Vol. 19 | No. 2
APRIL 2018

VISTA 401(k)

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Vista 401(k) Plan 1st Quarter 2018 Performance

By Michael Sheridan, Senior Consultant

As I write this column on April 5th, the stock and even the bond market is going through another day of volatility with the Dow Jones Industrial average up over 100 points. Who knows how the day will end? If it follows the patterns of the past couple of months, it will fluctuate all day.

The Traders, who like action and volatility, "own" this market and not the investors. You and I are investors, for the long term, and are not betting on daily market volatility. All retirement plan participants should be investors and not traders. This is an uncomfortable environment for us now but I do not suggest getting out. I do suggest being conservative.

As I predicted last summer, the correction in the stock market would happen because stocks, particularly the high flyer tech companies, were very overpriced (or overvalued depending on which term one uses) and would probably sell off and settle at reasonable levels. This so called "correction" prediction did not happen until about eight months later for which I apologized early this year as premature. As I write this column, the S&P 500, our stock benchmark, has fallen back to levels last experienced late October or early November last year. For those of you invested in Stock funds, you are giving back profits, not " losing " money as compared with the amount of your original investments, for the most part.

If you invested in bond funds, the yields have been increasing as interest rates rise. Demand for US Government Bonds is still strong but if the Chinese decide to sell off their over trillion dollars of our bonds as a retaliation for the tariffs our Government has just imposed on imports, the volatility would have a negative impact on the value of these holdings.

As interest rates rise, the value of existing bonds fall because of the trader's demand for return on their money and the lessening value of bonds which pay a smaller interest rate then new bonds being issued. My rough calculation is that, at least for now, the yield on bond funds, generally credited monthly to your bond funds, somewhat offsets the decline in value of the funds over the same periods. So, although bond funds were generally down in 2017 and so far in 2018, the amount of decline is somewhat offset by interest paid on the bonds to you. Therefore, to the degree my estimation is correct, the small decline in value is partially offset by the earned interest. I realize that the purpose of investing is to make a gain but there are times when corrections in values occur and we have had a good gain period now for several years.

Although we read about all of the reasons that the markets are selling off in 2018 and much of it is true, I still believe that a correction was long overdue and the price declines are primarily reflective of a return to prices which are supported by historic metrics, such as price to earnings ratios.

The economy looks strong with low unemployment, low inflation and a general prediction of S&P corporate earnings to be up around 17% when the first quarter reports come in throughout April. To me, the biggest uncertainty is the impact on our economy from the huge budget deficits resulting from the tax bill last year. We may be happy paying fewer taxes but how will our nation pay for this major budget hole?

Global uncertainty about sustaining profits, including US volatility, coupled with a lack of this wealth being passed through to working class people, including public school employees, is adding to the uncertainty surrounding our country's investment climate.

Your plan did pretty well last year including some big gains from the large cap stock funds but, as mentioned above, a lot of those gains have been erased by the sell-off in the first quarter. There is less volatility in the two small cap funds because their stocks are primarily domestic oriented rather than the large company stocks which are more affected by Global activity.

The Target Date funds had less of a sell off because they are so diversified and as you can read in the chart, their last 12 months performance, which includes the first quarter of this year, is still fairly positive.

Our three bond funds lost less value this year than the benchmark Barclay's average but the difference is not significant except for the Inflation Protected fund which is obviously reflecting trader's anticipation of increased inflation in the near future.

If you rebalanced your portfolio over the past 8 months like we suggested, you should be in decent shape to weather this volatility and correction period. You should be diversified as much as possible and don't try to guess the bottom of the market. That is a fool's game.

Mike Sheridan
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How To Grow Your Retirement Accounts

By Robert Pumphrey, Retirement Service Representative

We all know that planning for retirement is a critical part of your future financial security. Retirees in America are living longer than ever before, thanks in part to advances in medical care. While longer, healthier lives are a welcome development, they also present new retirement planning challenges. Fortunately, there are many opportunities to contribute to a retirement savings account, such as the Vista 401(k) Plan. *The purpose of this article is provide information and context on important decisions that will impact how much your Vista 401(k) account grows over time.*

Setting up your Vista 401(k) account is the first step. It is impossible to grow your retirement savings account if the account does not exist. Establishing your 401(k) is simple, convenient, and low cost. First, our supplemental retirement plan is easy to understand, while providing minimal restrictions on fund assets or contributions. There are no lengthy contracts to sign, as a variable annuity contract will require from you. Most of the questions you might have regarding the Vista Retirement Plan can be answered either on our website at **Vista401k.com** or with a five-minute phone call to **866-325-1278**. We make it very convenient for you to either start contributing or increasing your contribution amount. All of your contributions can be deducted directly out of your paycheck. In addition, our fees are quite reasonable and low cost when you compare them to other options available.

One of the oldest rules of personal finance is a simple concept to pay yourself first. This concept is hard to do – especially in today's economy. Obviously, your "hard earned" money can pay for so many different expenses, such as your utility bill, phone bill, car payment and so forth. However, the good news is your Vista 401(k) account only requires as little as $25 per paycheck to start contributing. When it comes to saving, most people save what is left over – and that is the problem. There are always reasons to delay starting your 401(k) account.

So, why should you pay yourself first instead of paying after all the bills and discretionary spending is paid? First of all, when you pay yourself first, you are telling yourself that savings is a priority. This process encourages better financial habits and it is already set aside. When you make regular and steady contributions toward your 401(k) account, it builds a nest egg. By investing a regular amount each paycheck, you will be taking advantage of an investment strategy known as dollar cost averaging. This allows you to spread your contributions (purchases) over time and lessons the risk of investing a large amount in a single investment at the wrong time. You will buy more shares of an investment when its price is down and fewer shares when the price is up. While there is no guarantee that you will have a gain when you sell, dollar cost averaging may help reduce investment risk and build investing discipline.

One of the many major benefits by investing into the Vista 401(k) account is that it allows you to contribute pre-tax money, which can be a significant advantage. Say, you're in the 15% tax bracket and plan to contribute $100 per pay period. Since that money comes out of your paycheck before taxes are assessed, your take-home pay will drop by only $85. That means that you can invest more of your income without feeling it as much in your monthly budget. Albert Einstein called it, *"the greatest mathematical discovery of all time."* What he was referring to was compound interest and how it can be positive force for savers. Financially speaking, compounding is the exponential increase of an investment. However, in simpler terms, compounding is interest you earn on interest.

For example, let's say that you put in $2,000 in the bank. If interest is paid 5% annually, the bank will give you about $100 in interest for the first year of your investment. If you leave the $100 in your account, it will start earning interest, too. The following year, your $2,100 principal balance will earn $105 in interest. Over time, this phenomenon turns into the powerful magic of compound interest.

Please keep in mind that it's never too early – or too late – to start savings for retirement. If you are just starting out, focus on saving as much as you can now. If you are nearing retirement, consider increasing contributions to your Vista 401(k) plan or delaying Social Security. Don't give up, and feel free to call us at 866-325-1278 with your 401(k) questions. Most importantly, stay committed to saving for your future!

Planning for Retirement at Any Age

By Toni Milton, Retirement Solutions Analyst

Financial security in retirement doesn't just happen. It takes planning, commitment and resources. It's never too early to start saving for retirement.

If you are in your 20s, at the beginning of your career, you're probably wondering how much money you need to start saving and how to invest it. The Vista 401(k) Plan is a great option that allows you to start with as little as $ 25.00. Saving for retirement is an important financial goal. Ideally your nest egg steadily increases over time. At each stage of your journey to retirement you have a clear path to your target date. Your savings target and your mix of investments will change as you move closer to retirement.

Once you enter into your 30s and 40s your financial picture may begin to shift. You might earn more but life changes such as marriage and kids could increase your expenses. This could make saving more for retirement difficult. No matter where you are in your retirement planning there are things you can do to help get you to the finish line.

One of the best ways to increase your investment return is to find ways to reduce fees and consolidating several accounts can help. In the Vista 401(k) Plan, you won't be charged for commissions, fund transfers, or exchange fees. Consolidating your retirement accounts also means you only receive one statement meaning less mail, less paper work and fewer passwords to remember. Remarkably, many people lose track of money in old retirement accounts because they forget to update their information when they move.

The Vista 401(k) Plan is a great option for consolidating old retirement accounts. If you have accounts with a prior employer such as a 401(k), IRA, 403(b) or even 457 accounts, they all can be rolled into the Vista 401(k) Plan where they will be sheltered from taxes until you take distribution of your money. Your money will be earning tax-deferred income while in the Vista 401(k) Plan.

Cashing out your former employer's retirement plan is almost never advisable and is one of the top retirement planning mistakes that you should avoid.

Another way to help you save for retirement is by taking advantage of your employer-sponsored 401(k) Plan. With the Vista 401(k) Plan, you are in charge of your retirement account. When you enroll, you decide how much to contribute each pay period. If you are already contributing, increase your contributions. Just five or ten dollars more will make a difference. The easiest way to start or increase your contribution is to go to www.vista401k.com. You can also call our office at 866-325-1278 to request a contribution change form. Remember, employees who are on a 10 month pay schedule, your 401(k) contributions will automatically stop over the summer, so there is no need to fill out a change form.

Being realistic about your retirement timeline is also necessary. If you have less saved than you'd like you may need to consider increasing your amount sooner rather than later. Turning 50 increases you're saving potential since you can begin making catch-up contributions. This year the contribution limits have increased from $18,000 to $18,500 and for any one 50 and over from $24,000 to $24,500. The end of the school year is nearing and for some of you retirement is just a few years away. If you have not done so already, now is the time to start maxing out your 401(k) contributions to get as much into your account as you can before you retire.

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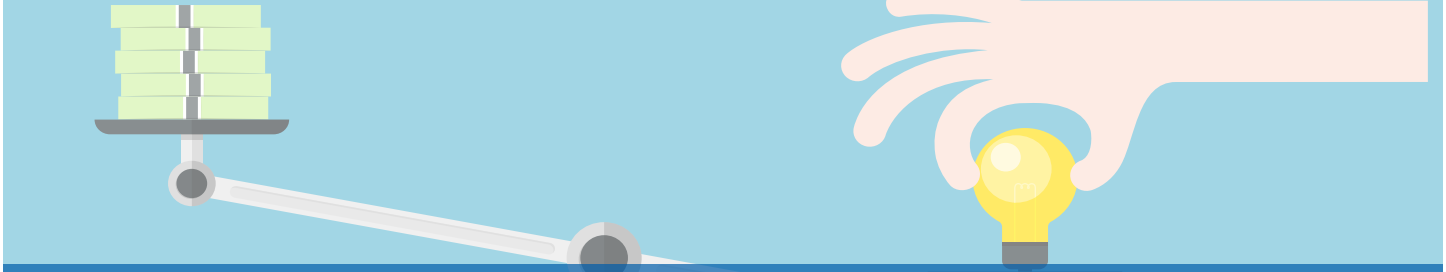


Five Reasons To Never Borrow From Your 401(k)

By Michelle Rodriguez, Retirement Plan Analyst

What do you do when you need a large sum of cash quickly? Take out a home equity loan? Borrow from your family? Many people turn to their employer-sponsored 401(k) plan for quick cash. It's a commonly-held misbelief that 401(k) loans are a good option since you're borrowing from yourself and paying yourself back with interest. It seems like an easy and cost effective way to fund a vacation, pay off student loans or even buy a car. However, this type of thinking is short sighted and risks ruining your dreams of retiring comfortably before you're too old to enjoy it. *Let's go through the reasons not to touch your 401(k) until you are ready to retire:*

1. You are not saving as much.
If you borrow money from your 401(k) plan, there is a good chance you will reduce the amount of your payroll contributions so that you can afford your loan payments. Your 401(k) account is an important part of your overall retirement strategy. Its primary purpose is to supplement your employer-sponsored pension plan. The less money you put in during the course of your career, the less you will have access to when you need it the most.

2. You are not earning as much.
When you take a loan from your 401(k) account, you're missing out on any potential growth on the amount that you borrowed. This lost growth is known as an 'opportunity cost'. Assuming your 401(k) account has a total annual return of 6% (a modest assumption), any interest you pay yourself back with would have to exceed 6% for you to make any money. In other words, the low interest rate that you are paying yourself back on your loan payment is likely to be lower than your potential return on investment.

3. Time will work against you.
Saving for retirement requires a long-term strategy. Time is one of the best tools we have when growing our money. Most calculations suggest that your money will double, on average, every eight years. Your 401(k) plan loan periods are usually anywhere from one to five years. That's a long time to miss out on growth opportunities. Even with your best intentions, it would be almost impossible to make up for the lost contributions and growth opportunities. When it comes time for you to retire, your diminished 401(k) balance will prove that point.

4. You won't have a cushion in case of an emergency.
Since you are only allowed one 401(k) loan at a time, you won't have access to your funds In the event of a personal financial crisis. Additionally, if you are unable to repay the loan, or if you lose your job, the outstanding balance is immediately subject to income taxes and possibly early withdrawal penalties. A 401(k) loan should be your last resort, taken only after you have completely exhausted all other potential sources of funding. If you take money from your plan to fund a vacation or buy a car, the money won't be there to borrow if and when you really need it.

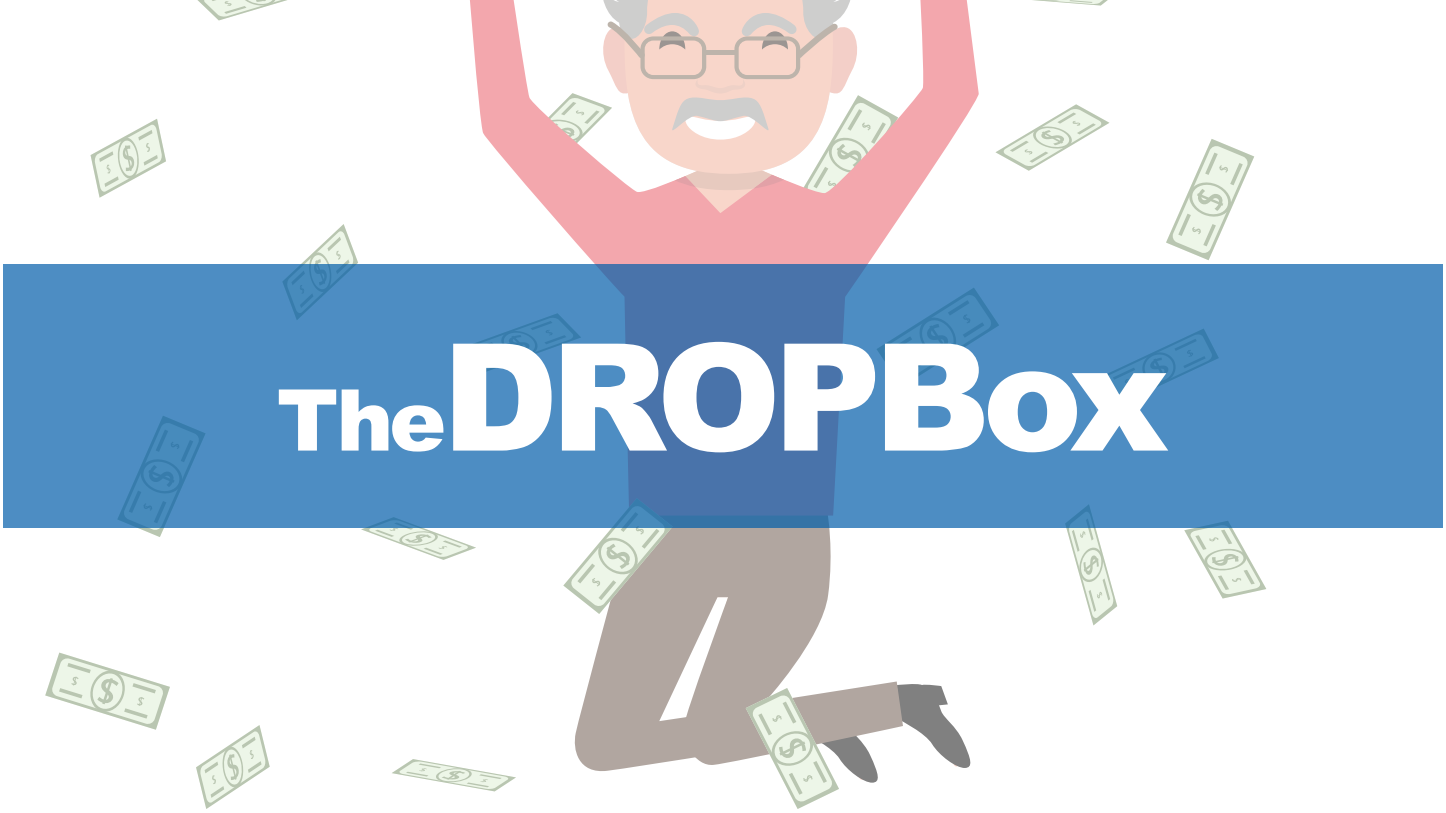
5. You'll lose a valuable tax advantage.
Taking a loan from your 401(k) causes you to pay taxes twice. You're loan payments are deducted from after-tax money and then later, when you withdraw the funds in retirement, you'll pay taxes on that same money again. For example, if you are in the 25% tax bracket, each dollar from your paycheck only gives you 75 cents towards your loan payments, and that 75 cents is taxed again when retire and withdraw it from your plan. While the interest rate on the loan may be low, you are losing valuable tax advantages.

A 2013 Fidelity study highlighted another risk: It found that, of 180,000 people who took 401(k) loans out over the past 12 years, 66 percent took out more than one loan, 25 percent borrowed three or four times, and 20 percent did so five times or more. Thus, initial borrowing could put you in danger of becoming a repeated borrower, thereby causing even greater damage to your retirement savings.

Financial emergencies are inevitable, but so is retirement. By disciplining yourself financially, and leaving your 401(k) account to continuously grow, you're setting yourself up for a worry-free, comfortable retirement.

The FBMC Retirement Services Team welcomes Michelle Rodriguez. Michelle is our new Retirement Plan Analyst. She will be responsible for analyzing the mutual funds in the Vista 401(k) Plan's portfolio, along with providing client and customer service.

Michelle comes to us with 16 years of experience in the Retirement Benefits Administration field having worked for the Florida Retirement System, the City of Tallahassee's Pension Administration office and the Washington Area Metropolitan Transit Authority's Retirement Division in Washington, D.C. She received her Bachelors' Degree from Stetson University and has also attended the Police and Fire Pension Trustee School at Florida State University. Michelle is the proud parent of two, beautiful daughters, one awesome grandson, and a Chinese Crested dog named Noodles.



The DROP Box

Are you enrolled in DROP and close to retiring?

Do you have questions about what to do with your DROP benefits?

Would you like to speak to a 401(k) Plan Specialist about your distribution options?

To speak with a Retirement Services Team Representative, call 866-325-1278 or email 401k@vista401k.com

When you retire, since you don't have the option of leaving your DROP benefits with the State of Florida, you're required to select a payout method from the following three choices:

- Lump Sum Distribution – less income tax withholding (under age 55, an additional 10% tax penalty withheld)
- Direct Rollover – no tax withholding
- Partial Distribution and Direct Rollover – some income tax withholding

Here are some good reasons to rollover the DROP payout into a Vista 401(k) account:

- If you take the DROP funds as a payment directly to yourself, these funds will be taxable income for the current tax year.
- If you qualify for normal retirement from the School Board and reach the age of 55, you qualify to withdraw your funds without incurring the age 59½ withdrawal penalty from your 401(k) Plan. This means that if you choose to rollover your DROP funds to your Vista 401(k) Account, instead of a traditional IRA, you can withdraw funds before age 59 ½, without a penalty.

If you entered DROP in 2013, your DROP benefit will be distributed in 2018.

We also accept rollovers from your BENCOR, 403(b) or 457 accounts, so you can have all of your retirement funds in one convenient account. Call us at 866-325-1278 or e-mail us at 401k@vista401k.com for one-on-one support from our experienced Retirement Services Team.

Important Considerations When Withdrawing Funds from your Vista 401(k) Account

403(b) Annuity:

If you are rolling money into an annuity, have you:

- ☐ Considered your time horizon and the possibility you will annuitize (begin receiving regular income distributions) the annuity
- ☐ Received a fee disclosure to understand any fees you may be charged, such as sales (load) charges, maintenance fees, early withdrawal fees, surrender fees, etc.
- ☐ Obtained information on what your options are for cash in, or termination, should you wish not to annuitize the product you purchased
- ☐ Assessed the type of annuity being purchased to ensure it meets your long-term financial goals
- ☐ Confirmed your annuity company is a highly rated, stable firm with a solid credit rating
- ☐ Researched what could cause the annuity return to change during poor market performance and what occurs if the market significantly outperforms the annuity return
- ☐ Understood when and how the rate of return will change over time

Cash:

If you are withdrawing your 401(k) as a cash distribution, have you:

- ☐ Analyzed your tax liability and understood any penalties you may be assessed with a withdrawal (including rollovers to brokerage accounts)
- ☐ Calculated your taxable income from all sources and how the withdrawal will impact your income tax liability for the current tax year
- ☐ Confirmed the routing and account number for your banking institution is accurate if requesting a withdrawal via ACH
- ☐ Confirmed all components of your mailing address are present on the form If requesting a check be mailed to your home address

IRA:

If you are rolling money into an IRA, 401(k), 403(b), or other qualified plan, have you:

- ☐ Affirmed the fees on your investment choices are reasonable and not excessive
- ☐ Reviewed your investment choices in the new plan meet your retirement needs and are highly rated options
- ☐ Established your risk profile and set long-term investment goals for the new account

Beneficiary:

If you are a beneficiary closing an account for a deceased participant, have you:

- ☐ Included a copy of the Death Certificate for the participant and Letter of Administration, if applicable, for the estate
- ☐ Included information on the withdrawal form specifying where the distribution should be sent

VISTA 401(k)

P.O. Box 1878
Tallahassee, FL 32302-1878
866.325.1278
www.vista401k.com

401(k) Enrollment Form

(Please complete all sections of this form)

Section I – Employee Information

Name: _____ SS# or Employee # : _____
Last First Middle Initial

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ E-mail: _____

Section II – Investment Elections

I would like to enroll, restart or increase my 401(k) plan contributions through payroll deductions on a "before-tax" basis. Payroll contributions will start on the next available payroll after date of receipt. If this is a new Enrollment, Beneficiary information will be sent to you immediately and confidentially upon receipt of this form.

Amount per pay period (check one below):

❑ $25.00 (Minimum) ❑ $50.00 ❑ $75.00 ❑ Other $ _____ ❑ Annual Max $ _____

Send back this form OR visit us online at www.vista401k.com.
The Vista 401(k) Plan is your School District sponsored retirement plan. Don't delay - send back TODAY.
Mail: Vista 401(k), PO Box 1878, Tallahassee, FL 32302 • Fax: 850-425-8345 • Call: 866-325-1278

Select only 1 of the 3 options below:

Option 1 Target Date Retirement Funds

❑ American Funds 20___ (2020, 2025, 2030, 2035, 2040, 2045, 2050)

The American Funds are an all or nothing fund. If a target retirement date fund is selected you may not select your own funds. By checking this box you agree to these terms. More information regarding these funds and others in the Vista 401(k) plan can be found at **www.vista401k.com**.

Option 2 By Risk Category (See Risk Category models at **www.vista401k.com/risk.asp**)

❑ Capital Preservation 101 ❑ Conservative 201 ❑ Moderate 301 ❑ Growth 401 ❑ Aggressive 501

Option 3 Select Your Own Funds.

American Century; Government Bond	____%	T. Rowe Price; Small-Cap Stock Fund	____%
American Century; Inflation Adjusted Bond	____%	Vanguard; Balanced Index	____%
American Funds; EuroPacific Growth	____%	Vanguard; Federal Money Market	____%
American Funds; Investment Company of America	____%	Vanguard; Institutional Index Fund	____%
Fidelity Advisor; Total Bond	____%	Vanguard; Mid-Cap Index Fund	____%
Fidelity; Growth Strategies	____%	Vanguard; Small-Cap Index	____%
T. Rowe Price; Blue Chip Growth Fund	____%	Vanguard; Wellesley Income	____%
T. Rowe Price; Dividend Growth Fund	____%	Vanguard; Wellington	____%

SECTION III – Signature

By signing below, I hereby request that Vista 401(k) make changes to my investments as indicated above. Your signature is required to confirm your contributions.

Signature: _____ Date: _____

Vista 401(k) • P.O. Box 1878, Tallahassee, FL 32302-1878 • 1-866-325-1278 • FAX 850-425-8345 • www.vista401k.com

VISTA/ShortEnrForm/1016

VISTA 401(k)

Investment Risk Profile

The following profile process will help you decide how to invest your 401(k) investment dollars. Please remember that this is only a guide. The final decisions are your responsibility.

Step I – Complete the five-question Risk Tolerance Questionnaire and add up your score. You will have a score between 5 and 25 points.

Value	Questions	Score
	Which one of the following statements best describes your 401(k) savings goals?	
1	I want my investments to be safe from market declines regardless of growth potential.	
2	I prefer a mix of investments with an emphasis on low risk.	
3	I like a balance of low and high risk with some chance of good potential returns.	_____
4	I want to choose a mix of investments with somewhat higher risk for potentially higher returns.	
5	I want to invest aggressively, accepting more risk in order to achieve potentially the highest returns.	
	I'm willing to tolerate up and down market swings in the value of my account if that's what it takes to achieve potentially higher returns.	
1	Strongly Disagree	
2	Disagree	
3	Neutral	_____
4	Agree	
5	Strongly Agree	
	Which of the following best describes your view of investment risk?	
1	I am more interested in preserving my capital than in the return I get.	
2	A return on my money that keeps pace with inflation and minimizes the risk of my principal is acceptable.	
3	I want a balance in my investments with some of my funds invested in conservative growth stocks and the remainder in interest bearing funds.	_____
4	I want a long-term return that exceeds inflation or what I would receive at a bank or credit union. I am willing to take some risk to achieve it.	
5	I believe in the long-term value of the economy and want to invest in a portfolio of common stock funds. I am willing to take risk to achieve potentially higher returns but I am not a speculator.	
	Although current stock market volatility defies traditional experience, many analysts view a sustained drop in the major indices (Dow Jones Industrial Average, Standard & Poors 500, etc.) of 10% to be a correction and 20% or more as a recession. What would your attitude be if your plan value dropped by 10-20% during a year or less?	
1	I would probably stop contributing and consider transferring my existing funds to the money market option.	
2	I would be greatly concerned and would consider suspending new contributions and transferring my existing funds to lower risk plan options, such as the US Government Bond Fund.	
3	I would be concerned and might reduce my contributions and reposition my existing funds to different funds, possibly lower risk funds.	_____
4	I would view it as part of the normal fluctuations of long-term business cycles and would continue my contributions and maintain existing funds, assuming they were performing on a par with the rest of the market.	
5	I would view it as a buying opportunity at lower share prices and would consider increasing my contributions, assuming my existing funds were performing at the same level as other comparable funds.	
	Assuming that the higher the anticipated return on an investment, the higher the risk, and, conversely, lower anticipated returns are associated with lower risks, which return per year are you trying to achieve over a long period of time?	
1	3-6% (Certificate of Deposit, credit union or money market returns)	
2	5-8% (Bonds, conservative dividend paying stocks, balanced portfolio)	_____
3	8-12% (Long-term returns from the stocks of well established companies)	
4	10-15% (Diversified portfolio of growth and established companies)	
5	13%+ (Growth stocks from mid to large cap-size companies plus higher risk investments)	

TOTAL SCORE _____

Carefully read the following notice and view your Risk Tolerance Point Value below

Risk Tolerance Categories

Based on your Risk Tolerance Profile Value above, select the range or ranges your value falls in to learn more about the Risk Tolerance Category

5 - 8 Points: Capital Preservation
You are more interested in preserving your investment's principal than the return you receive on your money.

Capital Preservation - 101

100% Bonds

10%	Vanguard Federal Money Market
10%	American Century Inflation-Adjusted Bond
30%	American Century Government Bond
20%	American 2010 Target Retirement Date
30%	Fidelity Advisor Total Bond

9 - 12 Points: Conservative
You are uncomfortable with down-side risk and will take lower returns in order to preserve your capital. You realize that there are risks even with conservative investments

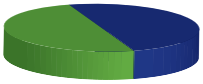
Conservative - 201

75% Bonds / 25% Stocks

15%	American Century Inflation-Adjusted Bond
25%	Fidelity Advisor Total Bond
25%	American Century Government Bond
15%	Vanguard Wellesley Income
10%	American Funds Investment Co of America
10%	T. Rowe Price Dividend Growth

13 - 16 Points: Moderate
You want better returns and are willing to invest in conservative stocks including some balance with bonds in order to lessen down-side risk.

Moderate - 301

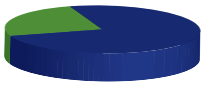


50% Bonds / 50% Stocks

10%	American Century Government Bond
10%	American Century Inflation-Adjusted Bond
20%	Fidelity Advisor Total Bond
10%	Vanguard Wellesley Income
10%	Vanguard Wellington
10%	Vanguard Institutional Index
15%	American Funds Investment Co of America
15%	T. Rowe Price Dividend Growth

17 - 20 Points: Growth
You are a stock investor and are willing to allow market forces determine values in your portfolio.

Growth - 401



25% Bonds / 75% Stocks

5%	American Century Inflation-Adjusted Bond
10%	Fidelity Advisor Total Bond
10%	Vanguard Wellesley Income
10%	Vanguard Wellington
10%	American Funds EuroPacific
10%	T. Rowe Price Blue Chip Growth
15%	American Funds Investment Co of America
15%	T. Rowe Price Dividend Growth
15%	Vanguard Institutional Index

21 - 25 Points: Aggressive
You are not a speculator but want the best opportunity for higher returns and are willing to take some risks.

Aggressive - 501

100% Stocks

10%	Fidelity Growth Strategies
10%	American Funds EuroPacific
10%	American Funds Investment Co of America
10%	T. Rowe Price Small-Cap
10%	T. Rowe Price Dividend Growth
10%	Vanguard Small-Cap Stock
10%	Vanguard Mid-Cap Index Admiral
15%	T. Rowe Price Blue Chip Growth
15%	Vanguard Institutional Index

Important Information: This material is provided only as a guide. It may not work for everybody. For example, if you have less than 2 years before retirement, need your 401(k) money to live on at retirement but describe yourself as an Aggressive Investor, you will probably not find a fit in the charts because we do not believe that people in these circumstances should be Aggressive. Likewise, if you are more than 15 years from retirement and do not need the funds at retirement but describe yourself as a Capital Preservation Investor, you will probably not be helped by these charts because we believe that people in these circumstances should be in the market, not avoiding it.

You are responsible for selecting your own funds regardless of their categorization. The funds included in each category are listed as "for your consideration" rather than as "recommended."

Although some guides may suggest a higher percentage allocation to bonds and other fixed sources, we suggest that you consider equity investments because the majority of your best working years' salaries will be replaced by Florida Retirement System (FRS) and Social Security (SS) if you are fully qualified. These sources of retirement benefits are fixed payment and your 401(k) plan can act as a variable source. Please note that this should not apply to Capital Preservation Investors who are close to retirement.

We also believe that the chart listings may be somewhat more conservative than those which would be considered for general investments. However, the 401(k) plan is for retirement purposes and our position is that a more conservative approach should be used than for general investing.

Carefully consider the investment objectives, risks, charges and expenses of the underlying fund before you invest. This and other important information is contained in the prospectus, which should be read carefully before investing. You can request underlying fund prospectuses from the Vista 401(k) website at **www.vista401k.com** or call us at 866-325-1278.

PERFORMANCE CHART

Fund Company	Fund	Ticker	Morningstar Category	Current Fund Operating Expense	March 2018	YTD	Average Annual Performance 1 Year	3 Years	5 Years
TOTAL RETURNS (%) as of 03/31/2018; 1, 3 and 5 year returns are annualized.									
International									
American Funds	EuroPacific	REREX	Foreign Lg Growth	0.85%	-0.8%	0.9%	20.8%	7.6%	8.4%
Small Cap Stock									
Vanguard	Small Cap Index	VSMAX	Small Blend	0.06%	1.1%	-0.2%	11.8%	8.1%	11.7%
T.Rowe Price	Small-Cap Stock	OTCFX	Small Growth	0.90%	1.9%	1.9%	13.5%	9.1%	12.0%
Mid Cap Stock									
Fidelity	Growth Strategies	FDEGX	Mid Cap Growth	0.78%	-1.0%	2.2%	15.0%	7.3%	13.0%
Vanguard	Mid Cap Index	VIMAX	Mid Cap Blend	0.06%	-0.1%	0.0%	12.3%	7.9%	12.3%
Large Cap Stock									
American Funds	Investment Co. of America	RICEX	Large Blend	0.65%	-3.2%	-1.3%	11.7%	9.8%	12.6%
T.Rowe Price	Blue Chip Growth	PABGX	Large Growth	0.98%	-3.1%	5.6%	30.4%	14.9%	18.0%
T.Rowe Price	Dividend Growth	TADGX	Large Blend	0.91%	-1.7%	-0.8%	12.5%	9.7%	12.1%
Vanguard	Institutional Index	VINIX	Large Blend	0.04%	-2.5%	-0.8%	14.0%	10.8%	13.3%
Balanced									
Vanguard	Balanced Index	VBIAX	50% to 70% Equity	0.60%	-1.0%	-0.9%	8.7%	6.6%	8.5%
Vanguard	Wellesley Admiral	VWIAX	30% to 50% Equity	0.15%	-0.3%	-2.4%	5.2%	5.2%	6.0%
Vanguard	Wellington Admiral	VWENX	50% to 70% Equity	0.16%	-1.1%	-1.9%	8.9%	7.5%	9.0%
Mixed Asset Target Date									
American Funds	2010 Target Date	RHATX	Tgt Date 2000-2010	0.47%	-0.6%	-1.0%	5.7%	4.8%	6.0%
American Funds	2015 Target Date	RHBTX	Tgt Date 2015	0.47%	-0.7%	-1.0%	6.3%	5.1%	6.7%
American Funds	2020 Target Date	RHCTX	Tgt Date 2020	0.48%	-0.8%	-0.6%	7.7%	5.8%	7.6%
American Funds	2025 Target Date	RHDTX	Tgt Date 2025	0.50%	-1.0%	-0.3%	9.8%	6.7%	8.8%
American Funds	2030 Target Date	RHETX	Tgt Date 2030	0.52%	-1.1%	0.0%	12.0%	7.8%	9.9%
American Funds	2035 Target Date	RHFTX	Tgt Date 2035	0.54%	-1.3%	0.3%	14.1%	8.8%	10.6%
American Funds	2040 Target Date	RHGTX	Tgt Date 2040	0.57%	-1.4%	0.4%	14.9%	9.1%	10.9%
American Funds	2045 Target Date	RHHTX	Tgt Date 2045	0.55%	-1.5%	0.5%	15.2%	9.4%	11.0%
American Funds	2050 Target Date	RHITX	Tgt Date 2050	0.55%	-1.5%	0.5%	15.5%	9.5%	11.1%
Bond									
American Century	Government Bond	CPTNX	Intermediate Govmt	0.47%	0.6%	-1.2%	0.4%	0.4%	0.8%
American Century	Inflation-Adjusted Bond	ACITX	Inflation Protected	0.47%	0.9%	-0.9%	0.8%	1.1%	-0.4%
Fidelity Advisor	Total Bond	FEPIX	Intermediate Term	0.50%	0.5%	-1.3%	1.6%	2.1%	2.4%
Cash/Money Market									
Vanguard	Federal Money Market	VMFXX	Money Market	0.11%	0.1%	0.3%	1.0%	0.5%	0.3%
Broad Base Benchmarks									
S & P 500 TR USD					-2.5%	-0.8%	14.0%	10.8%	13.3%
Barclays US Aggregate Bond					0.6%	-1.5%	1.2%	1.2%	1.8%

Sources: www.morningstar.com website as of 04/02/2018 and direct reports from the Fund Companies.

There are no sales (front-end load), transfer or surrender charges for any of the Vista 401(k) funds. If the fund normally charges such a fee to the public, they have been waived to Vista 401(k) participants.

The current Fund Operating Expense, is comprised of Management fees, Distribution and/or Service (12b-1) fees and Other expenses. The fees shown in this column are expressed as a percentage of assets on an annual basis, i.e. 0.85% of assets.

For further information, refer to the www.vista401k.com website. You may also call the Vista 401(k) Plan toll free at 866-325-1278 to speak to a Retirement Services Team representative.

Important Links

Fund Performance

Fund Performance for March 2018 is ready to view by clicking here.

Risk Tolerance Assessment

Have you recently taken an investment risk assessment for your 401(k) Account. **Click here** to begin this questionnaire.

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Stay up-to-date on market activity and other important Vista 401(k) Plan information.

Contribute to your retirement through the Vista 401(k) Plan today. Click here to Enroll!

Increase your contributions

Want to increase contributions to your 401(k) Account? Complete this **form** today!

Confirmed your beneficiary?

Have you confirmed the beneficiary on your Vista 401(k) Account? Complete this **form** to update your beneficiary information.

Have Questions?

Visit our frequently asked questions page on our website by **clicking here**.