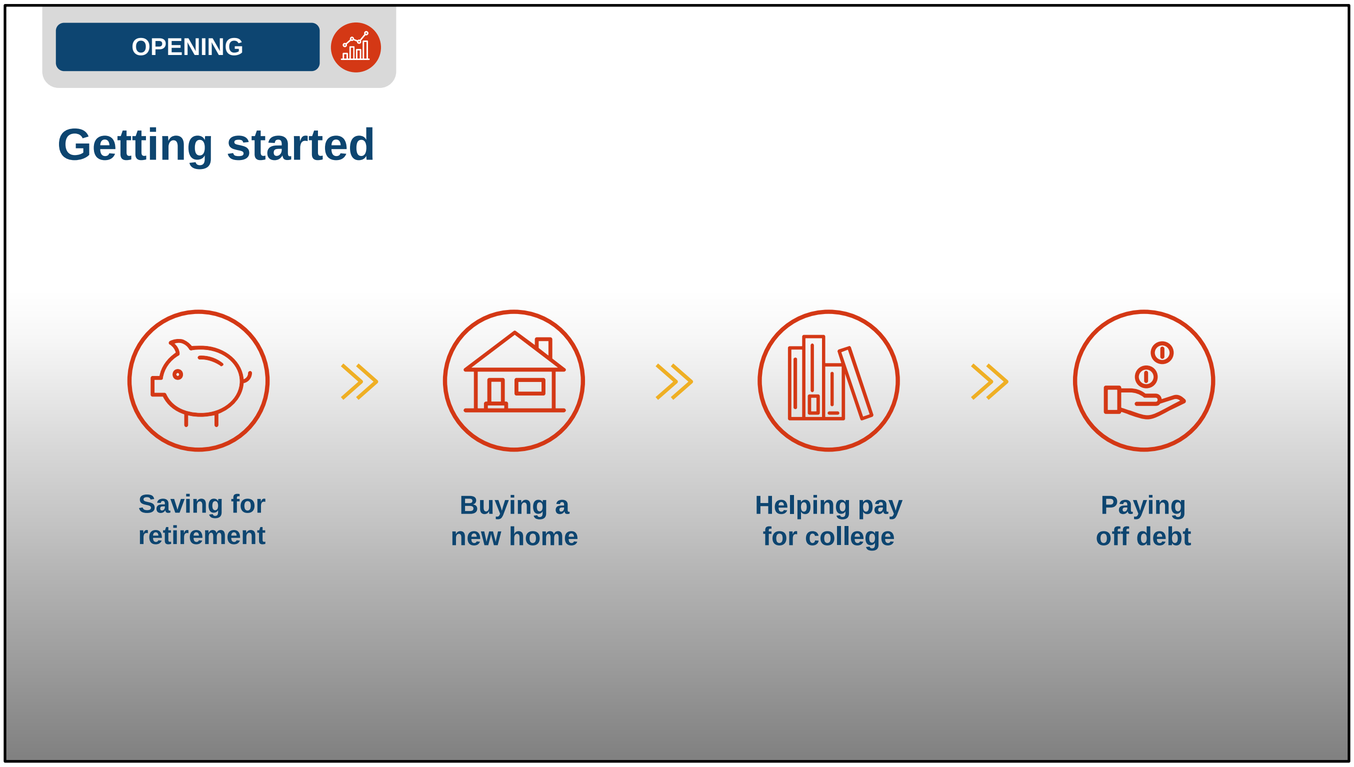
Welcome to our workshop, Invest Confidently for Your Future. Over the next 45 minutes or so, we'll focus on helping you look at your investments across all your accounts, and help you build a long-term plan you can feel confident about.



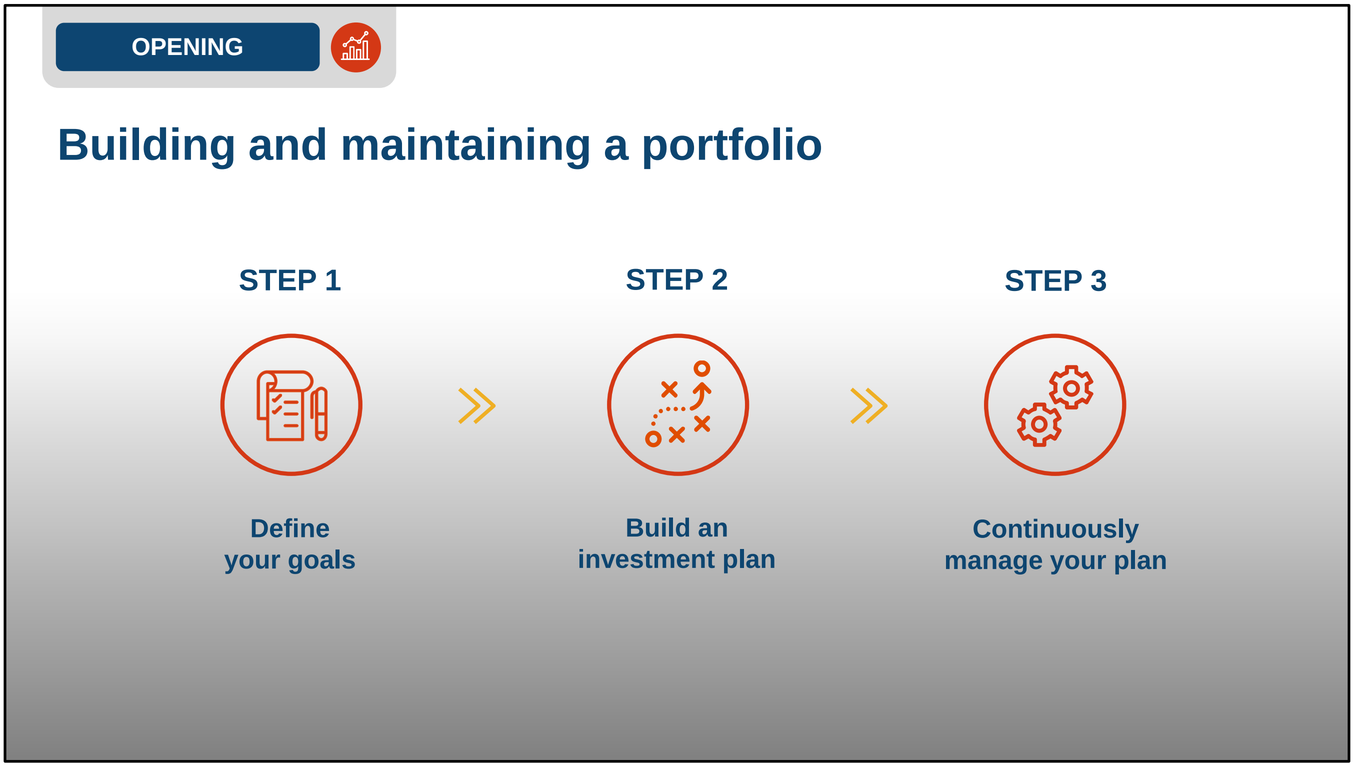
You've worked hard for the things that are important to you—perhaps you're saving for retirement, buying a new car or home, helping someone pay for **college**, or focused on paying off debt. In each case, your goals and needs are unique.

Saving for these things is great, but investing your savings—properly and with a plan—can really help your money grow. Investing can help optimize your savings to help you meet your specific goals.

Before we go further, think about the impact the market has had on your finances over the last 5, 10, and even 15 years. You've likely seen the market go up and down and may have even seen your own investments fluctuate. The markets are volatile, and the drastic ups and downs can really have an impact on your investment accounts if you aren't properly invested. Carefully selecting your investments based on your goals is very important.

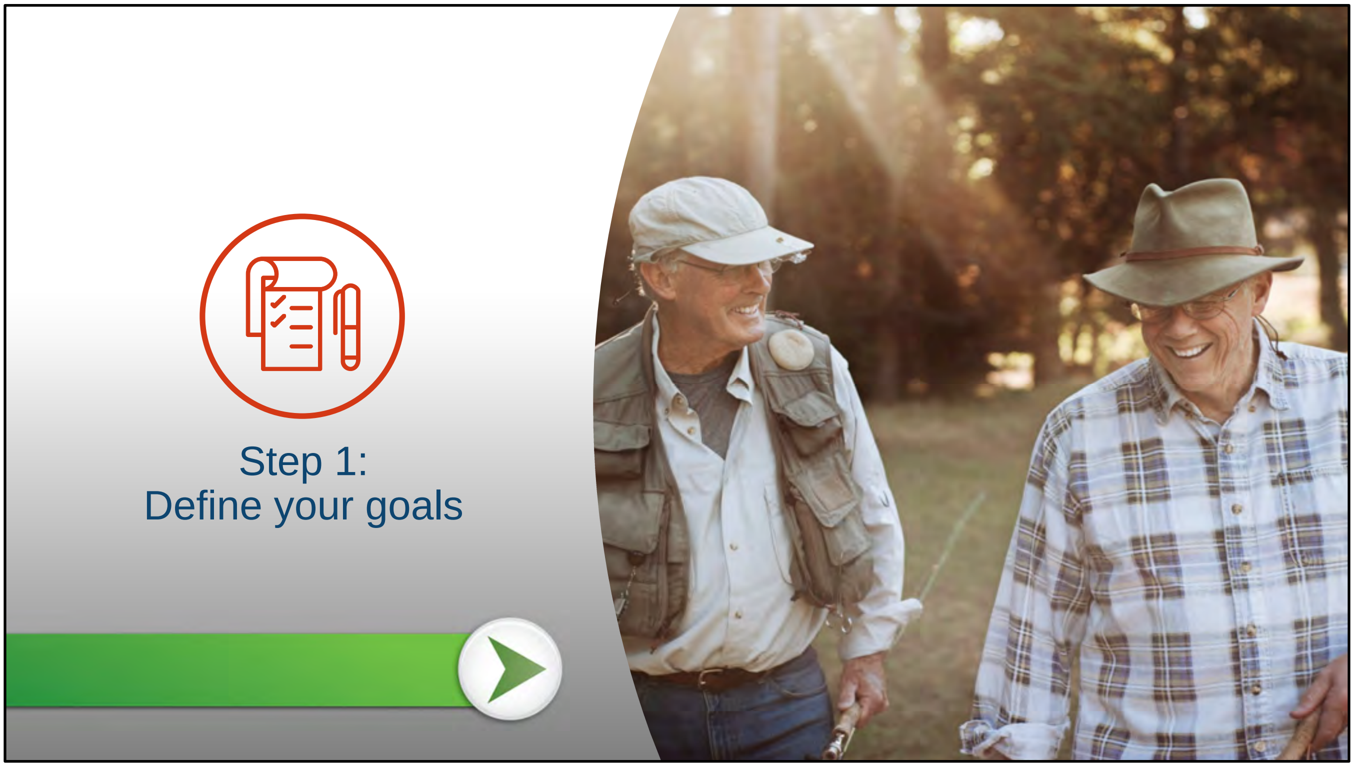
It's also important to look at your investments across all your accounts and build a long-term plan you can feel comfortable with. We'll talk about some key principles of building an investment plan—one you can stick with day in and day out.

We'll also share some simple steps you can take to help grow your savings by investing for what's important to you. And if you'd like additional help after we review these helpful tips, there are many resources available to you—and we'll talk about those, too.



Building and maintaining a portfolio of investments across all your accounts doesn’t have to be hard. Here are three steps we’ll review in more detail, to help you create and manage a plan that works for your situation:

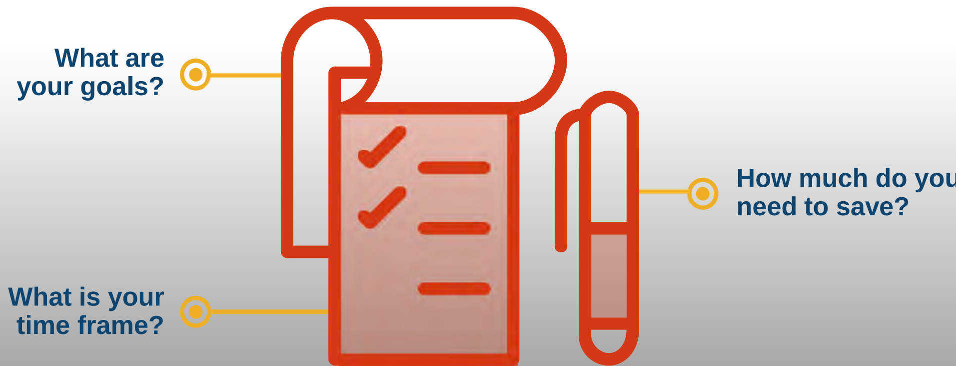
- Step 1: Define your goals. Whether you’re saving for a vacation, a new home, or a lasting retirement, consider your time frame and how much you need to save to accomplish your goals.
- Step 2: Build an investment plan. Finding the appropriate mix of investments involves managing both growth and risk through the principles of asset allocation and diversification. It’s also important to consider the amount of risk you’re willing to take on to help you optimize your savings.
- Step 3: Continuously manage your plan. Once you’ve put together an investment plan for all your accounts, sticking with a consistent investing strategy and adjusting it as your needs change is important to help you achieve your financial goals.



Goal setting is important for your investment plan. Let's explore this in a little more detail by taking a deeper dive into Step 1: Define your goals.

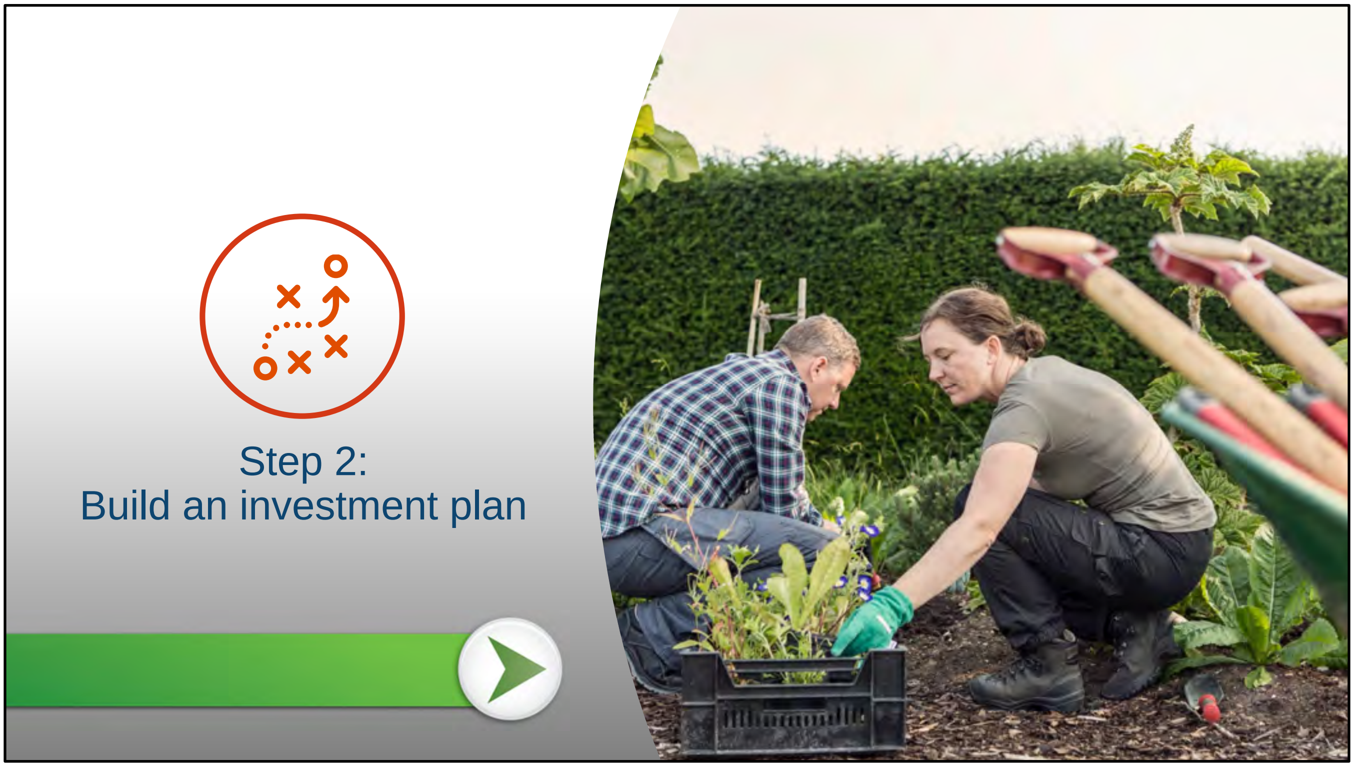
STEP 1

Define your goals



First, you'll want to define your goals. Your goals may include saving enough to last comfortably through retirement, saving for a down payment on a new home, or building a financial legacy. Defining your goals up front will make it easier to measure not only where you stand today but also where you stand relative to the future you envision.

Next, consider how much you think you'll need in order to accomplish each of your goals, as well as the time frame you have to save for them. For instance, creating a financial legacy to pass along to your children and grandchildren is likely to require a longer-term plan than saving for a child's college tuition 10 years from now.



The second step we will discuss today will help you understand how to optimize your savings by building an investment plan for all your accounts. To get started with this step, let's do a quick poll.

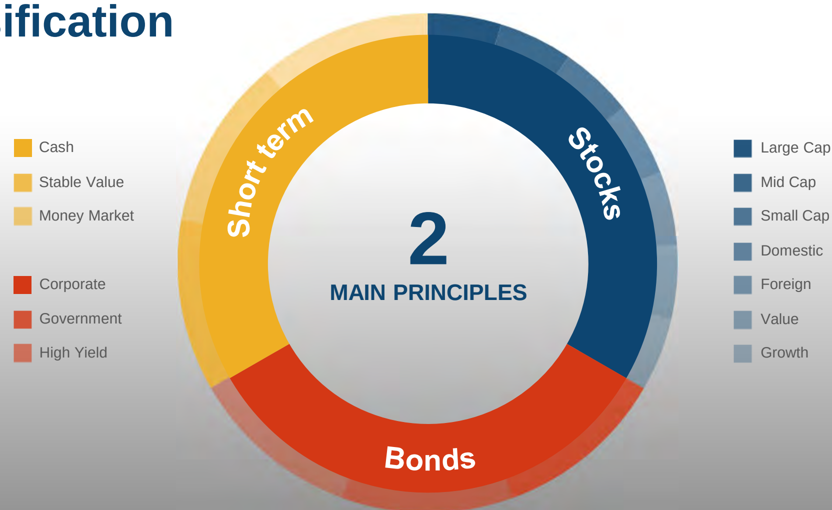
There are two types of risk you will want to consider when building your investment plan--inflation risk and investment risk. Inflation is the rate at which the general level of prices for goods and services is rising, which can affect your purchasing power. This means that the price of goods and services today is likely to cost you more as years go by. To overcome the impact of inflation, you may want to consider a mix of investments that has the potential to increase over time at a higher rate than inflation.

The other important risk to consider is investment risk. Knowing what you're saving for and how long you have to invest for that goal can help you determine an appropriate level of risk for your investments. While all investments carry some level of risk, finding the right mix of stocks, bonds, and short-term investments that might be right for you involves considering the trade-offs between growth and risk.

Generally speaking, the more risk you're willing to tolerate, the larger the potential investment gains—and steeper losses—you can reasonably expect. That's one reason investors focused on longer-term goals may be able to be more aggressive and invest in a mix of investments that has a larger portion of stocks. They may feel that time may let them ride out some of the ups and downs in the market—which is also known as volatility. Let's talk about how you can spread out risk among your investments.

STEP 2

Asset allocation and diversification



For illustrative purposes only.

Diversification and asset allocation do not ensure a profit or guarantee against loss.

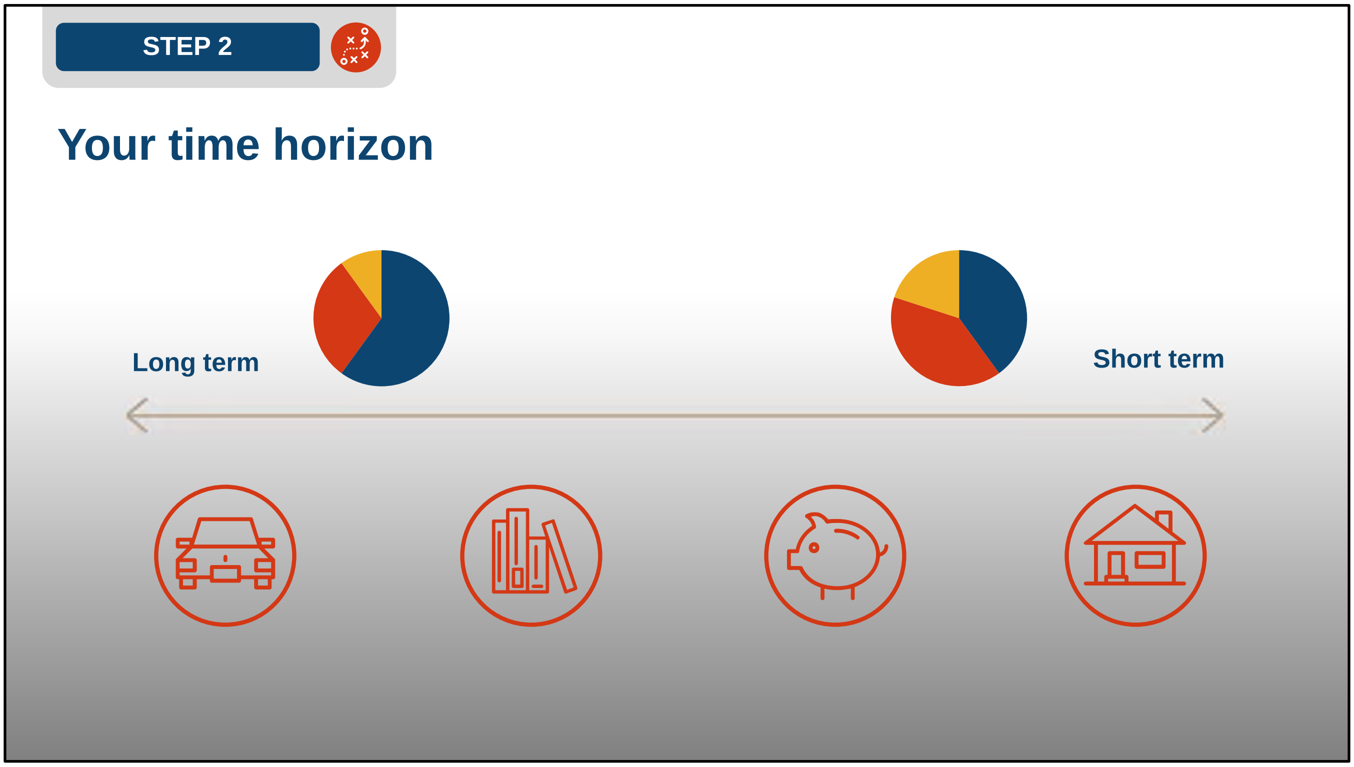
It's important to allocate and diversify your investments across all your accounts. This includes accounts such as the Duke Faculty and Staff Retirement Plan, brokerage account, IRA, pension, company stock, and any accounts from your spouse or partner.

There are two main principles that can help you manage investment risk –asset allocation and diversification. Choosing a mix of investments is one of your most important decisions when it comes to building an investment plan. One way to protect yourself from the unpredictability of the market may be to allocate your holdings among the three main asset classes – stocks (which includes domestic and foreign stocks), bonds, and short-term investments. Spreading your investments in a strategic way across the three investment types determines your investment mix.

Asset allocation means putting your money in a range of investment types, like stocks (also known as equities), bonds (also referred to as fixed income), and short-term securities (which are investments you can access almost as easily as cash).

Diversification means spreading your investments in each asset class among different segments within that asset class. For example, you could diversify stocks based on the size of the company, the investment's style, or geographic location. Likewise, bonds could be diversified by credit risk or maturity. Diversification ensures you are not invested too heavily in just one type of investment among each of the asset classes.

And while diversification and asset allocation can help you prevent drastic ups and downs in your investments overall, diversification and asset allocation don't guarantee that you won't experience a loss. However, properly diversifying your investments can significantly reduce the amount of risk you take on, which in turn limits the potential amount of loss you are likely to experience.



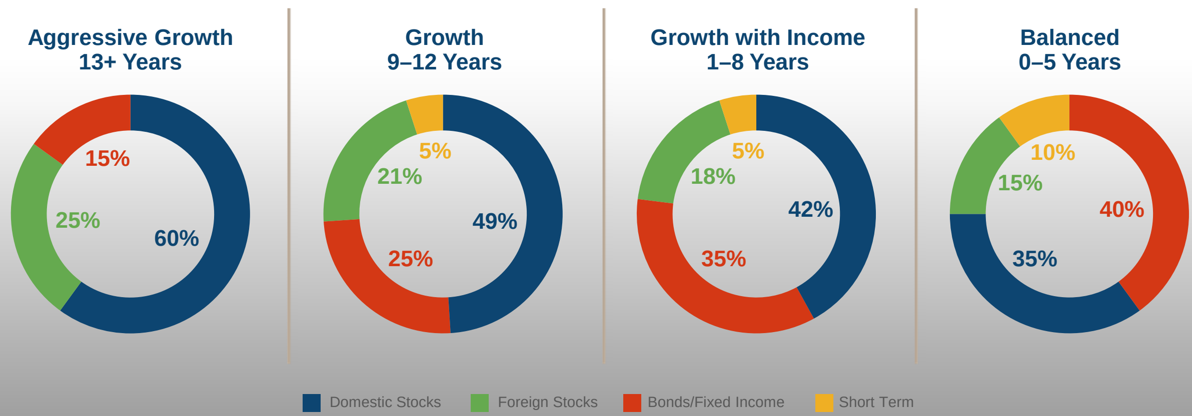
Another important consideration for investing is your time horizon. Investors who expect to be in the market for less time may be more concerned with protecting what they have saved and invested. In such situations, a more conservative mix of investments with a higher mix of bonds and short-term investments may be more appropriate. While history suggests that these investment types don’t have the same growth potential as stocks, they also generally hold up better during market downturns.

Similarly, you may be juggling several short- and long-term goals at once. Consider how much of your investment portfolio you want to allocate to short-term goals, with more conservative options with less risk of loss, and how much you want to allocate to more aggressive options with more growth potential. As you move closer to your goal, consider adjusting your mix of investments to build in more protection from the market’s ups and downs.

Take a moment to think about your most important financial goals. How long do you have to reach those goals?

STEP 2

Asset allocations



For illustrative purposes only. Diversification and asset allocation do not ensure a profit or guarantee against loss.

As a possible starting point for either your retirement or nonretirement goals, the target asset mix (TAM) is based on a measure of your time horizon. The measure of time horizon and the available default TAMs will vary by goal type. Time horizon for retirement goal type is defined as the difference between Current Year and Retirement (Goal Start) Year. Please note that this time horizon-based default TAM is just a starting point for you to begin consideration of the appropriate asset allocation. For a more in-depth look, be sure to take your risk tolerance, financial situation, and time horizon into consideration before choosing an allocation.

Here are some examples of different asset allocations for you to consider as you determine the level of risk you're comfortable with and how long you plan to invest for a long-term goal like retirement.

When you're further away from a goal like retirement, you may feel comfortable taking on more investment risk because you likely have more time to ride out the wide fluctuations in the market. Your asset allocation may include more stocks, which would make up an aggressive portfolio.

As you get closer to retirement, you may choose to shift your investments to become more conservative, and adjust your portfolio to include more bonds and short-term investments, because retirees often choose a combination of investments that are geared toward creating income and provide some opportunity for growth. Adding these investments can help reduce the risk to your savings and portfolio.

STEP 2

Performance determined by asset mix

	Jan. 2008–Feb. 2009	Mar. 2009–Feb. 2014	Jan. 2008–Feb. 2014
1. All-cash Portfolio	1.6%	0.3%	2.0%
2. Diversified Growth Portfolio	-35.0%	99.7%	29.9%
3. All-stock Portfolio	-49.7%	162.3%	31.8%

Source: Strategic Advisers, Inc. Hypothetical value of assets held in untaxed accounts of $100,000 in an all cash portfolio; a diversified growth portfolio of 49% U.S. stocks, 21% international stocks, 25% bonds, and 5% short-term investments; and all stock-portfolio of 70% U.S. stocks and 30% international stocks. This chart's hypothetical illustration uses historical monthly performance from January 2008 through February 2014 from Morningstar/Ibbotson Associates; stocks are represented by the S&P 500 and MSCI EAFE Indexes, bonds are represented by the Barclays U.S. Intermediate Government Treasury Bond Index, and short-term investments are represented by U.S. 30-day T-bills. Chart is for illustrative purposes only and is not indicative of any investment. Past performance is no guarantee of future results.

Let's take a look at the example of the 2008-2009 market. Many different types of investments lost value to some degree at the same time. While it may have felt as though diversification failed during the downturn, it didn't.

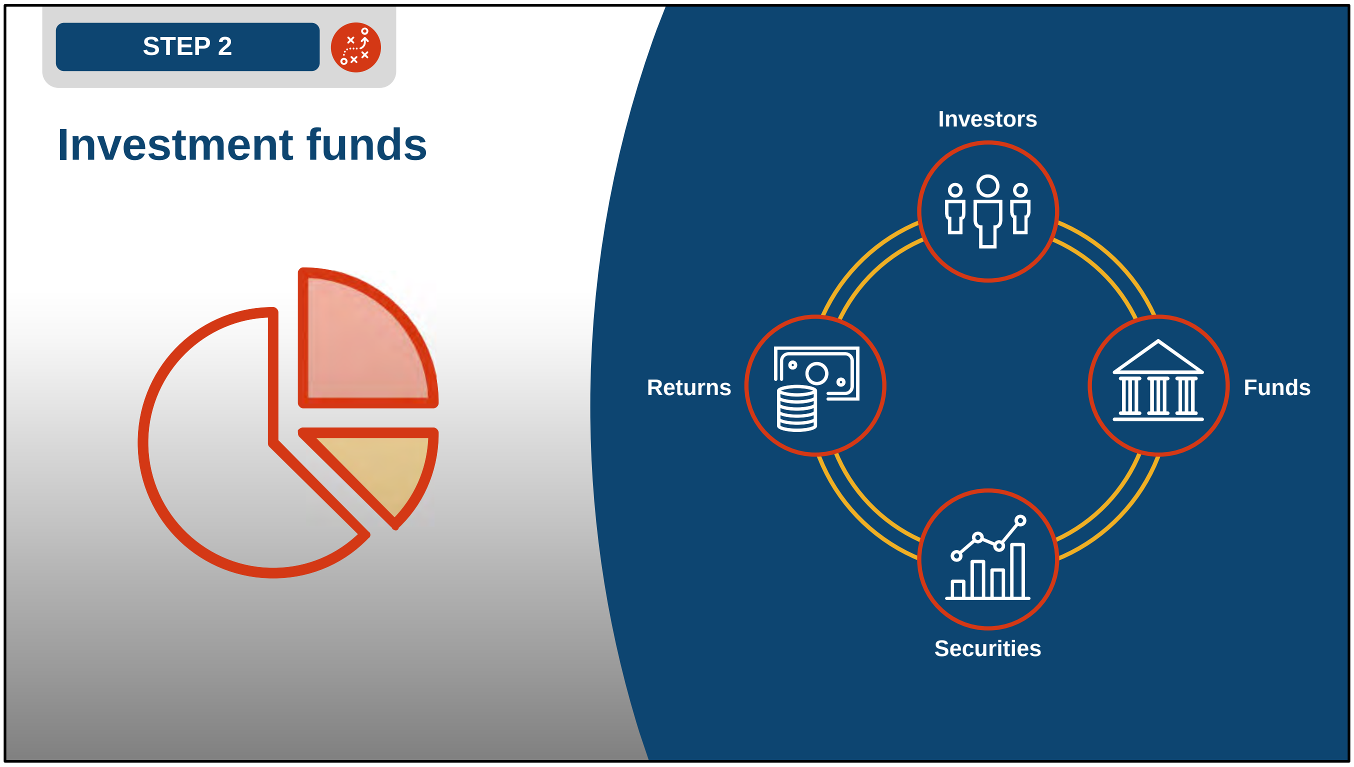
Consider the performance of three hypothetical portfolios: an all-cash portfolio; a diversified portfolio of 70% stocks, 25% bonds, and 5% short-term investments; and a 100% stock portfolio.

By the end of February 2009, both the all-stock and the diversified portfolios would have declined. The all-stock portfolio would have lost nearly half its initial value; however, the diversified portfolio would have lost a bit more than a third of its value. Yes, the diversified portfolio would have declined, but diversification would have helped reduce losses compared with the all-stock portfolio. The all-cash portfolio would have outperformed the all-stock and diversified portfolios over this 14-month period, but after the market started to go back up, an all-cash portfolio wouldn't have the same growth potential as those that held stocks.

Five years after the bottom, March 2009, our hypothetical all-stock portfolio would have risen by 162.3%, the diversified portfolio by 99.7%, and the all-cash portfolio by 0.3%. The all-stock portfolio got the biggest lift during the market's upswing. This is a good example of how such portfolios can behave when the market is in an upward trend - the diversified portfolio may gain less than the all-stock portfolio and more than the all-cash portfolio.

Now let's look at what happened over a longer cycle. From January 2008 through February 2014, the diversified portfolio was up 29.9%, while the all-stock portfolio was up 31.8%.

This is what diversification is about. It will not maximize gains in rising markets, but it captured most of the gains while delivering less volatility than just investing in stocks.



In your research, you may come across different investment funds. Investment funds collect money from multiple investors who purchase shares of the fund. In return, the money in the fund is managed by professionals who invest in securities like stocks, bonds, and short-term investments according to the fund's investment objective.

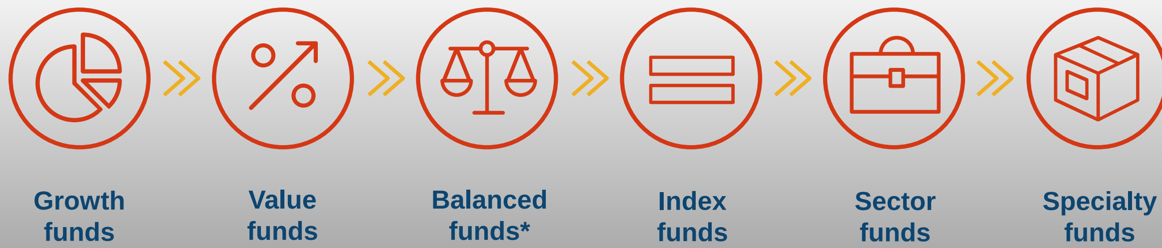
These funds may be a good way to diversify your investments. You can select funds with different investment objectives, which can also help broaden your asset allocation. The types of funds that may be right for you depend on your financial situation, risk tolerance, and time horizon.

Let's review some different types of investment funds, starting with stock funds.

STEP 2

Stock funds

Invest primarily in equities

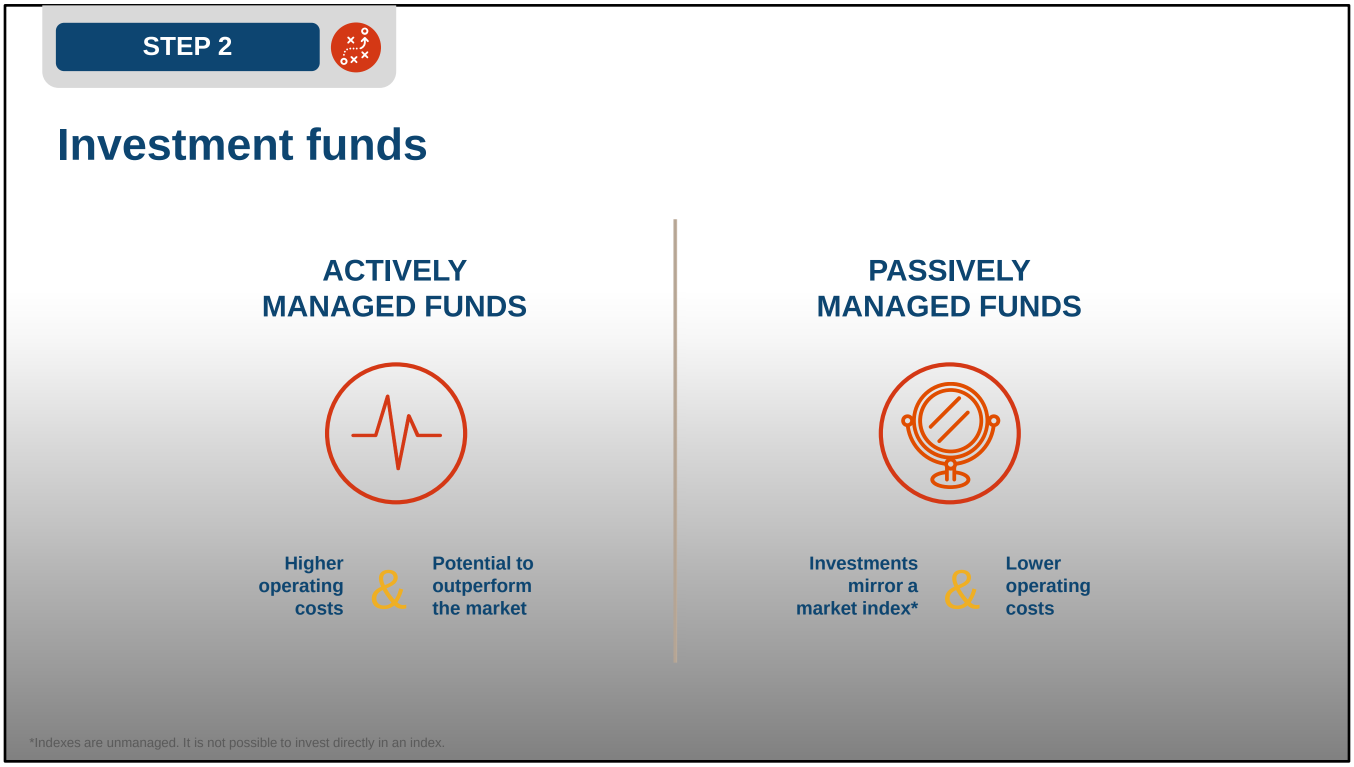


**You could lose money by investing in a money market fund. An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Before investing, always read a money market fund's prospectus for policies specific to that fund.*

Stock funds invest primarily in stock, also known as equities. There are many types of stock funds, and each has its own investment objective.

Here are a few common types of stock funds:

- **Growth funds** — A growth fund is a highly diversified portfolio of stocks that has capital appreciation, or market gains, as its primary goal, with little or no dividend payouts.
- **Value funds** — A value fund primarily holds stocks that are deemed to be undervalued in price and are likely to pay dividends.
- **Balanced funds** — A balanced fund combines a stock, a bond, and sometimes a money market* component in a single portfolio. Generally, these funds reflect a moderate objective to strike a balance between risk and growth.
- **Index funds** — An index fund is constructed to match or track the components of a market index, such as the S&P 500 Index.
- **Sector funds** — Sector funds invest solely in businesses that operate in a particular industry, such as technology, real estate, and health. Because of their lack of diversification, there is potential for big gains and equally high risk.
- **Specialty funds** — Specialty funds include commodities that trade in bulk goods such as grains, metals, and foods; regional funds that focus on a specific area of the world; and socially-responsible funds that adhere to certain conscientious beliefs.



Now let's consider the manner in which funds are managed. There are two approaches: active and passive management.

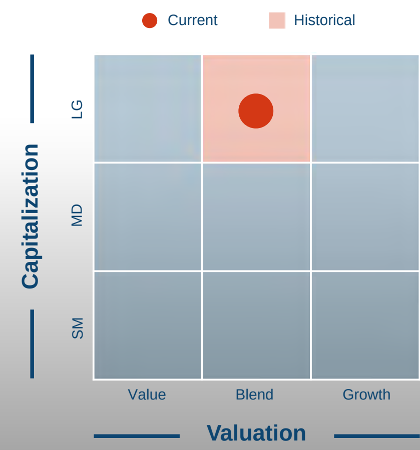
Actively managed funds use portfolio managers to select investments in an attempt to outperform the market and produce better returns than passively managed funds. They tend to have higher operating costs due to the research and analysis entailed in selecting those investments. By relying on a fund manager’s knowledge to interpret and act on market trends, actively managed funds may have the potential to outperform the market as a whole.

Passively managed funds are made up of investments that mirror a market index—for example, the S&P 500® Index or the Russell 2000 Index. They tend to have lower expenses, because index fund managers don’t rely on a research staff, nor do they buy and sell securities as frequently. Historically, index fund returns have been “in line with” the index they are designed to track.

Indexes are unmanaged. It is not possible to invest directly in an index.

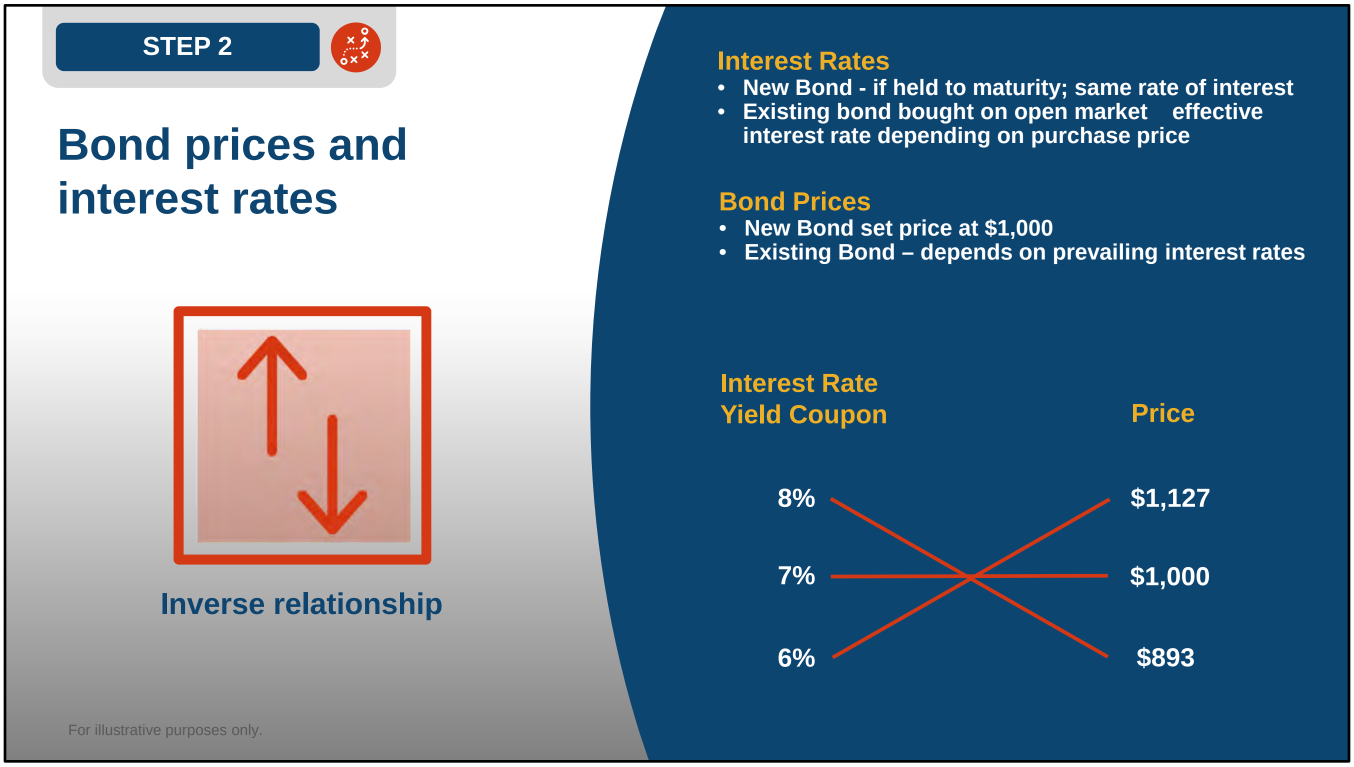
STEP 2

Stock funds: Equity StyleMap®



*StyleMap® depictions of characteristics are produced by Fidelity using data from Morningstar, Inc. StyleMaps estimate characteristics of a fund's equity holdings over two dimensions: market capitalization and valuation. The percentage of fund assets represented by these holdings is indicated beside each StyleMap. Current StyleMap characteristics are denoted with a dot and are updated periodically. Historical StyleMap characteristics are calculated for the shorter of either the past three years or the life of the fund, and are represented by the shading of the box(es) previously occupied by the dot. StyleMap characteristics represent an approximate profile of the fund's equity holdings (e.g., domestic stocks, foreign stocks, and American depository receipts), are based on historical data, and are not predictive of the fund's future investments. Although the data are gathered from reliable sources, accuracy and completeness cannot be guaranteed.

Stock funds are generally categorized by company size, also known as market capitalization or market cap, and valuation. Valuation consists of value, growth, and blend. Blend is a mix of both value and growth. You can view this information for each fund by examining the Equity StyleMap®—a nine-box grid reported by Morningstar that estimates characteristics of a stock's equity holdings over two dimensions: market capitalization and valuation.

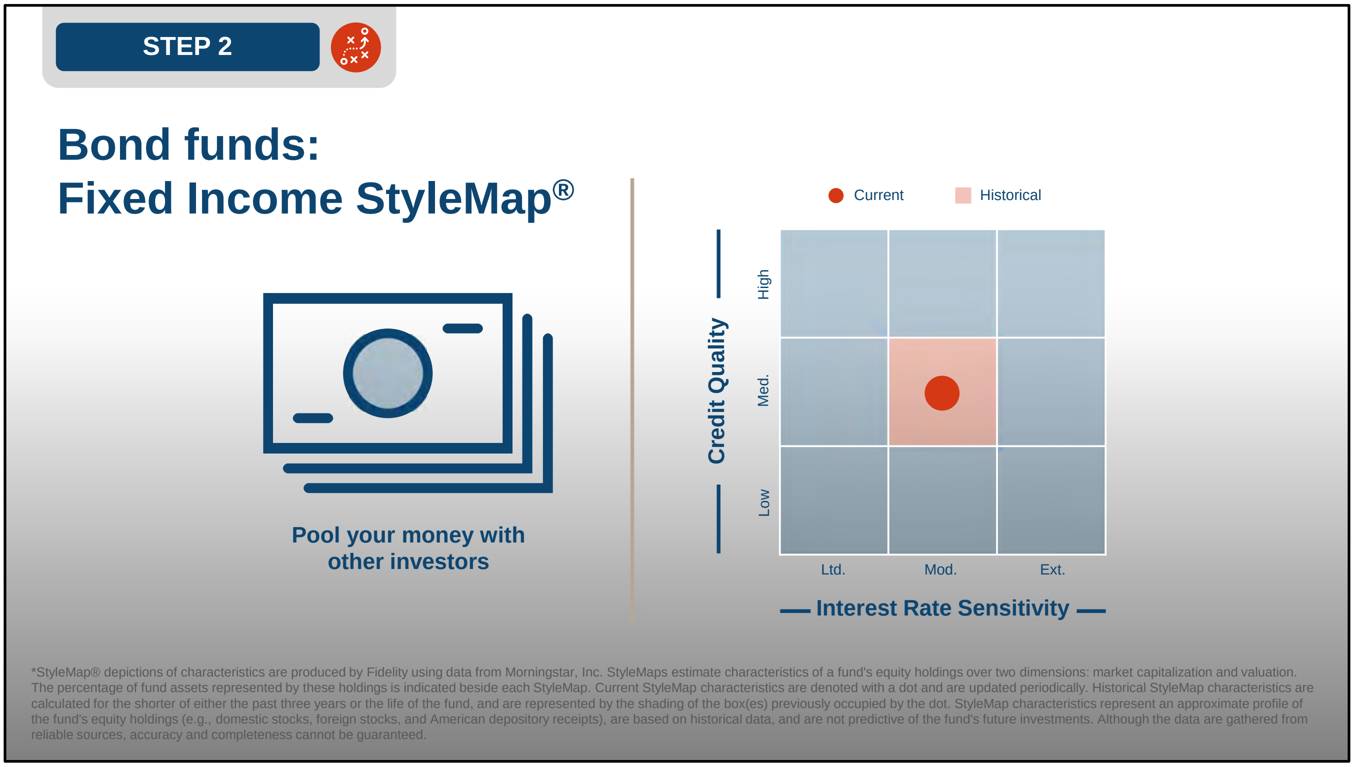


Bond price and interest rates
If you buy a new bond and plan to keep it to maturity, changing prices, interest rates, and yields typically do not affect you, unless the bond is called. But investors don't have to buy bonds directly from the issuer and hold them until maturity; instead, bonds can be bought from and sold to other investors on what's called the secondary market. Bond prices on the secondary market can be higher or lower than the face value of the bond because the current economic environment and market conditions will affect the price investors are actually willing to pay for the bond. And the bond's yield, or the expected return on the bond, may also change.

The price investors are willing to pay for a bond can be significantly affected by prevailing interest rates. If prevailing interest rates are higher than when the existing bonds were issued, the prices on those existing bonds will generally fall. That's because new bonds are likely to be issued with higher coupon rates as interest rates increase, making the old or outstanding bonds generally less attractive unless they can be purchased at a lower price. So, higher interest rates mean lower prices for existing bonds.

If interest rates decline, however, bond prices of existing bonds usually increase, which means an investor can sometimes sell a bond for more than the purchase price, because other investors are willing to pay a premium for a bond with a higher interest payment, also known as a coupon. Buyers will generally want to pay less for a bond whose coupon rate is lower than prevailing interest rates. Conversely, buyers will generally be willing to pay more for a bond whose coupon rate is higher than prevailing interest rates.

This relationship can also be expressed between price and yield. The yield on a bond is its return expressed as an annual percentage, affected in large part by the price the buyer pays for it. If the prevailing yield environment declines, prices on bonds generally rise. The opposite is true in a rising yield environment - in short, prices generally decline.



Bond funds are similar to stock funds, in that you put your money into a pool with other investors, and a professional invests that pool of money according to the fund's investment objective. Some bond funds aim to mimic the broad market, investing short- and long-term bonds from a variety of issuers, such as the U.S. government, government agencies, corporations, and more specialized securities. Other bond funds focus on a narrower slice of the bond market, such as a short-term treasury fund or a corporate high-yield fund.

Just like stocks that fall into Morningstar® categories based on market capitalization and style, bonds can also be grouped by two main categories: credit quality and interest rate sensitivity. Because bond values tend to fluctuate with interest rate changes, it's important to consider duration of the bond, the length of time until maturity, and how changes in interest rates might affect the bond's value. The categories include Limited (less than three-and-a-half years); Moderate (three-and-a-half to six years); and Extensive (greater than six years). Credit quality can be Low, Medium, or High.

If you choose to manage your own investment portfolio, you'll first want to think about all the investment accounts you have, and how they complement one another. Again, that may include your **Duke Faculty and Staff Retirement Plan**, IRA, brokerage account, and so on.

Next, you'll need to do some research and evaluate different investment options that fit your overall investment strategy. Once you've done your research, you'll want to select your investments, and decide what to buy and when. After making your selections, you'll need to continuously monitor your investments by reviewing their performance and risk. If the asset allocation of your investment portfolio isn't aligned with your overall goals, you'll need to rebalance your investments to bring your portfolio back to the level of risk you are comfortable with.

STEP 2

	Large stocks	Foreign stocks	Small stocks	Bonds	High-yield bonds	Short-term investments
2014	12.47	-3.44	4.89	5.97	2.50	0.02
2015	0.44	-5.25	-4.41	0.55	-4.64	0.02
2016	12.62	5.01	21.31	2.65	17.49	0.20
2017	21.16	27.77	14.65	3.54	7.48	0.80
2018	-5.30	-13.78	-11.01	0.01	-2.26	1.83
2019	30.90	22.13	25.52	8.72	14.41	2.15
2020	20.79	11.13	19.96	7.51	6.17	0.45
2021	25.66	8.29	14.82	-1.54	5.36	0.04

Top annual performer (All figures represent total annual returns.)   Bottom annual performer (All figures represent total annual returns.)

Source: Strategic Advisers, 2022. Past performance is no guarantee of future results. Large stocks as measured by S&P 500®; foreign stocks as measured by MSCI EAFE®; small stocks as measured by Russell 2000®; bonds as measured by Barclays U.S. Aggregate Bond Index; high-yield bonds as measured by the BofA Merrill Lynch High Yield Master II Index, which measures the performance of the non-investment-grade U.S. domestic bond market; short term as measured by U.S. 30-day Treasury bills.

Winners and losers

A diversified portfolio may help balance the market ups and downs. It is impossible to predict which asset class will be the best or worst performer in any given year. The performance of any given asset class can undergo drastic periodic changes.

This chart illustrates the annual performance of various asset classes relative to one another. In times when one asset class dominates all others, as was the case for large stocks in the late 1990s, it is easy to lose sight of the fact that historical data shows it is impossible to predict the winners for any given year.

A well-diversified portfolio allows investors to reduce some of the risks associated with investing. By investing a portion of a portfolio in a number of different asset classes, portfolio volatility may be reduced.

Remember, past performance is no guarantee of future results, and neither diversification nor asset classes ensures a profit or guarantees against loss.

STEP 2

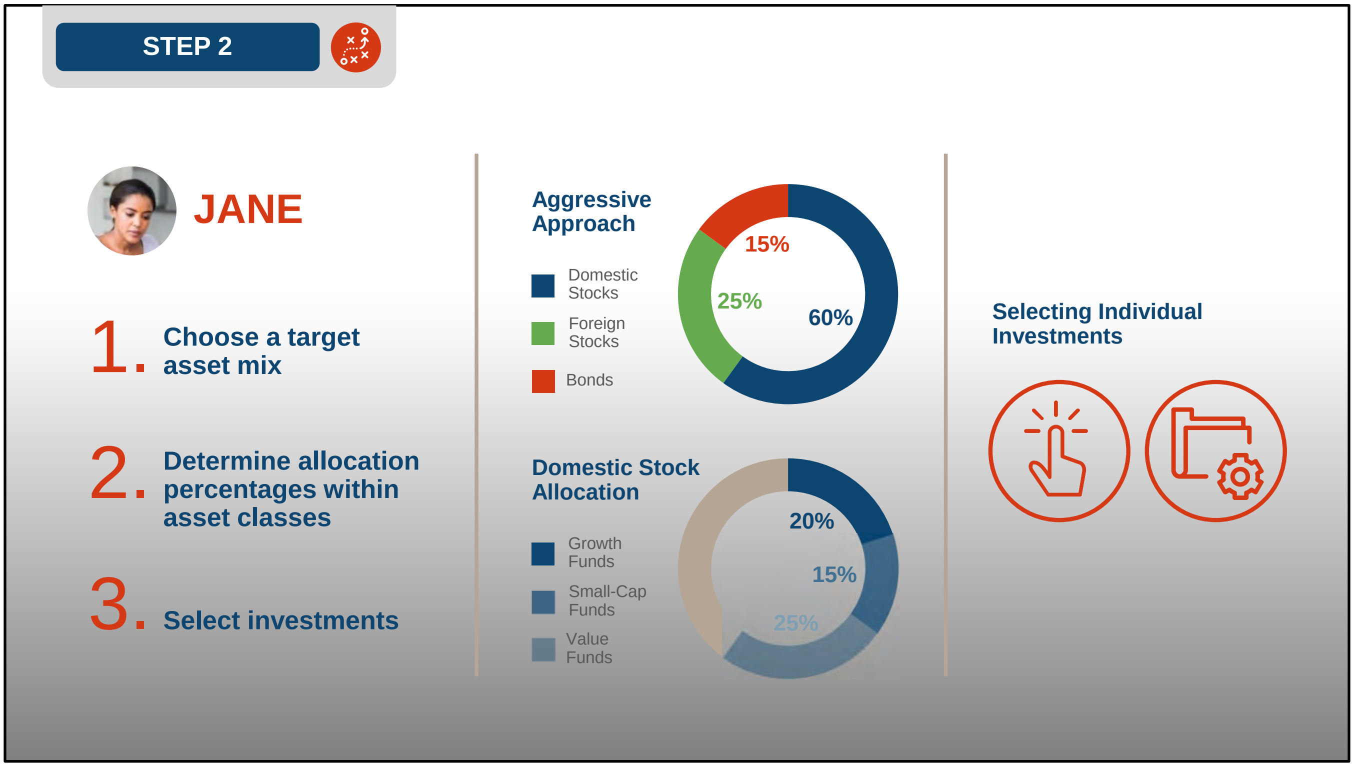
Evaluate your investment options

When selecting your own investments, it's highly recommended that you evaluate your investment options before you commit to them. This involves reviewing their long-term performance, as well as their rankings and ratings versus their peers. When comparing performance, it's important to take a long-term view. Looking at the investment's performance over the last 5 or 10 years—or even longer if the information is available—will help you see how an investment has performed over time and in various market conditions.

In addition, you should evaluate potential risk factors. These are measured by Beta, R-squared, Sharpe Ratio, and standard deviation. Investment options also come with internal costs, or fees, often referred to as the expense ratio. Keep in mind that the returns are shown "net of fees," meaning the cost of the fund is reduced from the performance. You should also evaluate how the investment compares to its benchmark and review the top 10 holdings of the fund.

It's important for you to evaluate the investments in all your accounts. You can find helpful information to evaluate the Duke Faculty and Staff Retirement Plan investment options in the "Investments" tab on NetBenefits.

Let's explore how to build a diversified portfolio. To start, you'll want to decide on your mix of investments, also known as your target asset mix. This includes stocks, bonds, and short-term investments. You should select the mix that is aligned with your investment time frame, financial needs, and comfort with volatility and risk.



To illustrate the selection process, we'll review how Jane builds her portfolio following three key steps: choosing a target asset mix, determining the allocation percentages within each asset class, and selecting her investments.

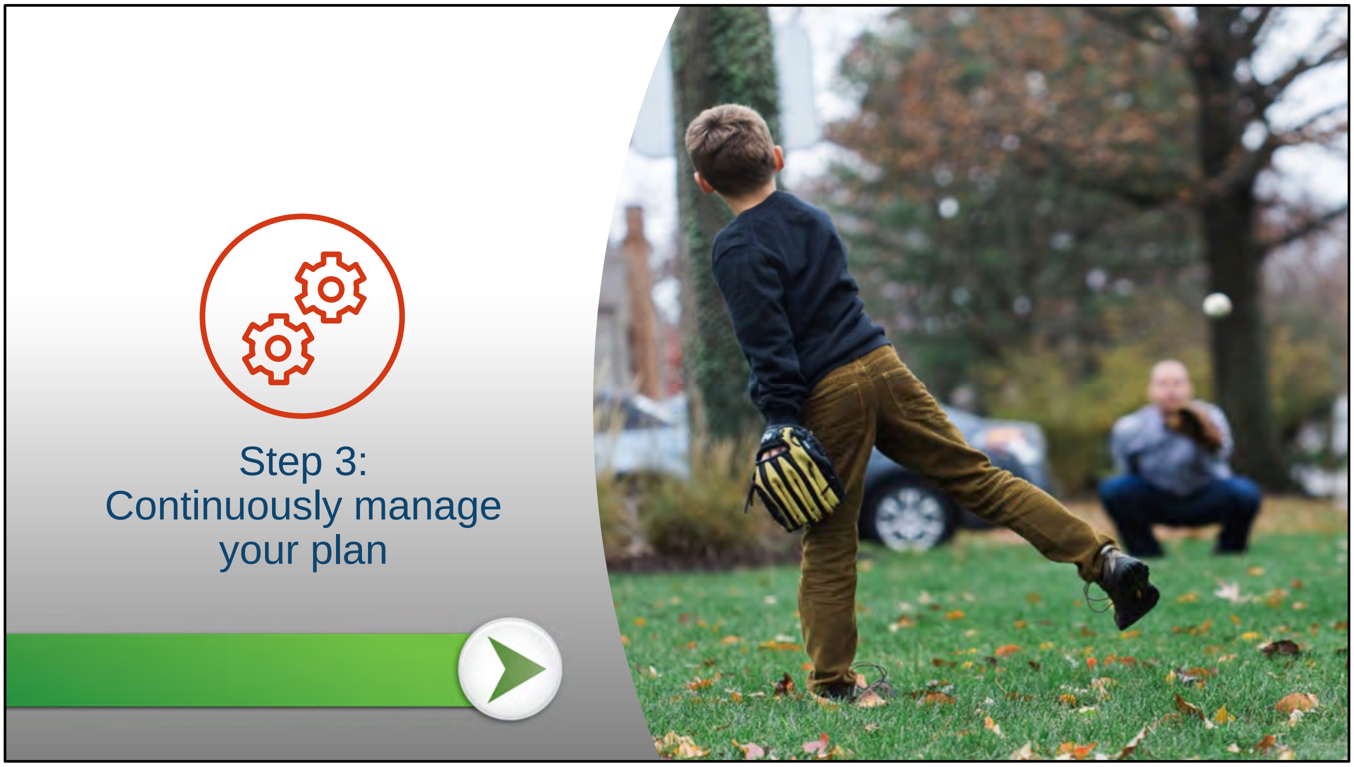
How Jane sees herself as an investor—conservative, moderate, or aggressive—helps her designate the percentages she's most comfortable with. Because Jane is more than 13 years away from retirement, she is comfortable taking a more aggressive approach to building her portfolio, so she chooses an aggressive growth target mix with 60% domestic stock, 25% foreign stock, and 15% bonds.

Next, Jane determines the allocation percentages she wants to have within each asset class. For example, out of the 60% of her portfolio that is domestic stocks, she allocates 20% as growth funds, 15% to small-cap funds, and 25% to value funds.

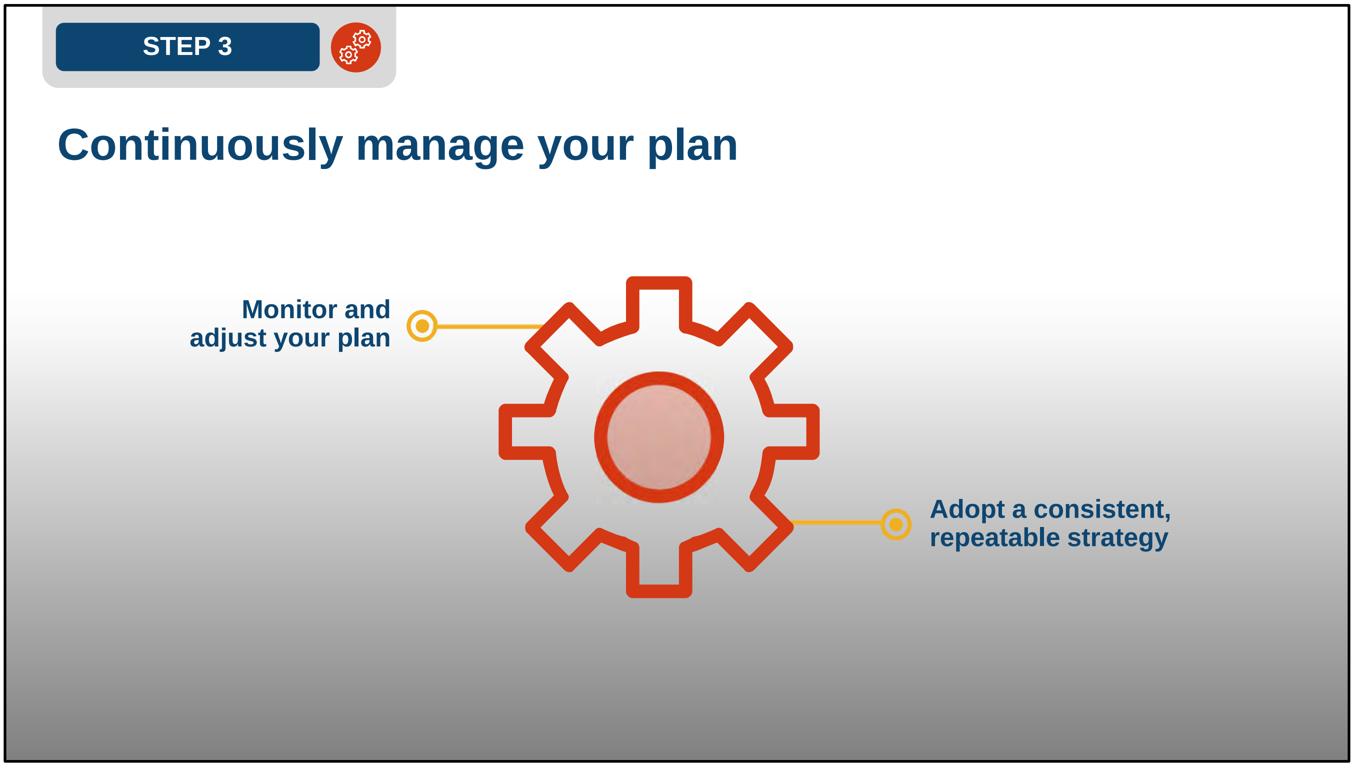
Lastly, she selects individual investments, also known as holdings, to fill her allocation percentages. Some examples may include an S&P 500 Index fund and an emerging-market fund.

As you can see, there is a lot involved with building a diversified portfolio, and it does require having the time and discipline to commit to researching your investments, instead of relying on guesswork to select the makeup of your portfolio.

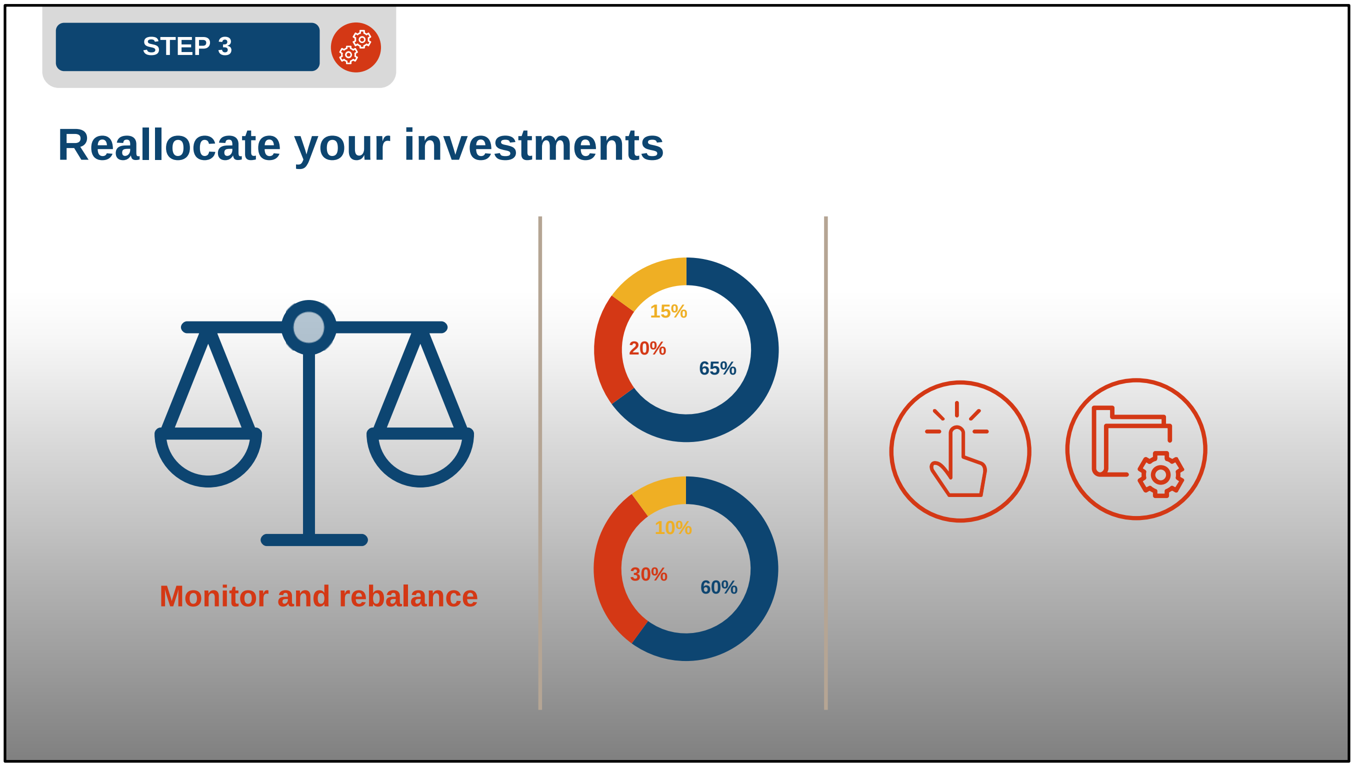
In addition to the time it will take Jane to commit to researching her investments, she will need the discipline to maintain her portfolio, by rebalancing her holdings periodically and adjusting her target mix as her financial situation changes.



The third key step of investing is to continuously monitor and adjust your plan based on the changing market and your changing needs.



Once you've established a mix of investments based on the level of risk and amount of time you feel comfortable with, it's important to continuously manage your plan. Whether you're managing your own investments or decide to get professional investment help, the process of investing can be made easier by adopting a consistent, repeatable strategy that you stick to, no matter what happens in the markets.

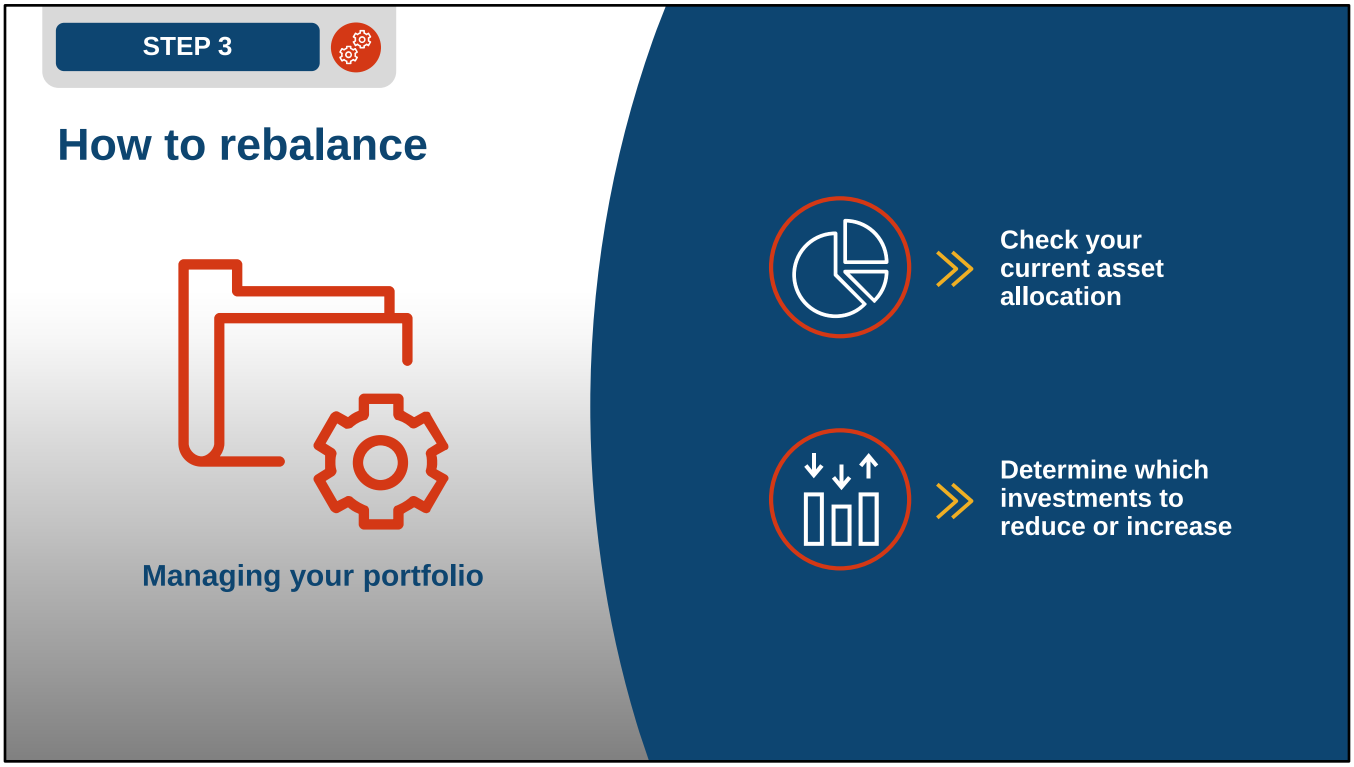


If you decide you want to manage your own investments, it's important to monitor your plan and investments as life changes and the market fluctuates.

Over time, the allocated percentages of the stock, bonds, and short-term investments in your portfolio will shift due to changes in the market. That's why it's important to monitor your account and periodically rebalance your investments to get the allocated percentages back on target.

For example, if you intended to have a mix of investments of 60% stocks, 30% bonds, and 10% short-term investments and your current allocation is 65% stocks, 20% bonds, and 15% short-term investments, you'll want to reallocate your investments in each asset class to bring your portfolio back to your preferred allocation.

The process of creating a plan, choosing your investments, and managing your portfolio can be rewarding if you have time to commit to it. But if you're too busy to spend the time, monitoring your investments may suffer by taking a back seat to your other priorities. It's important to consider how much time you're willing to commit to selecting and monitoring your investments.



Let’s review how to rebalance your portfolio.

First, check your current asset allocation. If you’re doing this for your Duke Faculty and Staff Retirement Plan through Fidelity, you can log into your account on NetBenefits.com, select the “Investments” tab and view “Performance and Research”. The “percent invested” column will show you what percentage of your overall account is invested in each investment. The “asset class” column will show you the type of each investment.

Next, determine which investments you have too much of, and which you don’t have enough of, based on the target mix of investments you are comfortable with. Sell investments from the asset classes you wish to reduce and purchase additional investments in asset classes that you wish to invest more in, to bring your portfolio back to a level of allocation that suits your needs.

In your workplace savings plan, which is a tax-qualified plan, when you buy and sell to rebalance your investments, you will not trigger immediate tax consequences.

For taxable accounts, where selling assets might trigger tax consequences, it could make sense to avoid selling some investments, and simply contribute any new money to the asset class that you’d like more of. This will help you slowly adjust your investments and bring them back to the allocations you prefer.

STEP 3

Tier 2: Core Funds

- These funds represent the primary asset classes and have been chosen based on their suitability for inclusion in a customized retirement portfolio

- This option may be good if you are more comfortable diversifying your own investments

Tier 2 core funds are a group of funds that represent the primary asset classes from conservative to aggressive, allowing you to build your own portfolio.

If you are comfortable with a hands-on approach, this option may be one to consider. This option allows you to diversify your own investments. Fidelity has financial consultants that can help you build your portfolio.

STEP 3

Tier 2: Core Funds

Asset Class	Fund
Money Market	**Vanguard Federal Money Market Investor**
Stable Value	**TIAA Traditional Fixed Annuity**
	VALIC Fixed Interest Option
Intermediate-Term Bond	**Vanguard Total Bond Market Index I**
	Metropolitan West Total Return Bd Plan
Multisector Bond	**PIMCO Income Instl**
Large Value	**MFS® Value R6**
	Vanguard Equity-Income Adm
Large Blend	**Vanguard Institutional Index Instl Pl**
	Vanguard FTSE Social Index Inv
Large Growth	**Vanguard PRIMECAP Adm**
	Fidelity® Contrafund® K6
	T. Rowe Price Growth Stock I
Mid-Cap Value	**American Century Mid Cap Value R6**
	MFS® Mid Cap Value R6
	Fidelity® Low-Priced Stock K6

Asset Class	Fund
Mid-Cap Blend	**Vanguard Extended Market Index Instl**
Mid-Cap Growth	**MassMutual Select Mid Cap Growth I**
Small Value	**Fidelity® Small Cap Value**
Small Blend	**Goldman Sachs Small Cap Value R6**
Small Growth	**Janus Henderson Triton N**
	Fidelity® Small Cap Growth K6
Foreign Small/Mid Blend	**Fidelity® International Small Cap**
Foreign Large Blend	**Vanguard Total Intl Stock Index I** **American Funds Europacific Growth R6**
Diversified Emerging Mkts	**Vanguard Emerging Mkts Stock Idx Instl**
Foreign Large Growth	**Vanguard International Growth Adm**
Real Estate	**Vanguard REIT Index Institutional**

These funds are monitored by Duke's Investment Advisory Committee.

This is the list of investment options in Tier 2.

A complete description of the plan's investment options and their performance, as well as planning tools to help you choose an appropriate mix of investments, are available online at Fidelity Net Benefits. Remember that choosing investment options involves looking at many factors, including but not limited to, the objective of the fund, the type of risk it may involve, fees and expenses, and how those factors fit into your overall investment strategy.

It is your responsibility to ensure the investments you select are suitable to your situation, including your goals, time horizon, and risk tolerance.

STEP 3

Fidelity BrokerageLink®

- Fidelity's BrokerageLink®, a self-directed brokerage account, gives you access to additional investment choices for your retirement savings beyond the target date funds and core funds available in the Duke Retirement Plan
- Approximately 11,000 mutual funds available
- Please be aware that additional fees may apply
- **NOTE: These funds are not monitored by Duke's Investment Advisory Committee**

The Tier 3 group is a Self-Directed Brokerage Account that allow participants to have access to additional mutual funds--approximately 11,000 to choose from. This option requires that you more actively manage your retirement contributions. Additional restrictions and fees may apply. Please note: these funds are not monitored by the Duke Investment Advisory Committee.

STEP 3

Investment approaches

Do It Yourself (DIY)

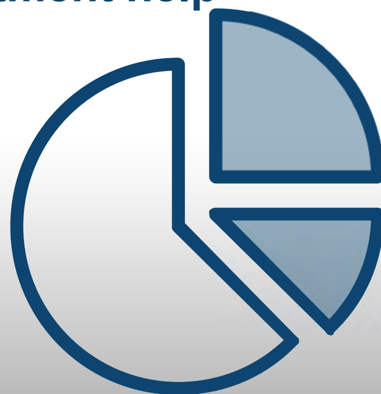
Professional Investment Help

If you prefer to choose and manage your own investments, you may be considered a Do-It-Yourself investor. While this approach provides control over your investment decisions, it requires more of your time—and greater investment knowledge—because you'll need to monitor your portfolio and make adjustments as necessary.

If you want to get assistance from a knowledgeable professional who will help you monitor and adjust your investing strategies, you may prefer to rely on Professional Investment Help.

STEP 3

Professional investment help



Single-fund Solution

The target date investments are designed for investors expecting to retire around the year indicated in each fund's name. The investments are managed to gradually become more conservative over time as they approach the target date. The investment risk of each target date investment changes over time as its asset allocation changes. The investments are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after the target dates.

For Plans with Target Date Funds only:

With Target Date Funds, the investment mix of stocks and bonds automatically becomes more conservative as the target retirement date approaches. Choose the fund that represents your anticipated year of retirement. Principal invested is not guaranteed at any time, including at or after the target dates.

As with any investment, it's important to check your portfolio periodically to make sure the investment mix you've selected is still the right approach for you.

STEP 3

Tier 1: Vanguard Target Date Funds	
Asset Class	Fund
Target-Date Retirement	Vanguard Target Retirement Income Fund
Target-Date 2020	Vanguard Target Retirement 2020 Fund
Target-Date 2025	Vanguard Target Retirement 2025 Fund
Target-Date 2030	Vanguard Target Retirement 2030 Fund
Target-Date 2035	Vanguard Target Retirement 2035 Fund
Target-Date 2040	Vanguard Target Retirement 2040 Fund
Target-Date 2045	Vanguard Target Retirement 2045 Fund
Target-Date 2050	Vanguard Target Retirement 2050 Fund
Target-Date 2055	Vanguard Target Retirement 2055 Fund
Target-Date 2060	Vanguard Target Retirement 2060 Fund
Target-Date 2065	Vanguard Target Retirement 2065 Fund

Default Investment Option

If you do not select investments for your contributions, your contributions will be invested in the Vanguard Target Retirement Fund closest to your 65th birthday.

Funds that contain a mix of stocks, bonds, and short-term instruments that is more aggressive when a participant is younger and more conservative at retirement.

The target date in the name of the fund is a useful starting point in selecting a fund, but you should not rely solely on the date when choosing a fund or deciding to remain invested in one. Information about the funds is available in the funds' prospectus. Issues to consider include:

- Understanding the strategy and risks of the fund, as well as the risks of the underlying mutual funds held as investments.
- Finding out the fund's performance and fees.
- Learning how the investments will change over time and when the fund will reach its most conservative mix.
- Taking into account when you plan to withdraw the money and whether the fund's investment mix on and after the target date fit with your plans for the future.

Even though the fund automatically rebalances, it is important to monitor the fund's investments over time to ensure it is meeting your needs.

Please be aware that if you do not select an investment for your contributions, your contributions will be invested in the Vanguard Target Retirement fund closest to your 65th birthday.

STEP 3

Continuously manage your plan

Review your investment strategy periodically

Revisit it to ensure that the asset allocation remains appropriate

Like with a "do it yourself" investment approach, it's important to review and monitor your investment plan. **Regardless of** whether you choose to get professional investment help using a single fund solution, it’s important to check on your investments periodically to review your investment strategy and to help make sure you are on track to reach your financial goals.

We’ve covered a lot of ground today. Now let’s do a quick review of some key next steps you can take to help you build and manage your investment plan.

NEXT STEPS

Review

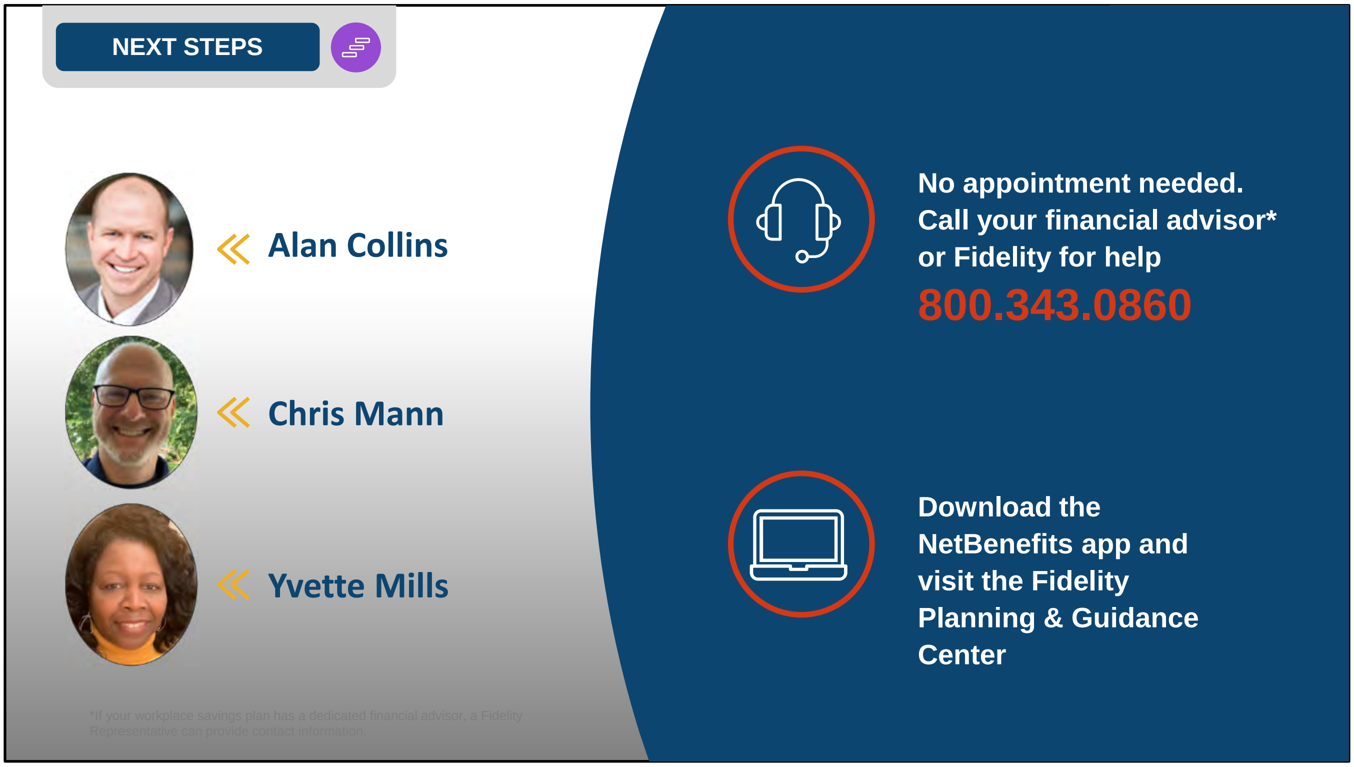
First, define your goals, as well as your time frame to reach them, and think about how much money you'll need.

Then, decide which investment style is right for you—whether you prefer to manage your own investments or seek professional investment help.

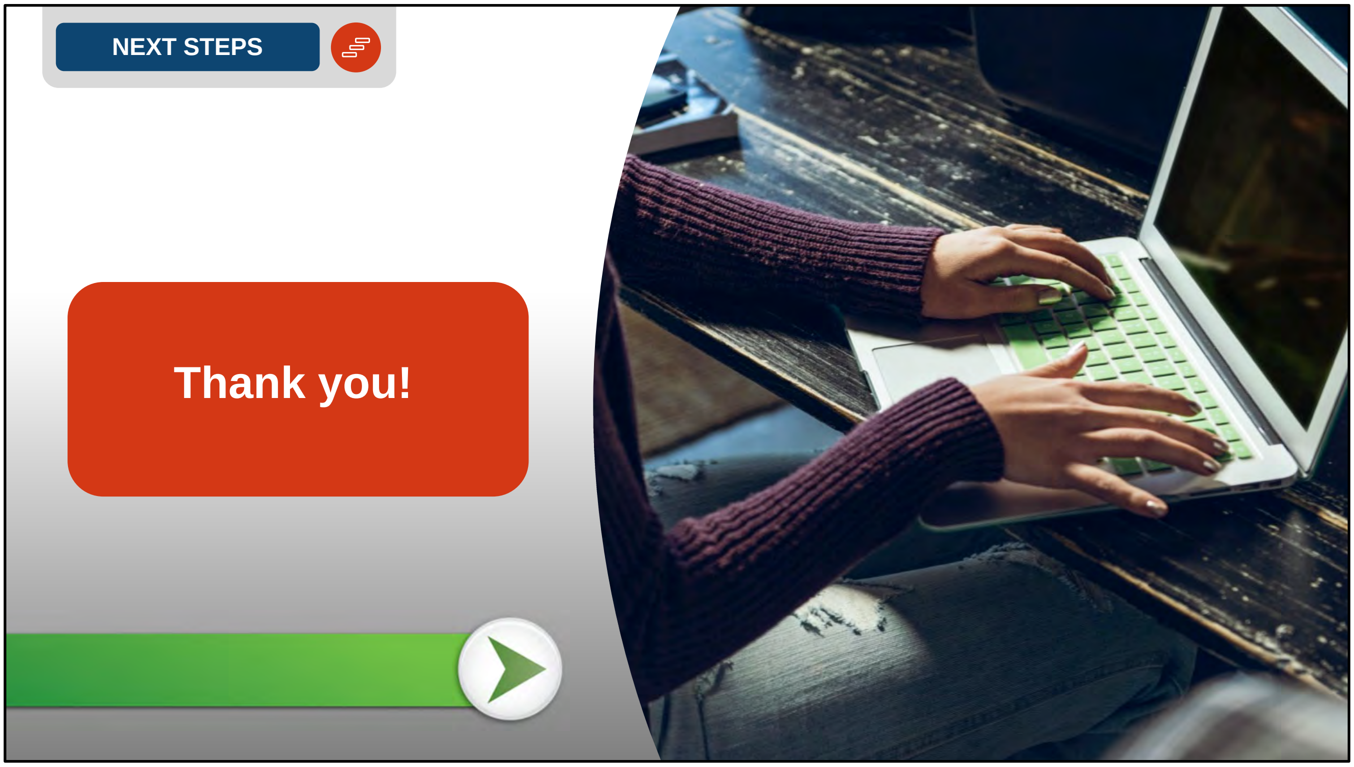
Next, by yourself or with professional help, build your investment plan. This involves gathering information about your various investments (and your spouse's or partner's assets, if applicable).

After that, you'll need to properly allocate and diversify your investments so that the risk you'll take on is at an appropriate level for you and your objectives.

You'll also need to continuously monitor and rebalance your portfolio to stay aligned with your goals.



If you still have any questions, or would like some additional help on how to do all of this in the way that works for you, here are some great ways to take the next step.



Thank you!

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

This information is intended to be educational and is not tailored to the investment needs of any specific investor.

Investing involves risk, including risk of loss.

Fidelity does not provide legal or tax advice. The information herein is general in nature and should not be considered legal or tax advice. Consult an attorney or tax professional regarding your specific situation.

Bloomberg Barclays U.S. Aggregate Bond is a broad-based, market-value-weighted benchmark that measures the performance of the investment-grade, U.S. dollar-denominated, fixed-rate taxable bond market.

Dow Jones US Total Stock Market Index is a float-adjusted market capitalization–weighted index of all equity securities of US headquartered companies with readily available price data.

ICE BofAML U.S. High Yield Index is a market capitalization-weighted index of U.S. dollar-denominated, below-investment-grade corporate debt publicly issued in the U.S. domestic market.

MSCI Europe, Australasia, Far East Index (EAFE) is a market capitalization-weighted index that is designed to measure the investable equity market performance for global investors in developed markets, excluding the U.S. and Canada.

Russell 2000® Index is a market capitalization-weighted index designed to measure the performance of the small-cap segment of the U.S. equity market. It includes approximately 2,000 of the smallest securities in the Russell 3000 Index.

S&P 500® Index is a market capitalization-weighted index of 500 common stocks chosen for market size, liquidity, and industry group representation to represent U.S. equity performance. S&P 500 is a registered service mark of The McGraw-Hill Companies, Inc., and has been licensed for use by Fidelity Distributors Corporation and its affiliates.

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Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully