

 JULY

It's **your** future.

Retirement Plan Enrollment Materials



Welcome to Westminster Christian Education Corporation 403(b) Plan

Congratulations! You have reached an important milestone with Westminster Christian Education Corporation and are now eligible to participate in the **Westminster Christian Education Corporation 403(b) Plan (the Plan)**. We hope that you use the information in this enrollment kit, take advantage of this benefit, and make the most of this opportunity.

What are the next steps?

- 1) Read the enclosed materials:
 - a. *Plan Highlights* – to learn key benefits and features of the Plan
 - b. *Retirement Enrollment Guide* – for enrollment instructions and retirement planning education
 - c. *Plan Investments* – to learn about the investments available to you within the Plan
- 2) Go to <https://www.julyservices.com/participants/> and click Enroll Now located to the right of the login button. Follow the prompts to enroll. The Plan Password for your Plan is: **0808910**
- 3) Remember to designate beneficiary(ies) for your account.

Please contact Westminster Christian Education Corporation, JULY Participant Services or the Plan advisor (see below) with questions.

Sincerely,

Westminster Christian Education Corporation

Questions?

JULY Participant Services

Available M – F, 7:00 a.m. – 6:00 p.m. CST

- **Phone:** 888.333.6315
- **Email:** ParticipantServices@julyservices.com
- **Chat:** www.julyservices.com/participants

Kevin Carani, Clearwater Capital Partners

- **Phone:** 847.841.8650
- **Email:** kevin.carani@ccpwealth.com

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Plan Highlights



Plan Eligibility | Contribution Information | Other Important Plan Details

Westminster Christian Education Corporation

Westminster Christian Education Corporation 403(b) Plan Highlights

ELIGIBILITY

All employees must meet the eligibility requirements listed below for:

All contributions.

You are immediately eligible.

There is no minimum age requirement.

The Plan does not allow participation by employees who are:

- Non-Resident Aliens

ENROLLMENT PERIODS

On meeting the eligibility requirements you may join the Plan:

Immediately Eligible

CONTRIBUTIONS

Employee Contributions

Through payroll deduction, you can make pre-tax contributions from 1.00% up to 100.00% of your eligible compensation. An Internal Revenue Service (IRS) dollar limit applies. The dollar limit is \$24,500 for 2026.

Roth Contributions

The Plan allows you to make after-tax Roth contributions to your Retirement Plan. The Internal Revenue Code dollar limit also applies cumulatively to your employee pre-tax contributions and your Roth contributions. The dollar limit is \$24,500 for 2026. To qualify for tax-free withdrawals, your money must remain in the account for five years and you must have reached 59 1/2. Unlike Roth IRA's, there is no income limit on who can make Roth contributions to a Retirement Plan. However, Roth contributions may be limited by applicable nondiscrimination rules for Retirement Plans. See your Plan Administrator for more details.

Catch-Up Contributions

If you are age 50 or older and make maximum allowable deferrals to your Plan, you are entitled to contribute an additional "catch-up contribution". The catch-up contribution is intended to help eligible employees make up for smaller contributions made earlier in their career. Those aged 50 and older can contribute an additional \$8,000 in 2026, bringing the total to \$32,500. For employees who turn 60, 61, 62, or 63, the catch-up limit is \$11,250. See your Plan Administrator for more details.

Employer Contributions

Match

The plan provides for discretionary matching contributions in an amount to be determined.

Employer Match contributions benefit those employees who are employed on the last day of the plan year or have worked 500 hours during the plan year.

Profit Sharing

Your employer may make Profit Sharing contributions at its discretion, which will be allocated among all eligible employees, whether or not they make contributions.

Westminster Christian Education Corporation

Westminster Christian Education Corporation 403(b) Plan Highlights

Employer contributions benefit participants who have completed 500 hours of service during the Plan Year.

Contribution Changes

You may increase or decrease the amount of your contributions as specified by your Plan Administrator.

You may stop your contributions at any time.

You may restart your contributions as specified by your Plan Administrator.

Future Investment choices may be made daily.

VESTING

Vesting refers to your 'ownership' of a benefit from the Plan. The money that you contribute and the money it earns are always 100% vested. Any rollover or transfer contributions you make are also 100% vested.

Employer Match

Profit Sharing

Immediately Vested

Immediately Vested

WITHDRAWALS

Funds may be withdrawn from your Plan account in these events:

- Age 59 1/2 or older
- Financial Hardship
- Termination of Service
- Death

See your Summary Plan Description for more details about taking withdrawals from the Plan. Be sure to talk with your tax advisor and address any potential adverse tax consequences before withdrawing any money from your Plan account.

HARDSHIP WITHDRAWALS

If you have an immediate financial need created by severe hardship and you lack other reasonably available resources to meet that need, you may be eligible to receive a hardship withdrawal from your Plan. Hardship withdrawals may be taken from all accounts. See your Summary Plan Description for more details.

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Westminster Christian Education Corporation 403(b) Plan Highlights

A hardship, as defined by the government, can include:

- Purchase of your primary residence
- Payment of tuition and related costs for the employee, spouse, dependents, or children who are no longer dependents for post-secondary education
- Payment of certain medical expenses
- Prevention of eviction from, or foreclosure on, your primary residence
- Funeral/burial expenses for a parent, spouse, child or dependent
- Repair of damages to employee's primary residence that qualifies for casualty deduction

ROLLOVERS

You are allowed to roll over money into your account. See your Summary Plan Description or Plan Administrator for roll over details.

CONTACT INFORMATION

Financial Advisor

Kevin G. Carani
Clearwater Capital Partners
2800 West Higgins Road, Suite 1025
Hoffman Estates, IL 60169
kevin.carani@ccpwealth.com
(847) 841-8650

ACCOUNT INFORMATION

Participant Web Site

www.julyservices.com

Customer Service Number

(888) 333-6315

 JULY

It's **your** future.

Retirement Education Guide



Getting Started | Plan Basics | Investment Education | Put Your Plan to Work

Enrolling is Easy!

JULY supports your retirement plan provided through your employer. We provide a dedicated Participant Services team to help you understand and make the most of your retirement plan...after all, it's your future.

Participant Website - www.julyservices.com



Easy 5 steps to enroll online:

1. Set up your account online.

1. Click on **Participants** from **Login** located on the top menu bar of the JULY home page.
2. Click **Enroll Now** located to left of the **Login** button.
3. Enter Plan Password: **0808910**
4. Enter your Social Security number.

2. Register and enter your personal information.

After you log in and enter your account for the first time, you will be asked to select a *User Name* and *Password* as well as enter your personal information.

3. Select your contribution rate.

Select the amount you wish to contribute to the plan each pay period.

4. Select your investments.

Follow the online prompts to review and select your investments.

5. Make your final elections.

Designate your beneficiaries and make optional automatic account elections.

Questions?

Call Participant Services - 888.333.6315

The Participant Services team is available to assist you Monday – Friday, from 7:00 a.m. – 6:00 p.m. CST.

It's your future. Look here for help on making it bright!

Climbing Mount Retirement

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Picture Your Future

Taking time to envision a successful retirement will increase your chance of success. Whether it's traveling, reading at home, or spending time with family, envisioning a successful future and writing down your goals can provide the inspiration needed to take action that leads to success.

Climbing Mount Retirement

Mountain climbers rely on their equipment and supplies. But to reach a summit, they also need perseverance — the commitment to stay with the climb *despite the difficulties*. You're in a similar situation as you look ahead to your eventual retirement. You have the right equipment — your retirement savings plan. Your payday contributions and any potential investment returns supply the upward push. And to reach your retirement savings summit, you have to persevere throughout your career.

Contribution Gaps

- Make a steady effort to increase your savings.
- Don't suspend contributions when market values drop.
- Continuous savings can make a big difference in your account balance by the time you retire.

Investment Retreat

- Low market returns might tempt you to select low-risk investments.
- However, low-risk investments may mean that your balance at retirement may be short of your needs.
- A well-diversified investment mix may be your best long-term investment strategy.

Loans

- Your plan may allow you to borrow from your account; avoid this path if you can.
- Unless you can keep contributing while you repay a plan loan, you create another potentially costly gap in your savings effort.
- Your loan amount will cost you tax money, since your loan repayments will be taxed twice — first, when you earn the loan payment amount, then again when that money is paid out at retirement.

Early Withdrawals

- Withdrawing savings before you retire is like stopping halfway up the mountain, going down partway, and then restarting your climb.
- Any early withdrawal creates a gap in your retirement savings effort.
- Replacing part or all of a withdrawal with new contributions won't be easy, and you'll never recover the time lost for compound growth to work its magic.



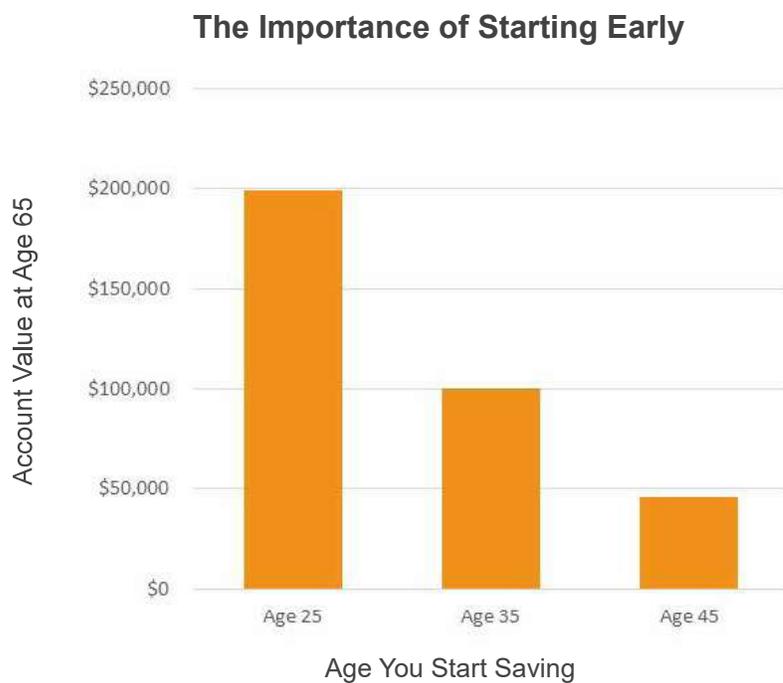
Save Early for Maximum Success

Life can get in the way of saving for your future. It's hard to set money aside for "someday" when you have expenses right now. Yet, the reality is that if you don't save for your retirement, you may not have enough money to live comfortably.

The sooner you start saving for retirement, the earlier your money can potentially benefit from compounding. Compounding occurs when investments generate earnings and those earnings are added to the account balance and reinvested. You can then earn a return on your investment and the earnings. The longer the compounding process repeats itself, the more money you can potentially accumulate.

Time Is on Your Side

The earlier you start saving for a goal, the more you may potentially benefit from compounding.



This is a hypothetical example used for illustrative purposes only. It is not representative of any investment vehicle. It assumes monthly compounding. Your investment results will be different.

Start Saving Now

Time is on your side when you save more for retirement early. The earlier you start saving for a goal, the more you may potentially benefit from compounding.

How Much is Enough?

How much money should you save for retirement? It's not easy to determine exactly how much will be enough. But you can set a savings goal based on how long you expect to be retired and how much income you think you might need.

Realistic Expectations

When do you anticipate retiring? If you hope to retire early, obviously you should plan for a longer retirement. If you expect to work past retirement age, keep in mind that a number of factors could make it difficult to continue working as long as you'd like. Even if you retire on schedule, your retirement may last a long time. The life expectancy of a 65-year-old is currently more than 20 years, according to the Social Security Administration. The longer your retirement, the more savings you probably will need.

Income Projections

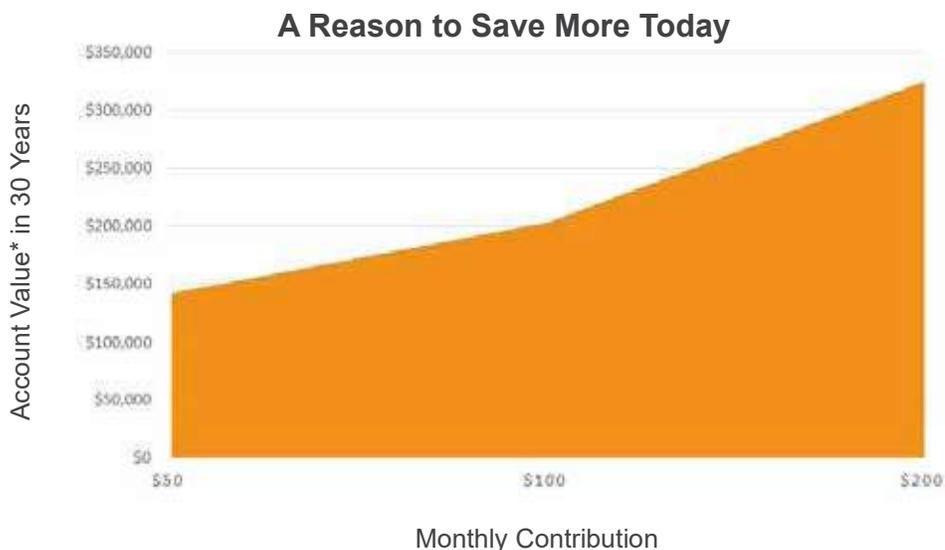
What are your retirement income needs? A precise projection is impossible, but looking at your current lifestyle and spending patterns can give you a good idea of what you might need in the future.

Sources of Income

Have you looked at your potential sources of retirement income? Consider any pensions you may be eligible to receive, employer-provided retirement plans, individual retirement accounts, and personal savings. Some retirees have earnings from part-time work, and Social Security may be a source of income. Keep in mind, however, that the current average monthly benefit is \$1,360¹, and Social Security represents about 33% of the income of the elderly.²

More Each Month

Saving more each month now may increase monthly income during retirement.



* Account values assume 7% average annual total return, compounded monthly.

This is a hypothetical example used for illustrative purposes only. It is not representative of any particular investment vehicle. Your investment results will be different. Numbers reflected above are based on a preliminary existing investment of \$10,000.

¹ Fact Sheet, 2017 Social Security Changes, Social Security Administration

² Fast Facts & Figures About Social Security, 2016

Steps to Saving

Most experts recommend saving 10% to 20% of your annual income; however, the amount you should save is personal and depends on factors such when you start saving, your current age, the age at which you want to retire, your desired lifestyle in retirement, your existing savings and assets, how you choose to invest your savings, and your salary.

Create and Maintain a Financial Plan

To ensure the highest probability of success, we recommend working with your financial advisor to create a savings plan and update it annually to make sure you stay on track. JULY includes a comprehensive retirement planning tool called MyFuture Retirement that you can use to help.

Consider Your Employer Match

One important consideration is to elect a savings rate high enough to get the full benefit of any employer match. For example, if your plan provides a 100% match up to 4% of pay, you should try to save at least 4% - anything less means you are passing up free money.

Some Rules of Thumb

Below are some rules of thumb to help you decide how much to save.

How Much Should I Save? Rules of Thumb			
Probability of a Successful Retirement			
Company Match	Get Started	Good	Best
	You Started Saving Prior to Age 25		
0% Match	6%	8%	10%
4% Match	4%	6%	8%
You Started Saving Between 25 and 30			
0% Match	6%	10%	12%
4% Match	4%	8%	10%
You Started Saving After Age 30			
0% Match	6%	12%	14%
4% Match	4%	10%	12%

Increase Annually

If you feel the amounts in the *Good* and *Best* columns are too high, it's still important to get started at a lower amount then increase the amount you save by 1% each year until you reach the savings percentage in the *Good* or *Best* column.

Asset Allocation for the Ages

When you participate in your employer's retirement plan, you get to choose the investments for your account from the plan's investment lineup. But which investments should you choose and why?

Consider the Asset Classes

Your retirement plan likely offers funds or portfolios that hold investments in the three main asset classes.

Stocks	A stock gives investors shares of ownership in the issuing company. The value of a company's stock will fluctuate. Historically, stocks have provided the highest potential long-term returns. However, stocks also have the greatest risk of short-term losses.
Bonds	A bond is essentially a loan to a company or government for a specific period at a specific interest rate. Bonds tend to provide more modest returns than stocks, but they are generally less volatile.
Cash	These are short-term investments, such as money market securities, that can easily be turned into cash without losing much, if any, of their value. Considered the least risky of the three main asset classes, cash investments offer the lowest potential returns.

How you allocate your assets among these three asset classes should reflect how long you have before you plan to retire and how comfortable you are with risk.

Take a Look at Your Time Frame

The longer you have before you will reach retirement, the more comfortable you may be with the risk that your investments could lose money. But, as you get closer to your retirement date, you may want to choose investments that will help you preserve the value of your portfolio.

Early in your career — When you have many working years ahead of you, you may want to consider investing a significant portion of your portfolio in stock investments to increase the potential for long-term growth.

During the middle years — At the midway point of your career, consider maintaining a portion of your portfolio in stock investments for their growth potential, since you still have time to recover from any market downturns.

Nearing retirement — As you draw closer to retirement, you may want to shift more of your investments into bond and cash investments to reduce the risk of loss and help maintain the value of your portfolio.

The asset allocation that you choose today for your plan account might not work in a few years. Regularly check your investments and adjust your asset allocation as needed.

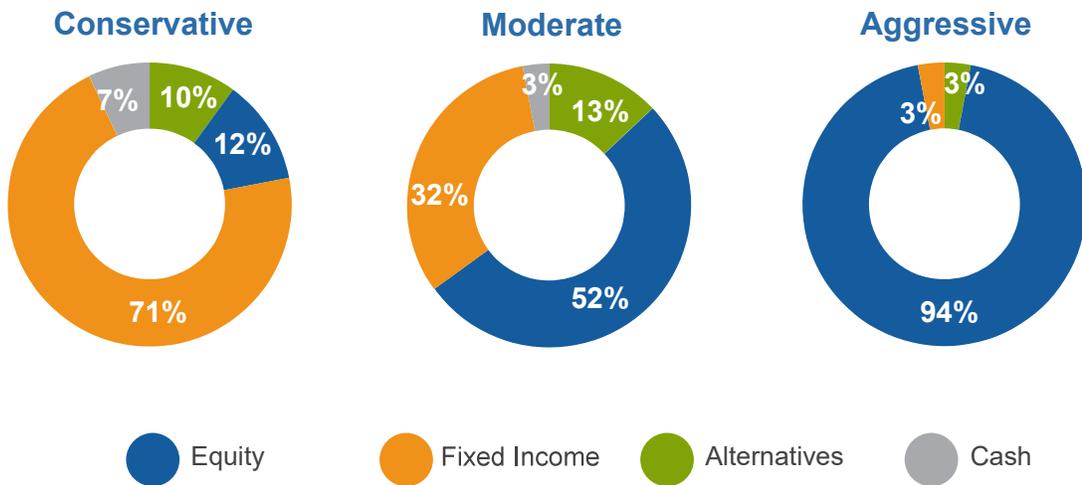
More About Asset Allocation

Before you begin to invest in your company’s retirement plan, it’s important to understand your feelings toward investment risk as well as to allocate your assets in a way that best meets your retirement goals.

Complete the *Risk Profile Questionnaire* accompanying this guide to determine an asset allocation solution best suited to your needs. Additional calculators on risk and asset allocation can be found on the participant website.

Basic Asset Allocation Strategies

While you are encouraged to complete a *Risk Profile Questionnaire* to determine your unique tolerance for losing money, following are basic asset allocation recommendations for different types of investors.



Past performance is no guarantee of future results. Investments are subject to risk, and any investment strategies may lose money.



Manage Your Risk

Review your investment allocation regularly to ensure your fund choices are in line with your risk comfort level, positioning you to achieve your picture of success.

Mini Guide to Investments

Growth? Income? Tax-exempt? The most important part of investing just might be sorting through all the different fund types to find one with an investment strategy that matches your own goals. Browse through these brief descriptions of a few common fund types to see which ones match your objectives.

Growth Funds	Buy stocks of small, medium-sized, or large companies with the potential for increasing in value.
Aggressive Growth Funds	Invest in higher risk companies that are positioned for sudden rapid growth. Stock prices may be volatile.
Growth & Income Funds	Generally hold stocks of established companies and look for modest growth and high dividend earnings.
International Funds	Buy foreign — or a mix of foreign and domestic — securities. The risks of investing internationally include changes in currency rates, foreign taxation, differences in auditing and financial standards, and other risks.
Sector Funds	Invest in companies in a specific industry, such as pharmaceuticals, technology, etc. They may be subject to greater volatility than funds that invest more broadly.
Value Funds	Invest in stocks of companies whose stock prices are “undervalued” (lower than the stock seems to be worth) in the expectation that prices may rise in time.
Corporate Bond Funds*	Usually buy bonds issued by different companies, with the goal of generating income.
Municipal Bond Funds*	Buy bonds issued by one or more states or localities. Income is generally exempt from federal taxes. However, interest income from certain municipal securities must be included when calculating the alternative minimum tax.
High Yield Funds	Invest in low-rated or unrated “junk bonds” that may produce high income but have a greater likelihood of default than bonds with higher ratings.
Income Funds	Hold investments that generate current income. They may be stock or bond funds, or balanced funds that invest in both.

You should consider the fund's investment objectives, charges, expenses, and risks carefully before you invest. The fund's prospectus, available by logging in to the participant website at www.july.com, contains this and other information about the fund. Read the prospectus carefully before you invest or send money. Shares, when redeemed, may be worth more or less than their original cost.

**Prices of fixed income securities may fluctuate due to interest rate changes. Investors may lose money if bonds are sold before maturity.*

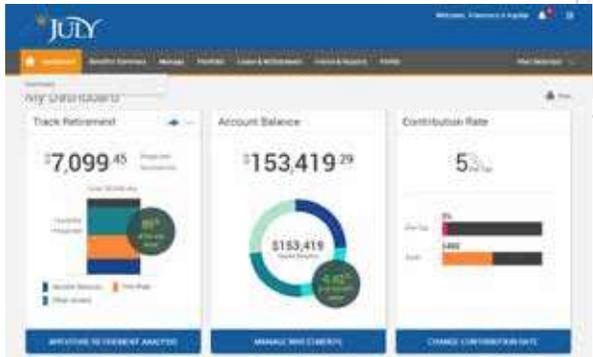
To learn more about investing for retirement as well as access specific information on investments available to you within your retirement plan, you are a few clicks away. To access a variety of helpful plan-level education, go to www.julyresources.com > *For Employees* and log in to your account once you have enrolled.



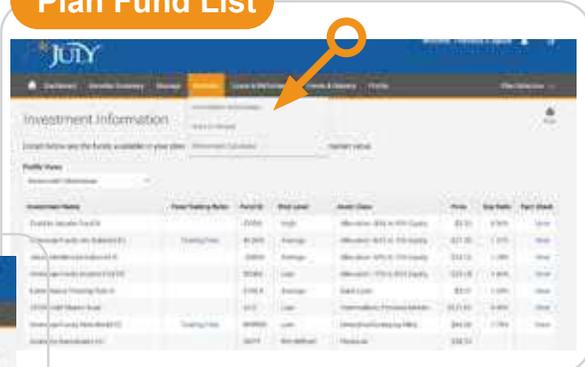
Savings Toolbox

**Plan-level Participant Site:
Investment Information for Your Plan**

Account Homepage



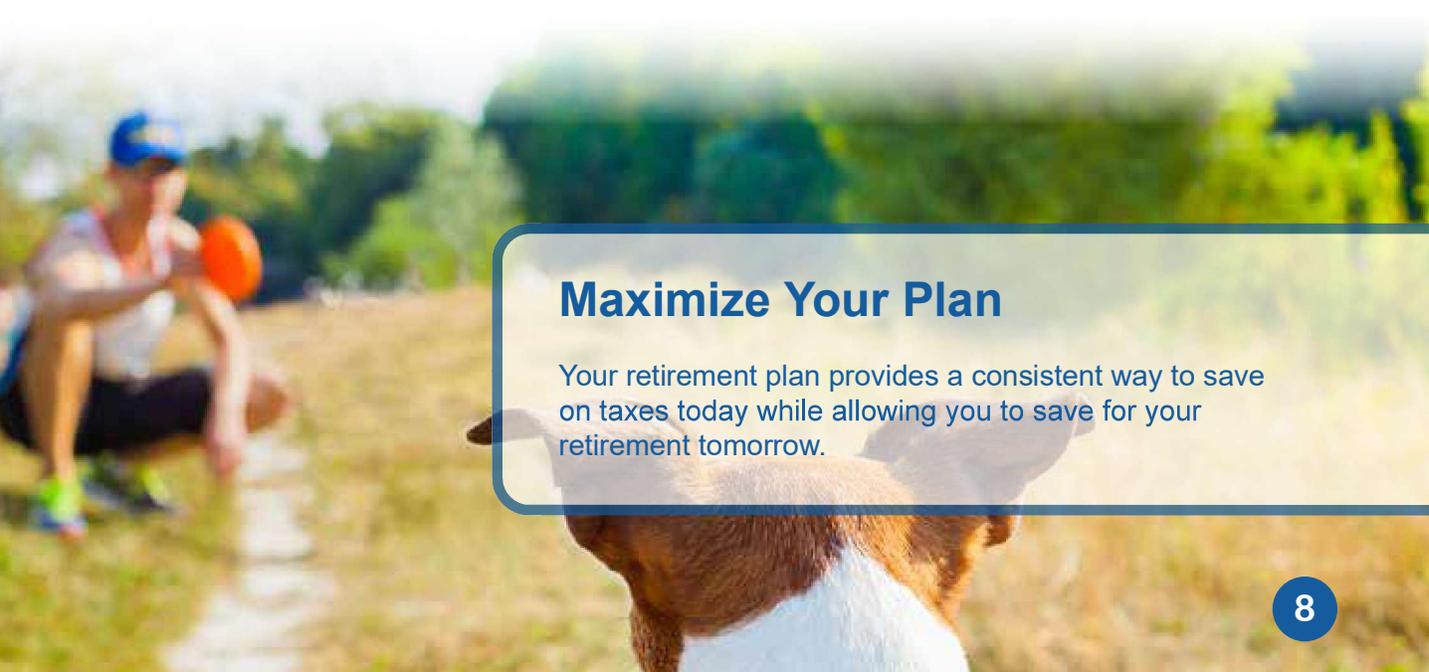
Plan Fund List



Investment	Year/Loading Rate	Asset	Risk Level	Asset Class	Price	Buy/Sell	Load
Domestic Income Bond	2.00%	Bond	Low	Investment-Grade US Govt	\$1.21	1.00%	None
International Bond	2.00%	Bond	Average	Investment-Grade Int'l Govt	\$2.25	1.00%	None
Global Equity	2.00%	Equity	Average	Investment-Grade Int'l Equity	\$2.15	1.00%	None
Large Cap Equity	2.00%	Equity	Average	Large Cap	\$2.15	1.00%	None
Mid Cap Equity	2.00%	Equity	Average	Mid Cap	\$2.15	1.00%	None
Small Cap Equity	2.00%	Equity	Average	Small Cap	\$2.15	1.00%	None
Fixed Income	2.00%	Bond	Low	Fixed Income	\$2.15	1.00%	None
Money Market	2.00%	Bond	Low	Money Market	\$2.15	1.00%	None

Fund Fact Sheets





Maximize Your Plan

Your retirement plan provides a consistent way to save on taxes today while allowing you to save for your retirement tomorrow.

Making Up for Lost Time

Afraid you may not be saving enough for retirement? You're not alone. In a recent survey, more than half of (57%) of workers said they felt they didn't have enough in retirement savings.* If your savings aren't where they should be, it's time to be proactive. Here are a few ways to build up your nest egg.

Rein in Your Spending

If you don't already have one, create a budget to track your expenses. Cutting back on unnecessary costs will free up money to add to your retirement savings. Small changes in your spending habits, such as eating out less frequently, can make a difference in your budget. But also look at larger expenditures. For example, downsizing to a less expensive home may lower your monthly expenses significantly. And, if past spending has left you with credit card balances, aim to pay them off as quickly as possible to eliminate costly interest charges.

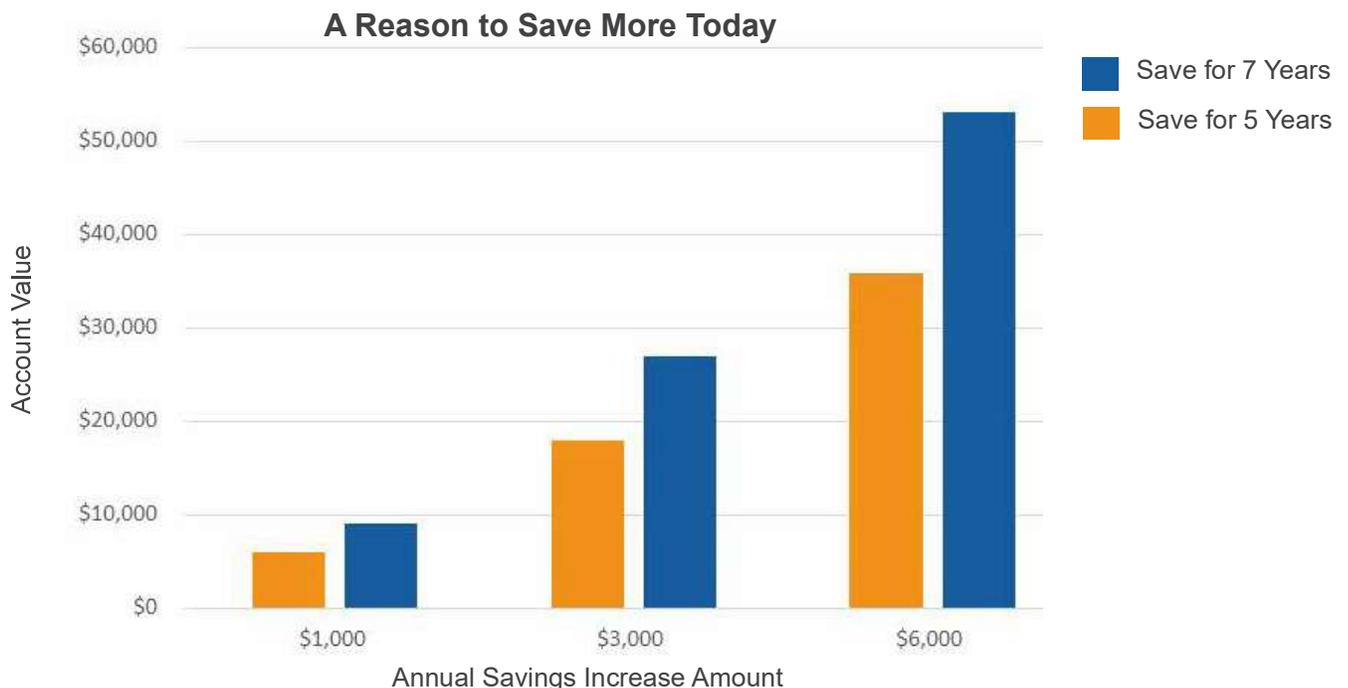
Contribute the Max

The next time you get a pay raise or receive a tax refund, consider contributing a portion of it to a tax-favored retirement account. For 2026 you can contribute up to \$24,500 to a 401(k) plan (subject to plan limits). If you're age 50 or older, you may also be able to take advantage of catch-up contributions. Those aged 50 and older can contribute an additional \$8,000, bringing the total to \$32,500. For employees who turn 60, 61, 62, or 63, the catch-up limit is \$11,250.

Work a Little Longer

If you still don't think you'll have enough, you may want to consider delaying your retirement date. Continuing to work can provide you with the extra time you need to increase your savings. Not only will you still receive a regular paycheck, you'll also be able to make ongoing contributions to your retirement account, which can potentially continue to grow tax deferred. In addition, if you can postpone receiving your Social Security benefits, your eventual monthly benefit will be larger.

* The 2017 Retirement Confidence Survey, Employee Benefit Research Institute, Greenwald & Associates



One of the best ways to rein in your spending is know how much you are spending and where. From the JULY website, www.julyservices.com, go to **For Employees > Calculators > How Much Are You Spending?** for a handy calculator to get this process started.

What to Track

The spending tracker allows you to track monthly or annual expenses and includes line items for many different spending categories.

The results will show you what you need to maintain your current standard of living and should paint an accurate picture of where you can cut back and how you can save more. Once you complete the spending tracker, you can print a pdf assessment of what you spend.

Savings Toolbox

Step 1: Enter Expenses

Step 2: Analyze Results

\$63,840

Summary Table

Category	Dollars	Percent
Mortgage payments (incl. escrow)	\$74,800	38.1%
Variable home mortgage	\$8	0%
Automobile loans	\$4,000	12.9%
Personal loans	\$7,200	11.2%
Charge accounts	\$2,600	8.5%
Payday income taxes	\$8	0%
State income taxes	\$8	0%
FICA (social security taxes)	\$7,200	11.2%
Food costs (incl. alcohol)	\$4,600	12.8%
Other taxes	\$8	0%
Utilities (electric, heat, water, telephone, etc.)	\$2,000	6.5%
Household repairs and maintenance	\$1,200	3.7%
Food	\$7,000	11.0%
Clothing and laundry	\$7,200	11.2%



Track Your Spending

Tracking your spending is the easiest way to see where you can cut back (i.e. lattes) and save more. By forgoing two \$4 lattes a week, you could save \$37,250!

(Example assumes 6% interest, 30 years, compounded annually.)

Stay on Course

Nobody likes it when stock prices go haywire. Up substantially one day; down precipitously the next. It's enough to make even seasoned investors sweat. But instead of getting jumpy when volatility picks up, stay calm and review the basics. Knowing what to do — and what not to do — will help you make better decisions about your retirement investments.

Stay in the Game

If you're uncomfortable with falling stock prices, remember that selling may do more harm than good. Although past performance doesn't guarantee future results, history shows that market declines have often been followed by periods of price gains. In fact, over the long haul, the stock market has always eventually recovered from its losses. If you move out of stocks, you won't be able to benefit from potential upswings in the market.

Manage Risk

Diversifying* your portfolio by investing in a range of investments in several different asset classes helps control risk. If one investment type loses value, the others may gain or hold steady. If your retirement account isn't well-diversified, think about making some changes.

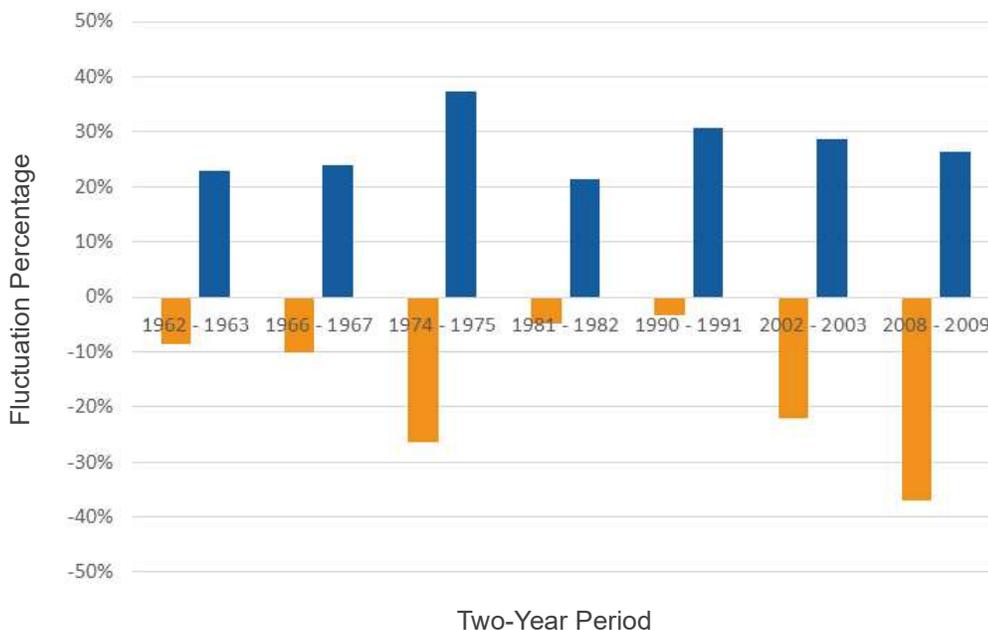
Go Long

Investing for retirement is a long-term goal. Although there are no guarantees, stocks have the potential to provide inflation-beating returns over the long term. As you get closer to retirement, however, you may want to adjust your asset allocation to reduce risk in your portfolio.

Stay Focused

Regardless of what the market is doing, stay focused on why you're investing in the first place. By focusing on your goal, you'll be more likely to make the right moves.

Downs & Ups - S&P 500 Annual Returns¹



* Diversification does not ensure a profit or protect against loss in a declining market.

¹The S&P 500 index is an unmanaged index of the stocks of 500 major U.S. corporations.

Past performance is no guarantee of future returns.

Staying on course and remembering that retirement planning is for the long term is one of the keys to success. The JULY website includes a growing suite of references and calculators to make planning and staying on course easier. From the JULY website, www.julyservices.com, go to **For Employees**. From here you have access to a host of helpful tools and information including calculators, videos, FAQs, glossary and more!



Savings Toolbox

Experiment: Calculators



Watch: Videos



Get Answers: FAQs



Learn: Glossary





Stay the Course

Market ups and downs are to be expected. Staying invested and making regular contributions to your retirement account are two actions that may best position you to achieve your picture of success.

