

exhibit a

investment options: performance, expense and fees comparison for

current plan/IRA												recommended IRA/new employer plan											
investment options	ticker	performance					fees and expenses					investment options	ticker	performance					fees and expenses				
		ytd	1 yr.	3 yr.	5 yr.	10 yr. or incept.	12b1	trans. costs	conting. red epm.	gross / net expense ratio	other			ytd	1 yr.	3 yr.	5 yr.	10 yr. or incept.	12b1	trans. costs	conting. red epm.	gross / net expense ratio	other
large cap equity												large cap equity											
									/											/			
midcap equity												midcap equity											
									/											/			
small cap equity												small cap equity											
									/											/			
internt'l equity												internt'l equity											
									/											/			
emerging markets												emerging markets											
									/											/			
real estate												real estate											
									/											/			
fixed income												fixed income											
stable value fund									/			stable value fund								/			
mutual funds									/			mutual funds								/			
									/											/			
real assets												real assets											
									/											/			
alternatives												alternatives											
									/											/			
target date												target date											
									/											/			
stable value												stable value											
									/											/			
esg												esg											
									/											/			
company stock												company stock											
									/											/			
other												other											
									/											/			
advisor fees	annual investment expense of the plan is approximately \$ _____ or _____% of total assets											advisor fees	annual investment expense of the plan is approximately \$ _____ or _____% of total assets										
other fees/expenses												other fees/expenses											
the custodian of the plan must liquidate assets in order to rollover or transfer those assets to another account.																							
*sources for plan information:												*sources for plan information:											