

Information Regarding Your Retirement Account
LEECH LAKE BAND OF OJIBWE 403(B) PLAN
November 08, 2023

The information in this document is designed to provide you important information about your company's retirement plan and help you make decisions regarding the features and investments that are available. This information will be updated at least annually and more frequently if certain information changes. You are encouraged to review this information – along with any additional materials provided – in order to make the best possible decisions regarding the management of your retirement account.

General Plan Information

This section describes any limitations or restrictions on how you can manage your account along with information on the plan's investment options and any voting rights that may apply to them. If your plan offers a brokerage account option, information regarding this account can also be found in this section.

Administrative Expenses

The information in this section provides detail on expenses associated with the administration and recordkeeping of the plan and, if deducted from your account, how these expenses will be calculated. Please note that administrative expenses may not be deducted from your account and instead be paid by your employer. Whether or not these expenses are deducted from your account may also vary from year to year.

Individual Expenses

In this section you will find a listing of services available to help you manage your retirement account and the cost for each service. These services are optional and you will only be charged if they are used.

Investment Options

The charts in this section are designed to provide detailed information on the investments available through your company's plan. This section is broken out by investment type and includes such information as investment returns, performance of comparative benchmarks and where to obtain additional information on each investment.

General Plan Information

Investment Instructions

You are responsible for choosing how to invest the assets in your account according to the procedures provided by your plan administrator. Information on your plan's investments and how to provide investment instructions can be found in the Investment Options section of this document. Your investment decisions are subject to any 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
Additional rules that apply to selecting investments	

Exercise of Voting and Other Rights

Certain voting and other rights may apply to an investment option that you have chosen for your account. Those rights may be exercised by the plan sponsor or other named fiduciary for the plan who retains the right to exercise on behalf of the plan voting, tender and similar rights with respect to the designated investment alternatives in the plan.

Designated Investments

For a list of investment options offered through the plan, please review the Investment Options comparative chart in this document.

Investment Managers

For the investment managers of the plan's investment options, please see each investment's website, prospectus or fact sheet.

Administrative Expenses

Expenses for administrative services provided to the plan may be charged to your account. These services are necessary for the operation of your plan and can include recordkeeping, custodial, legal, and accounting services. Your employer has directed that recordkeeping fees should be charged pro rata based on the amount of each participant's account balance. Charges will depend on the value of your account balance. Based on the most recent recordkeeping expenses for your plan, the annual fee is estimated to be \$6 per \$1,000 held in your account. For example, if your balance is \$50,000, then \$300 will be deducted for that year. Please keep in mind this estimate is subject to change as it is based on varying factors such as the number of participants in the plan and current balances. Actual fees may vary from this estimate or may not be deducted from plan accounts in some circumstances. For example, any administrative expenses that your employer decides to pay for will not be charged to your account. The actual amount of administrative fees charged to your account will appear on your participant statement under the Your Expenses section.

Individual Expenses

The expenses listed below for services provided to you may be charged to your account. If any of these expenses are charged to you, they will be deducted from check proceeds or from account assets. The fees listed below only apply for the services you use. Please see the "Information About the Document" section at the end of this document for further details.

Expense	Amount
Taking a loan	\$150 per Loan
Taking a distribution	\$75 per Distribution
Check stop payment/re-issue	\$35 per Check
Outgoing wire transfer/reject/re-issue/UPS Delivery	\$30 per Wire
Each additional distribution check (if more than one)	\$15 per Check

Investments available in your plan may charge additional fees to your account such as fund redemption fees, sales charges, deferred sales charges or other trading restrictions. Please review the complete investment fee and performance chart contained in this notice to determine whether these fees may be assessed for an investment option, and review your account statement for a detailed disclosure of the dollar amount actually charged to your account related to these fees.

Notes:

- For certain distributions, e.g., permissible withdrawals, the standard distribution fee will be waived and only a \$15.00 check fee will apply.

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.

In addition to the core investment options, model portfolios which are pre-defined asset allocation strategies utilizing the core investments are also available in your plan. Quarterly, your investment will be rebalanced back to the proper allocation. Please visit <https://myaccount.ascensus.com/rplink> for additional information on the model portfolios including the underlying fund allocations.

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to the specific website address shown below or you can contact J DEVAULT/S PEMBERTON/C WHITE/M MCFARLANE at 2183684044. A free paper copy of the information available on the website(s) can be obtained by contacting J DEVAULT/S PEMBERTON/C WHITE/M MCFARLANE at 2183684044.

Document Summary

This document has three parts. Part I consists of performance information for plan investment options. This part shows you how well the investments have performed in the past. Part II shows you the fees and expenses you will

pay if you invest in an option. Part III contains information about the annuity options (if applicable) under your retirement plan.

Part I – Performance Information

Table 1 focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the website(s) listed in Table 1. Additional information is also available at <https://myaccount.ascensus.com/rplink>.

Table 1—Variable Return Investments									
Name / Type of Option / Website	Average Annual Total Return As of 9/30/2023				Benchmark				
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception	
Equity Funds									
Columbia Mid Cap Index I2/ Mid Cap U.S. Stock www.columbiamanagement.com	15.26%	5.82%	8.71%	10.60%	13.45%	6.38%	8.98%	10.94%	Russell Mid Cap TR USD
Columbia Small Cap Index I2/ Small Cap U.S. Stock www.columbiamanagement.com	9.82%	3%	7.91%	10.40%	8.93%	2.40%	6.65%	9.20%	Russell 2000 TR USD
Delaware Ivy System Emerg Mrkts Eqty I/ International Stock www.ivyinvestments.com	12.22%	2.26%	4.39%	3.79%	11.70%	0.55%	2.07%	2.61%	MSCI EM NR USD
JPMorgan U.S. Small Company R5/ Small Cap U.S. Stock www.jpmorganfunds.com	11.90%	4.16%	7.23%	7.13%	8.93%	2.40%	6.65%	6.98%	Russell 2000 TR USD
MFS Blended Research Mid Cap Eqty R4/ Mid Cap U.S. Stock http://www.mfs.com	15.04%	6.99%	N/A	8.91%	13.45%	6.38%	8.98%	8.49%	Russell Mid Cap TR USD
MFS Core Equity R4/ Large Cap U.S. Stock http://www.mfs.com	17.81%	9.34%	11.44%	9.66%	21.19%	9.63%	11.63%	9.45%	Russell 1000 TR USD
Principal International Equity Idx Instl/ International Stock www.principalfunds.com	25.69%	3.02%	3.54%	4.32%	20.39%	2.58%	3.35%	4.04%	MSCI ACWI Ex USA NR USD
Principal LargeCap S&P 500 Index Instl/ Large Cap U.S. Stock www.principalfunds.com	21.37%	9.73%	11.72%	7.49%	21.19%	9.63%	11.63%	7.83%	Russell 1000 TR USD

Table 1—Variable Return Investments								
Name / Type of Option / Website	Average Annual Total Return As of 9/30/2023				Benchmark			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
Bond Funds								
Invesco Core Plus Bond R5/ Diversified Bond www.invesco.com	2.28%	0.52%	2.05%	3.18%	1.61%	0.34%	1.43%	2.66%
	Bloomberg US Universal TR USD							
Lord Abbett Short Duration Income R5/ Diversified Bond www.lordabbett.com	3.55%	1.61%	1.89%	1.80%	2.77%	1.21%	1.02%	1.03%
	Bloomberg US Govt/Credit 1-3 Yr TR USD							
Other								
JPMorgan SmartRetirement Blend 2020 R5/ Target Date www.jpmorganfunds.com	8.45%	2.57%	4.40%	5.12%	8.71%	3.09%	4.55%	5.31%
	Morningstar Lifetime Mod 2020 TR USD							
JPMorgan SmartRetirement Blend 2025 R5/ Target Date www.jpmorganfunds.com	10.28%	3.22%	5.12%	5.96%	9.56%	3.24%	4.99%	5.96%
	Morningstar Lifetime Mod 2025 TR USD							
JPMorgan SmartRetirement Blend 2030 R5/ Target Date www.jpmorganfunds.com	12.48%	3.86%	5.80%	6.74%	10.93%	3.57%	5.54%	6.71%
	Morningstar Lifetime Mod 2030 TR USD							
JPMorgan SmartRetirement Blend 2035 R5/ Target Date www.jpmorganfunds.com	14.65%	4.59%	6.43%	7.46%	12.85%	4.06%	6.12%	7.41%
	Morningstar Lifetime Mod 2035 TR USD							
JPMorgan SmartRetirement Blend 2040 R5/ Target Date www.jpmorganfunds.com	16.42%	5.08%	6.91%	7.95%	14.88%	4.57%	6.57%	7.89%
	Morningstar Lifetime Mod 2040 TR USD							
JPMorgan SmartRetirement Blend 2045 R5/ Target Date www.jpmorganfunds.com	17.78%	5.48%	7.15%	8.15%	16.35%	4.91%	6.78%	8.10%
	Morningstar Lifetime Mod 2045 TR USD							
JPMorgan SmartRetirement Blend 2050 R5/ Target Date www.jpmorganfunds.com	17.96%	5.55%	7.17%	8.19%	17.03%	5.03%	6.81%	8.13%
	Morningstar Lifetime Mod 2050 TR USD							
JPMorgan SmartRetirement Blend 2055 R5/ Target Date www.jpmorganfunds.com	18.02%	5.54%	7.17%	8.15%	17.15%	5%	6.74%	8.06%
	Morningstar Lifetime Mod 2055 TR USD							
JPMorgan SmartRetirement Blend 2060 R5/ Target Date www.jpmorganfunds.com	17.98%	5.55%	N/A	7.38%	17.17%	4.93%	6.65%	7.13%
	Morningstar Lifetime Mod 2060 TR USD							
JPMorgan SmartRetirement Blend Inc R5/ Target Date www.jpmorganfunds.com	8.24%	2.43%	3.61%	3.94%	7.83%	3.08%	3.68%	3.98%
	Morningstar Lifetime Mod Incm TR USD							

Table 1—Variable Return Investments								
Name / Type of Option / Website	Average Annual Total Return As of 9/30/2023				Benchmark			
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.	Since Inception
JPMorgan U.S. Govt Money Mkt Instl/ Capital Preservation www.jpmorganfunds.com	4.48%	1.60%	1.02%	1.38%	4.54%	1.86%	1.31%	1.75%
	ICE BofA USD 3M Dep OR CM TR USD							
CONSERVATIVE MODEL https://myaccount.ascensus.com/r plink	4.57%	1.95%	3.56%	4.47%	N/A	N/A	N/A	N/A
CONSERVATIVE TO MODERATE MODEL https://myaccount.ascensus.com/r plink	9.34%	4.52%	5.38%	6.61%	N/A	N/A	N/A	N/A
MODERATE MODEL https://myaccount.ascensus.com/r plink	12.43%	5.35%	6.37%	7.60%	N/A	N/A	N/A	N/A
MODERATE TO AGGRESSIVE MODEL https://myaccount.ascensus.com/r plink	14.69%	6.56%	7.62%	9.02%	N/A	N/A	N/A	N/A
AGGRESSIVE MODEL https://myaccount.ascensus.com/r plink	16.86%	7.46%	7.58%	8.84%	N/A	N/A	N/A	N/A

Table 2 focuses on the performance of investment options that have a fixed or stated rate of return. Table 2 shows the annual rate of return of each option, the term or length of time that you will earn this rate of return and other information relevant to performance.

Table 2—Fixed Return Investments			
Name/Type of Option	Return	Term	Other

Note: To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or another particular security to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk.

Part II – Fee and Expense Information

Table 3 shows fee and expense information for the investment options listed in Table 1 and Table 2. Table 3 shows the total annual operating expenses of the options in Table 1. Total annual operating expenses are expenses that reduce the rate of return of the investment option. Table 3 also shows shareholder-type fees. These fees are in addition to total annual operating expenses. Please see the “Information About This Document” section at the end of this document for further details.

Table 3—Fees and Expenses					
Name	Type of Option	Total Annual Operating Expenses		Maximum Sales Charge	Deferred Sales Charge*
		As a %	Per \$1000		
<i>Redemption fees or trading restrictions (if applicable)</i>					
Equity Funds					
Columbia Mid Cap Index I2	Mid Cap U.S. Stock	0.27%	\$2.70	N/A	N/A
<i>Trading Restrictions: Holding period of 90 day(s) enforced on transfer IN transactions after 2 Round Trip of \$0.01 or more within a period of 28 day(s).</i>					
Columbia Small Cap Index I2	Small Cap U.S. Stock	0.20%	\$2	N/A	N/A
<i>Trading Restrictions: Holding period of 90 day(s) enforced on transfer IN transactions after 2 Round Trip of \$0.01 or more within a period of 28 day(s).</i>					
Delaware Ivy System Emerg Mrkts Eqty I	International Stock	1.08%	\$10.80	N/A	N/A
JPMorgan U.S. Small Company R5	Small Cap U.S. Stock	0.81%	\$8.10	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
MFS Blended Research Mid Cap Eqty R4	Mid Cap U.S. Stock	0.69%	\$6.90	N/A	N/A
<i>Trading Restrictions: Holding period of 90 day(s) enforced on transfer IN transactions after 2 Transfer Out of \$25,000.00 or more within a period of 90 day(s).</i>					
MFS Core Equity R4	Large Cap U.S. Stock	0.67%	\$6.70	N/A	N/A
<i>Trading Restrictions: Holding period of 90 day(s) enforced on transfer IN transactions after 2 Transfer Out of \$25,000.00 or more within a period of 90 day(s).</i>					
Principal International Equity Idx Instl	International Stock	0.45%	\$4.50	N/A	N/A
Principal LargeCap S&P 500 Index Instl	Large Cap U.S. Stock	0.16%	\$1.60	N/A	N/A
Bond Funds					
Invesco Core Plus Bond R5	Diversified Bond	0.53%	\$5.30	N/A	N/A
Lord Abbett Short Duration Income R5	Diversified Bond	0.38%	\$3.80	N/A	N/A
Other					
JPMorgan SmartRetirement Blend 2020 R5	Target Date	0.51%	\$5.10	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan SmartRetirement Blend 2025 R5	Target Date	0.49%	\$4.90	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					

Table 3—Fees and Expenses					
Name	Type of Option	Total Annual Operating Expenses		Maximum Sales	Deferred Sales
		As a %	Per \$1000	Charge	Charge*
<i>Redemption fees or trading restrictions (if applicable)</i>					
JPMorgan SmartRetirement Blend 2030 R5	Target Date	0.47%	\$4.70	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan SmartRetirement Blend 2035 R5	Target Date	0.50%	\$5	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan SmartRetirement Blend 2040 R5	Target Date	0.49%	\$4.90	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan SmartRetirement Blend 2045 R5	Target Date	0.48%	\$4.80	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan SmartRetirement Blend 2050 R5	Target Date	0.48%	\$4.80	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan SmartRetirement Blend 2055 R5	Target Date	0.50%	\$5	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan SmartRetirement Blend 2060 R5	Target Date	0.57%	\$5.70	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan SmartRetirement Blend Inc R5	Target Date	0.52%	\$5.20	N/A	N/A
<i>Trading Restrictions: Holding period of 30 day(s) enforced on transfer IN transactions after 1 Transfer Out of \$5,000.00 or more within a period of 1 day(s).</i>					
JPMorgan U.S. Govt Money Mkt Instl	Capital Preservation	0.24%	\$2.40	N/A	N/A
Fixed Return Investments					

Notes:

- Contingent Deferred Sales Charges (CDSC) on A and C share classes of certain mutual funds may not apply to transactions related to participant activity. The transactions include transfers between funds, loans distributions and other benefit withdrawals. A CDSC may apply for actions related to employer transactions that result in closing the account. For employer transactions, a redemption fee may apply (typically 1% or less of the amount for shares held for less than 12 months). Details related to the CDSC can be found in each fund's prospectus and statement of additional information.

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/dolgov/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.

Part III – Annuity Information

Table 4 focuses on the annuity options under the plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

Table 4—Annuity Options			
Name	Objectives / Goals	Pricing Factors	Restrictions / Fees

Please visit <https://myaccount.ascensus.com/rplink> for a glossary of investment terms relevant to the investment options under this plan. This glossary is intended to help you better understand your options.

More current information about your plan’s investment options, including fees and expenses and performance updates, may be available at the listed website addresses.

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

Your employer intends to satisfy the requirements of Section 404(c) of the Employee Retirement Income Security Act (ERISA) and corresponding Department of Labor regulations. This means that your employer is providing you with the opportunity to decide how to invest the assets in your account, enabling you to choose investments that fit your personal needs. Your employer and certain individuals in charge of the plan (known as fiduciaries) will not be responsible for the investment performance of your account that results from your investment instructions.

For additional information, please contact J DEVAULT/S PEMBERTON/C WHITE/M MCFARLANE at 2183684044 or 115 SIXTH STREET NW, SUITE E, CASS LAKE, MN 56633 who monitors compliance with these procedures.

Information About This Document

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ETF trading costs – For plans offering exchange traded funds ("ETFs"), trading commissions (estimated at \$0.025 per share) and securities transaction fees on the sales of ETF shares are factored into the average share price, if applicable. For more information on the securities transaction fees, please visit <http://www.sec.gov/divisions/marketreg/sec31info.htm>.

Company stock trading costs – For plans offering company stock as an investment, the following transaction costs are factored into the average share price: trading commissions (estimated at \$0.06 per share with a minimum transaction charge of \$15). For more information on the securities transaction fees, please visit <http://www.sec.gov/divisions/marketreg/sec31info.htm>.

Investment Management Services – For plans offering Investment Management Services that are provided by Morningstar, LLC. The fee shown in the Individual Expenses section is an annual fee that is charged quarterly based on asset balance in your account for the prior quarter.

Annual operating expenses – The expense information in Table 3 of this document reflects the gross annual operating expenses of the investment options listed in Table 1. Some investments may waive a portion of this fee for a certain period of time to cap expenses at a certain level (net operating expenses). Please see the prospectus or similar document for details on each investment’s gross and net annual operating expenses.

N/A = information is either not applicable or not available.