

ProManage Experts. Investing for You.

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

If this sounds familiar, ProManage® has the solution. ProManage, a subsidiary of Smart USA Co., is a federally registered investment adviser and will invest your Concordia Retirement Savings Plan 403(b) money unless you choose to do your own investing. ProManage can allocate your plan assets for you among the investment options offered in the Concordia Retirement Savings Plan. ProManage monitors the Plan portfolios and will make appropriate changes to portfolios as situations change over the coming years.

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

How They Do It For You

First, they determine appropriate financial risk profiles and investment mixes. The ProManage PROgram™ uses sophisticated investment processes to determine risk profiles and investment mixes which are based on your:

- 1 Age
- 2 Estimated Social Security benefits*
- 3 Concordia Retirement Savings Plan account balance
- 4 Concordia Retirement Plan accrued pension benefits.

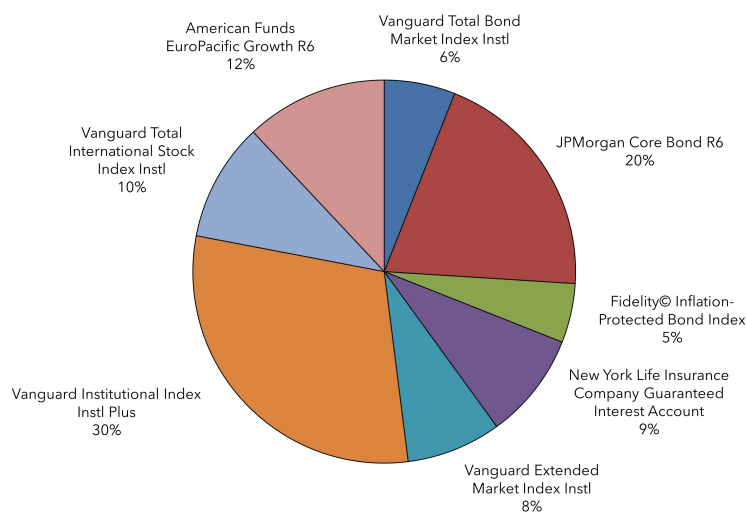
ProManage doesn't require you to complete questionnaires—only information available from Concordia Plan Services of The Lutheran Church—Missouri Synod is used.

ProManage doesn't automatically take into account your outside assets beyond those listed here. If you have substantial retirement investments in addition to your Concordia Retirement Savings Plan account, you might want to use ProManage Vision (see reverse side), make your own investment selections, or seek outside professional advice.

* For participants for whom ProManage receives salary and age data, they will calculate an estimated Social Security benefit.

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

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



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

Concordia Plan Services of The Lutheran Church—Missouri Synod has engaged ProManage to provide the ProManage PROgram™ to the Plan. If you would like a copy of ProManage's Investment Adviser brochure (Form ADV 2A), please contact Concordia Plan Services, or visit promanageplan.com/concordia. Registration as an investment adviser with the United States Securities and Exchange Commission (SEC) does not connote a certain level of skill or training. Estimates of Social Security benefits include estimated annual compensation increases. All investment involves risk of loss. Past performance is not a guarantee of future returns.

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



Then, they determine Plan asset allocations . . .

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

AND, they monitor your situation . . .

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

Questions

How do I participate?

Participating in the ProManage PROgram is easy. In fact, when you enroll, your money will be invested using the ProManage PROgram automatically on your participation date unless you call Fidelity Investments at 800-343-0860 to opt out.

What if I want to opt out of the program?

No single financial concept or method is right for everyone. If you would prefer to make your own investment decisions, you can opt out of the PROgram on any day by calling Fidelity Investments at 800-343-0860. Should you change your mind, you can opt to return to the ProManage PROgram by calling Fidelity.

Can ProManage help me with plan-related decisions other than my investments?

Yes! The Concordia Retirement Savings Plan features a service called ProManage Vision. Vision is for workers who want to be “hands on” with professional assistance. It is an online guidance tool that permits you to influence the investment allocation that is generated by the PROgram. For example, you can let ProManage know if you have outside retirement assets or indicate other retirement preferences. In addition, you can get suggestions regarding how much to save, when to retire, and how much retirement income you’ll need. There is “what if” modeling to fine-tune your retirement strategy. You can access Vision by visiting ConcordiaPlans.org and clicking on My Account. Once logged in, select Quick Links and then Vision Financial Tool.

How much does it cost?

ProManage provides its services for a monthly fee based on the total assets it manages for all participants. As of April 1, 2026, the annual fee rate is 11.89 basis points (or 0.001189 multiplied by your Plan account balance, divided by 12 to determine the monthly assessment, up to a maximum of \$10 a month). For example, an account balance of \$10,000 would be assessed a fee of \$0.99 per month. The fee may be adjusted every quarter but cannot exceed 25 basis points.

ProManage may be right for you if:

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

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

- You want to make your own investment decisions.
- You have substantial retirement investments outside the Concordia Retirement Savings Plan.
- You have opted out of Social Security.
- You do not want to use your benefit for retirement.
- You anticipate making a large withdrawal from the Concordia Retirement Savings Plan account within the next ten years.

