding its features and investments. This information will be updated at least annually and more frequently if certain information changes.

What is this document?

This document details information on the fees, expenses and performance of the investments included in our plan. There are four sections:

- **General plan information** – this section describes limitations or restrictions on how to manage your account, along with information on our plan's investment options and any voting rights that may apply to them
- **Administrative expenses** – this section provides details on expenses associated with the administration and recordkeeping of the plan
- **Individual expenses** – you'll find a listing of services available. Designed to help you manage your account, it outlines the cost for each service. These services are optional and you'll only be charged if you choose to use a listed service
- **Performance, Fees and Expense Information** – the charts in this section provide detailed information on the investments available through our company's plan. It's segmented by investment type and includes information on investment returns, fund performance, and benchmark data in addition to direction on where to find additional information on each investment

Why am I receiving this document?

The information contained in this document details data to help you make educated decisions about our retirement plan. It's intended to help you understand our plan's options and the fees associated with plan services. You are encouraged to review the information and retain this document for your records.

General Plan Information

Investment Instructions

Upon meeting the eligibility requirements of our company's plan and completing all required enrollment documents, you are responsible for choosing how to invest the assets in your account. Your investment decisions are subject to the limitations or restrictions described in the table below.

Investment Limitations or Restrictions	
The portion(s) of your account that you can invest	Your Entire Account
How often you can change your investment elections	Daily
How often you can transfer assets between investment options	Daily – subject to restrictions shown in the Performance, Fees and Expense Information Subsection of the Investment Options Section
Additional rules that apply to selecting investments	Fees and Expenses for investments are displayed in the Performance, Fees and Expense Information Subsection of the Investment Options Section

Exercise of Voting and Other Rights

Certain voting rights may apply to an investment option that you have chosen for your account. Our plan has directed United of Omaha Life Insurance Company to exercise any voting rights for investment options that are mutual funds. If the investment option is not a mutual fund, the voting rights will be exercised by the investment manager(s) of the investment option.

Designated Investment Alternatives

For a list of investment options offered through the plan, please review the Performance, Fees and Expense Information Subsection of the Investment Options Section.

Designated Investment Managers

For the investment managers of the plan's investment options, please see each investment's website, prospectus or fact sheet. Fund profiles are available at <http://www.getretirementright.com/funds/20>. The fund name on the performance chart is a link to the fund profile. We have also contracted with Stadion Money Management, LLC. to serve as an ERISA 3(38) Investment Manager for individual accounts. Stadion may provide individual managed account services to plan participants if elected by a participant. The investment manager monitors and selects the participant's investments. The investments must be prudent, but returns are not guaranteed.

Administrative Expenses

Expenses for administrative services provided to the plan may be charged to your account. These services include recordkeeping (e.g., valuing participant accounts, processing contributions and investment transactions and providing account statements), legal (e.g., design changes required by law and interpreting the plan document) and accounting (e.g., auditing the plan's financial records). If administrative expenses are charged to plan participants, they will be shown on the quarterly account statement and charged either pro rata based on the amount of each participant's account balance relative to total plan assets, or per capita based on the number of the participants in the plan. The payment method will be determined by the plan administrator at the time the expense is due.

Individual Expenses

The services listed below are optional, and if chosen, the related expense will be charged to your account. These expenses will be deducted from check proceeds or from account assets.

Optional Service	Amount
Taking a loan	\$150.00
Taking a distribution	\$50.00
Investment management services - Stadion	0.55%

Investment Options

Whether you will have adequate savings at retirement will depend in large part on how much you choose to save and how you invest your savings. While the information below is important to making informed investment decisions, you should carefully review all available information about an investment option prior to making an investment decision.

This document includes important information to help you compare the investment options under our retirement plan. If you want additional information about your investment options, you may go to the specific website address shown below or you may contact the individual(s) below and request a free paper copy of the information available on the website(s).

CHRIS HOLLAND at (701) 280-2634, 500 CARL OLSEN ST, MAPLETON, ND. 58059

Performance, Fees and Expense Information

Fixed Return Investments

The rate of return on the Guaranteed Account varies each month; therefore the Guaranteed Account is not a fixed return investment.

Variable Return Investments

This table illustrates the performance of the investment options offered by the plan and allows you to compare them with an appropriate benchmark. Applicable benchmarks and benchmark performance are listed below each fund, are italicized, and do not include any fees. Past performance does not guarantee how the investment option will perform in the future. Investments may lose money. This table also illustrates fee and expense information for each investment option offered by the plan. Please visit <http://www.getretirementright.com/funds/20> for information about an investment option's issuer, objectives or goals, principal strategies, principal risks and portfolio turnover rate. More current information about our plan's investment options, including fees and expenses and performance updates, is also available at this website.

Your plan also includes actively managed portfolios, which are not designated investment alternatives. For information about these portfolios, please go to http://www.getretirementright.com/documents/retire/fund_profiles/fund_qdia.pdf.

Investment Performance, Fees and Expenses

To assist you in complying with your requirements of the participant fee disclosure regulation under ERISA § 404(a), the chart below provides you information on the investment options available to the Plan. Your plan also includes actively managed portfolios, which are not designated investment alternatives. For performance and expense information about these portfolios please go to http://www.getretirementright.com/documents/retire/fund_profiles/fund_qdia.pdf.

This table illustrates the performance of the investment options offered by the Plan and allows you to compare them with an appropriate benchmark. Applicable benchmarks and benchmark performance are listed below each fund, are italicized, and do not include any fees. There are no redemption fees, maximum sales charges, or deferred sales charges for any investment option. Past performance does not guarantee how the investment option will perform in the future. Investments may lose money. This table also illustrates fee and expense information for each investment option offered by the Plan.

Please visit <http://www.getretirementright.com/funds/20> for information about an investment option's issuer, objectives or goals, principal strategies, principal risks and portfolio turnover rate.

Investment Returns – Net of 0.20% Administrative Fee					Fees and Expenses				
Investment Option (inception date)	Performance as of 11/30/2019				Net Total Operating Expenses (Actual)		Gross Total Annual Operating Expenses		
	<i>Benchmark</i>	1 year	5 year	10 year	Since inception	As a %	Per \$1,000	As a %	Per \$1,000
Professional Investment Portfolios									
Risk Based Portfolios									
Directions 1 - Conservative (12/01/1997)	6.62%	3.28%	3.90%			0.88%	\$8.80	0.88%	\$8.80
<i>S&P® Target Risk Conservative TR USD</i>	<i>11.45%</i>	<i>4.51%</i>	<i>5.18%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Directions 2 - Moderately Conservative (12/01/1997)	11.47%	4.58%	5.35%			0.80%	\$8.00	0.81%	\$8.10
<i>S&P® Target Risk Conservative TR USD</i>	<i>11.45%</i>	<i>4.51%</i>	<i>5.18%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Directions 3 - Moderate (12/01/1997)	11.79%	5.74%	7.28%			0.87%	\$8.70	0.87%	\$8.70
<i>S&P® Target Risk Moderate TR USD</i>	<i>11.75%</i>	<i>5.02%</i>	<i>6.00%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Directions 4 - Moderately Aggressive (12/01/1997)	11.84%	6.38%	8.23%			0.95%	\$9.50	0.95%	\$9.50
<i>S&P® Target Risk Growth TR USD</i>	<i>12.32%</i>	<i>6.06%</i>	<i>7.78%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Directions 5 - Aggressive (12/01/1997)	11.75%	7.04%	9.32%			1.05%	\$10.50	1.05%	\$10.50
<i>S&P® Target Risk Aggressive TR USD</i>	<i>12.89%</i>	<i>7.01%</i>	<i>9.62%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Time Based Portfolios									
GlidePath Retirement(sm) 2015 (09/04/2007)	10.24%	5.83%	8.09%			0.96%	\$9.60	0.99%	\$9.90
<i>S&P® Target Date 2015 TR USD</i>	<i>10.40%</i>	<i>5.26%</i>	<i>6.87%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>

Investment Returns – Net of 0.20% Administrative Fee					Fees and Expenses				
Investment Option (inception date)	Performance as of 11/30/2019				Net Total Operating Expenses (Actual)		Gross Total Annual Operating Expenses		
	Benchmark	1 year	5 year	10 year	Since inception	As a %	Per \$1,000	As a %	Per \$1,000
GlidePath Retirement(sm) 2020 (09/04/2007)	10.83%	6.21%	8.64%			0.97%	\$9.70	0.99%	\$9.90
<i>S&P® Target Date 2020 TR USD</i>	<i>10.76%</i>	<i>5.69%</i>	<i>7.52%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) 2025 (09/04/2007)	11.37%	6.57%	9.08%			0.97%	\$9.70	0.99%	\$9.90
<i>S&P® Target Date 2025 TR USD</i>	<i>11.22%</i>	<i>6.16%</i>	<i>8.10%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) 2030 (09/04/2007)	11.72%	6.82%	9.42%			0.98%	\$9.80	1.00%	\$10.00
<i>S&P® Target Date 2030 TR USD</i>	<i>11.67%</i>	<i>6.61%</i>	<i>8.62%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) 2035 (09/04/2007)	11.97%	6.98%	9.58%			0.98%	\$9.80	1.00%	\$10.00
<i>S&P® Target Date 2035 TR USD</i>	<i>12.03%</i>	<i>7.02%</i>	<i>9.07%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) 2040 (09/04/2007)	12.09%	7.01%	9.61%			0.98%	\$9.80	1.00%	\$10.00
<i>S&P® Target Date 2040 TR USD</i>	<i>12.29%</i>	<i>7.31%</i>	<i>9.38%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) 2045 (09/04/2007)	12.20%	7.05%	9.65%			0.96%	\$9.60	0.98%	\$9.80
<i>S&P® Target Date 2045 TR USD</i>	<i>12.43%</i>	<i>7.48%</i>	<i>9.59%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) 2050 (10/01/2009)	12.24%	7.05%	9.65%			0.96%	\$9.60	0.98%	\$9.80
<i>S&P® Target Date 2050 TR USD</i>	<i>12.43%</i>	<i>7.61%</i>	<i>n/a</i>	<i>9.85%</i>		<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) 2055 (10/01/2009)	12.19%	7.04%	9.64%			0.96%	\$9.60	0.98%	\$9.80
<i>S&P® Target Date 2055 TR USD</i>	<i>12.48%</i>	<i>7.69%</i>	<i>n/a</i>	<i>9.99%</i>		<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) 2060 (06/03/2013)	12.28%	7.07%	n/a	8.40%		0.96%	\$9.60	0.97%	\$9.70
<i>S&P® Target Date 2055 TR USD</i>	<i>12.48%</i>	<i>7.69%</i>	<i>n/a</i>	<i>8.99%</i>		<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
GlidePath Retirement(sm) Income (09/04/2007)	9.49%	5.27%	7.42%			0.95%	\$9.50	1.03%	\$10.30
<i>S&P® Target Date 2010 TR USD</i>	<i>10.18%</i>	<i>4.80%</i>	<i>6.14%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>

Investment Returns – Net of 0.20% Administrative Fee					Fees and Expenses				
Investment Option (inception date)	Performance as of 11/30/2019				Net Total Operating Expenses (Actual)		Gross Total Annual Operating Expenses		
	Benchmark	1 year	5 year	10 year	Since inception	As a %	Per \$1,000	As a %	Per \$1,000
Fixed Income/Bond Funds									
BlackRock High Yield Bond Portfolio ¹ (11/19/1998)	9.88%	4.54%	7.60%			1.05%	\$10.50	1.05%	\$10.50
<i>Bloomberg Barclays US Corporate High Yield TR USD</i>	<i>9.68%</i>	<i>5.41%</i>	<i>7.69%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Bond Index Fund (01/01/1997)	11.34%	2.73%	3.14%			0.61%	\$6.10	0.62%	\$6.20
<i>Bloomberg Barclays US Govt/Credit TR USD</i>	<i>11.98%</i>	<i>3.29%</i>	<i>3.79%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Guaranteed Account ¹ (12/31/1991)	1.25%	1.01%	1.64%			0.20%	\$2.00	0.20%	\$2.00
<i>USTREAS T-Bill Sec Mkt 3 Mon</i>	<i>0.91%</i>	<i>0.59%</i>	<i>0.33%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Metropolitan West Total Return Bond Fund (03/28/2000)	10.61%	2.63%	4.48%			0.89%	\$8.90	0.89%	\$8.90
<i>Bloomberg Barclays US Agg Bond TR USD</i>	<i>10.79%</i>	<i>3.08%</i>	<i>3.59%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Domestic Stock Funds (Equities)									
AB Discovery Value Fund (03/28/2001)	2.35%	5.63%	10.87%			1.31%	\$13.10	1.31%	\$13.10
<i>Russell® 2500 Value TR USD</i>	<i>6.68%</i>	<i>6.85%</i>	<i>11.65%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
ClearBridge Small Cap Growth Fund (08/01/1998)	12.46%	10.75%	14.59%			1.33%	\$13.30	1.33%	\$13.30
<i>Russell® 2000 Growth TR USD</i>	<i>10.93%</i>	<i>9.48%</i>	<i>13.68%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Growth Stock Index Fund (05/31/1994)	20.31%	13.03%	14.56%			0.59%	\$5.90	0.59%	\$5.90
<i>Russell® 1000 Growth TR USD</i>	<i>21.01%</i>	<i>13.71%</i>	<i>15.23%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Mid-Cap Stock Index Fund (10/01/1997)	8.22%	7.96%	12.43%			0.60%	\$6.00	0.60%	\$6.00
<i>S&P® Midcap 400 TR</i>	<i>8.86%</i>	<i>8.61%</i>	<i>13.10%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>

Investment Returns – Net of 0.20% Administrative Fee					Fees and Expenses				
Investment Option (inception date)	Performance as of 11/30/2019				Net Total Operating Expenses (Actual)		Gross Total Annual Operating Expenses		
	Benchmark	1 year	5 year	10 year	Since inception	As a %	Per \$1,000	As a %	Per \$1,000
Prudential QMA Small-Cap Value Fund (01/05/1993)	(0.87%)	3.97%	9.56%			1.18%	\$11.80	1.18%	\$11.80
<i>Russell® 2000 Value TR USD</i>	<i>3.96%</i>	<i>6.83%</i>	<i>10.99%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Small Cap Stock Index Fund (09/30/1996)	6.87%	7.62%	11.75%			0.60%	\$6.00	0.60%	\$6.00
<i>Russell® 2000 TR USD</i>	<i>7.52%</i>	<i>8.22%</i>	<i>12.38%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Stock Market Index Fund (01/01/1978)	15.49%	10.36%	12.86%			0.57%	\$5.70	0.57%	\$5.70
<i>S&P® 500 TR</i>	<i>16.11%</i>	<i>10.98%</i>	<i>13.44%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
T Rowe Price Growth Stock Portfolio (04/07/1950)	16.87%	12.93%	14.69%			0.98%	\$9.80	0.98%	\$9.80
<i>Russell® 1000 Growth TR USD</i>	<i>21.01%</i>	<i>13.71%</i>	<i>15.23%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Value Stock Index Fund (05/31/1994)	10.82%	7.27%	11.09%			0.59%	\$5.90	0.59%	\$5.90
<i>Russell® 1000 Value TR USD</i>	<i>11.33%</i>	<i>7.83%</i>	<i>11.69%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Vanguard® Equity Income Fund ² (08/31/2001)	10.58%	8.77%	12.25%			0.73%	\$7.30	0.73%	\$7.30
<i>Russell® 1000 Value TR USD</i>	<i>11.33%</i>	<i>7.83%</i>	<i>11.69%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
William Blair Small-Mid Cap Growth I Fund (07/01/1998)	15.21%	12.80%	15.02%			1.50%	\$15.00	1.56%	\$15.60
<i>Russell® 2500 Growth TR USD</i>	<i>17.17%</i>	<i>10.92%</i>	<i>14.75%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
International Stock Funds (Equities)									
Emerging Markets Index Fund (10/01/2003)	6.47%	2.33%	2.44%			0.72%	\$7.20	0.72%	\$7.20
<i>MSCI® EM NR USD</i>	<i>7.69%</i>	<i>3.51%</i>	<i>3.69%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
International Stock Index Fund (11/30/1993)	12.18%	3.97%	4.94%			0.62%	\$6.20	0.62%	\$6.20
<i>MSCI® EAFE NR USD</i>	<i>12.44%</i>	<i>4.26%</i>	<i>5.31%</i>			<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>

Investment Returns – Net of 0.20% Administrative Fee					Fees and Expenses			
Investment Option (inception date)	Performance as of 11/30/2019				Net Total Operating Expenses (Actual)		Gross Total Annual Operating Expenses	
<i>Benchmark</i>	1 year	5 year	10 year	Since inception	As a %	Per \$1,000	As a %	Per \$1,000
MFS® International Growth Fund (10/25/1995)	17.32%	7.77%	7.10%		1.25%	\$12.50	1.25%	\$12.50
<i>MSCI® All Country World (ex-US) Growth Index</i>	<i>17.13%</i>	<i>6.09%</i>	<i>6.44%</i>		<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Specialty Funds								
Cohen & Steers Institutional Realty Shares (02/14/2000)	21.62%	8.70%	12.64%		1.20%	\$12.00	1.21%	\$12.10
<i>S&P® US REIT TR USD</i>	<i>13.71%</i>	<i>6.06%</i>	<i>11.32%</i>		<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Franklin Growth Fund (12/31/1996)	17.09%	11.51%	13.26%		0.99%	\$9.90	0.99%	\$9.90
<i>Russell® 3000 TR USD</i>	<i>15.49%</i>	<i>10.61%</i>	<i>13.41%</i>		<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Oppenheimer Global Fund (11/17/1998)	18.36%	8.78%	10.13%		1.13%	\$11.30	1.13%	\$11.30
<i>MSCI® World NR USD</i>	<i>14.53%</i>	<i>7.75%</i>	<i>9.31%</i>		<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Managed Accounts Actively Managed Portfolios								
Stadion Cyclical Trend Strategy (07/31/2016)	3.72%	n/a	n/a	8.20%	0.92%	\$9.20	0.92%	\$9.20
<i>S&P® 500 TR</i>	<i>5.11%</i>	<i>n/a</i>	<i>n/a</i>	<i>14.59%</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Stadion Domestic Equity Strategy (07/31/2016)	13.43%	n/a	n/a	12.76%	0.90%	\$9.00	0.90%	\$9.00
<i>S&P® 1500 Index USD</i>	<i>4.86%</i>	<i>n/a</i>	<i>n/a</i>	<i>14.17%</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Stadion Dynamic Trend Strategy (07/31/2016)	13.12%	n/a	n/a	10.02%	0.89%	\$8.90	0.89%	\$8.90
<i>S&P® 500 TR</i>	<i>5.11%</i>	<i>n/a</i>	<i>n/a</i>	<i>14.59%</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Stadion International Equity Strategy (07/31/2016)	9.98%	n/a	n/a	5.79%	0.88%	\$8.80	0.88%	\$8.80
<i>MSCI® ACWI ex USA IMI NR</i>	<i>3.56%</i>	<i>n/a</i>	<i>n/a</i>	<i>7.70%</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>

Investment Returns – Net of 0.20% Administrative Fee					Fees and Expenses			
Investment Option (inception date)	Performance as of 11/30/2019				Net Total Operating Expenses (Actual)		Gross Total Annual Operating Expenses	
	Benchmark	1 year	5 year	10 year	Since inception	As a %	Per \$1,000	As a %
Stadion Long Duration Fixed Income Strategy (07/31/2016)	18.81%	n/a	n/a	3.75%	0.89%	\$8.90	0.89%	\$8.90
<i>Bloomberg Barclays U.S. Universal 10+ Years TR</i>	7.71%	n/a	n/a	5.04%	n/a	n/a	n/a	n/a
Stadion Short Duration Fixed Income Strategy (07/31/2016)	7.69%	n/a	n/a	1.94%	0.94%	\$9.40	0.94%	\$9.40
<i>Bloomberg Barclays U.S. Universal 1-5 Years</i>	1.99%	n/a	n/a	2.38%	n/a	n/a	n/a	n/a

There are no redemption fees or Maximum & Deferred Sales charges applicable to the funds listed above. However, in the event of an employer-directed withdrawal (as defined by the plan's investment contract) with United of Omaha Life Insurance Company, a market value adjustment may be applicable to the Guaranteed Account. Any market value adjustment will be calculated in accordance with the terms of the plan's investment contract.

The Total Annual Operating Expense ratio is the percentage of fund assets paid for operating expenses and management fees. This ratio typically includes the following types of fees and expenses: accounting, administrator, advisor, auditor, board of directors, custodial, distribution, legal, organizational, professional, registration, shareholder reporting, sub-advisor and transfer agency. This ratio does not reflect the fund's brokerage costs. This ratio may be reduced by fee waivers or reimbursements from investment managers. The Net Total Annual Operating Expense ratio reflects the ratio after investment manager fee waivers or reimbursements. This is the expense ratio that currently applies to the investment. The Gross Total Annual Operating Expense does not include any investment manager fee waivers or reimbursements and is the maximum expense ratio that could apply to the investment.

Note: For Exchange Trade Funds ("ETFs"), the following transaction costs are factored into the average share price: trading commissions (estimated at \$0.02 per share) and securities transaction fees (estimated at \$19.20 per \$1,000,000 of sales proceeds).

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>. 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. You should consult your own financial or tax advisor when making investment decisions.

¹RESTRICTION - participants who redeem, transfer or exchange any amount out of this investment option must wait 60 calendar days before transferring or exchanging any amount back into this investment option.

²RESTRICTION - participants who redeem, transfer or exchange any amount out of this investment option must wait 30 calendar days before transferring or exchanging any amount back into this investment option.

Please visit <http://www.sparkinstitute.org/content-files/File/Part%20Disc%20Inv%20Terms%20Glossary%2012-19-11%20FINAL.pdf> for a glossary of investment terms relevant to the investment options available in the plan. This glossary is intended to help you better understand your options.

Compliance with Section 404(c) of the Employee Retirement Income Security

We intend the plan to qualify under Section 404(c) of the Employee Retirement Income Security Act of 1974 and corresponding Department of Labor regulations at 29 CFR Section 2550.404c-1. You have the opportunity to direct the investment of your retirement account assets and we are giving you information to make informed decisions about the investment options in our plan. As a result, the company and certain individuals in charge of the plan (known as fiduciaries) will be relieved of liability for any losses resulting from investment instructions provided by you.

CHRIS HOLLAND at (701) 280-2634, 500 CARL OLSEN ST, MAPLETON, ND. 58059

For information on the investment management portfolios in our plan that are offered by Stadion Money Management, LLC, visit http://www.getretirementright.com/documents/retire/fund_profiles/fund_qdia.pdf.

Disclaimers

Investment options are offered through a group variable annuity contract (Contract # 13936) underwritten by United of Omaha Life Insurance Company, which accepts full responsibility for all of United of Omaha's contractual obligations under the contract but does not guarantee any contributions or investment returns except as to the Guaranteed Account as provided under the contract. Neither United of Omaha nor its representatives or affiliates offers investment advice in connection with the contract. In addition, United of Omaha Life Insurance Company and their representatives and affiliates are not undertaking to provide impartial investment advice or to give advice in a fiduciary capacity.

Group variable annuities are long-term investment vehicles designed to accumulate money on a tax-deferred basis for retirement purposes. Distributions may be subject to ordinary income tax and, if taken prior to age 59½, a 10 percent federal tax penalty may apply. Investing in a group variable annuity involves risk, including possible loss of principal.

The performance of the portfolios is dependent on the performance of their underlying funds, and will assume the risks associated with these funds. The risks will vary according to each portfolio's asset allocation, and the risk level assigned to each portfolio is intended to reflect the relative short-term price volatility among the funds in each. Investment return and principal value of security investments will fluctuate. The value at the time of redemption may be more or less than the original cost. Past performance is no guarantee of future results. Diversification does not ensure a profit or protect against loss in a declining market.

The year in the target date fund name refers to the approximate year when an investor in the fund would retire and leave the work force. The fund will gradually shift its emphasis from more aggressive investments to more conservative investments based on the target date. The equity allocation of the Vanguard Target Retirement Funds is relatively more conservative closer to and at retirement while the retirement strategy of the GlidePath Retirement portfolios translates into an equity allocation that is somewhat more aggressive in order to protect against longevity risk. Vanguard's glide path converts to the Vanguard Target Retirement Income Fund, with a static asset allocation, following the seventh year of reaching the named target date. The GlidePath Retirement portfolios' underlying investment allocations continue adjusting along the glide path for approximately twenty years beyond the named target date. The return of principal for the underlying funds in a target date fund is not guaranteed at any time, including on or after the target date. Although the target date funds are managed for investors on a projected retirement date time frame, the fund's allocation strategy does not guarantee that investors' retirement goals will be met and a target date fund should not be invested in based solely on age or retirement date. Unit price, principal value and return will vary and an investor may have a gain or loss when units are sold.

This document is for informational purposes only and should not be construed as legal or investment advice, a promise of benefit or guarantee of investment performance. Not a substitution for consultation with participant's financial or tax advisor regarding specific investment needs.

Past performance is no guarantee of future results. Investment options are not FDIC insured and may lose value. Principal values, when redeemed may be worth more or less than the original investment.