

Johnson Service Group, Inc. 401(k) Retirement Savings Plan - Contract Employees

Disclosure & Comparative Chart for Retirement Plan Participants

All individuals who have the right to direct investments in an employer-sponsored retirement plan are being provided with the attached detailed disclosure of fees, expenses and services provided in connection with such plan. This document is specific to your plan. You will see additional disclosures and an itemization of fees which may be assessed to your individual account on your next quarterly statement (and all future statements).

Why am I receiving this disclosure?

Because you have the right to direct investments under a retirement plan or because you are considered to be one of the following:

- An employee eligible to join your employer's retirement plan
- An active participant in the plan
- A former employee with a vested balance in the plan
- A retiree with a vested balance in the plan
- An active beneficiary of a former employee's plan account
- An alternate payee under a QDRO (qualified domestic relations order), typically as the result of a divorce

What do I need to do?

There is no action you need to take as a result of receiving this disclosure; however, you should consider reviewing the following pages carefully to learn more about the fees you pay and the services you receive related to your retirement plan.

This document describes investment information, services, fees and expenses contractually established and agreed upon by the sponsor of this employer-sponsored retirement plan and Transamerica. Any changes to the contractually established information set forth in this document that are not completed, or agreed upon in writing, by an authorized representative of Transamerica, either in part or in total, shall invalidate this disclosure and Transamerica will bear no responsibility for any liability whatsoever that may result, either directly or indirectly, as the result of such change, nor for any ensuing misperceptions on the part of disclosure recipients as a result of such changes.

DISCLOSURE & COMPARATIVE CHART
Johnson Service Group, Inc. 401(k) Retirement Savings Plan - Contract Employees (Plan)
IMPORTANT INFORMATION REGARDING YOUR PLAN
August 7, 2019

A retirement plan offers a convenient way to save for retirement and often provides unique features and benefits not available elsewhere. Individuals have the opportunity to make the plan work harder for them by committing to consistent savings early, taking full advantage of the tools and services available, maintaining a long-term investment strategy, and understanding how the plan works, including plan investment choices and fees. This document was prepared to aid you in that understanding.

General Plan Information	
Investment Vehicle	A Group Annuity Contract with separate account and general account investments (Investment Choices) issued by Transamerica Life Insurance Company, 4333 Edgewood Road NE, Cedar Rapids, Iowa 52499 (Transamerica).
How to Direct Your Investments and Make Allocation Changes	<p><u>Direction of investments:</u> You may direct the investment of your Plan account.</p> <p><u>404(c) Compliance:</u> This plan intends to comply with the administrative requirements of ERISA section 404(c). ERISA section 404(c) was designed to ensure that you have the opportunity to (1) exercise control over the investment of your accounts available for your direction, and (2) choose from a broad range of investment alternatives.</p> <p><u>Timing for making investment allocation changes:</u> On any business day.</p> <p>To change your investment allocation, you may go to: transamerica.com/portal/home or call 1-800-401-8726.</p> <p>For a complete description of investment direction rights, limitations, or restrictions under your Plan, refer to your Plan's Summary Plan Description (SPD), or similar document provided.</p>
Transfer Restrictions	Some Investment Choices may have transfer restrictions (See Table 1 for details, if applicable).
Voting, Tender and Similar Rights and Restrictions	For the Investment Choices in the Group Annuity Contract, the proxies are voted by the Plan Sponsor as the owner of the underlying shares. You do not participate in any proxy voting.
List of Investment Choices	For the listing of the Investment Choices active under your Plan, please see the section titled "Comparative Chart" under Table 1.
Potential General Administrative Fees	
Plan Fees	Plan Fees which may be paid directly by your employer or deducted from individual participant accounts include, but are not limited to:

	<ul style="list-style-type: none"> • Fees charged by Transamerica, including those for enrollment materials and workshops, base and per participant recordkeeping fees, hourly administrative consulting fees up to \$85 per hour, plan termination fees up to \$125 per hour, compliance consulting fees up to \$125 per hour, and outside asset fees, if applicable. • Fees directed by the plan sponsor to be allocated to participants, including auditor fees, and legal fees, when applicable, and as permitted to be charged to the plan. <p>The fees described above may be paid by your employer, or from: an expense account established for the plan; a deduction from each participant account on a pro-rata or per capital basis, or expenses collected from each investment choice selected for the plan. For those fees deducted from each participant account, the actual amount deducted, as well as a description of the services to which the fee relates, will be reported on the quarterly participant statement.</p> <p style="text-align: center;">Refer to Exhibit A to see details regarding any base and per participant fees applicable to your Plan.</p>
Transaction Fees	<p>Transaction fees which may be charged against individual participant accounts include:</p> <ul style="list-style-type: none"> • Fees charged by Transamerica for providing services related to the establishment and maintenance of loans, distributions and withdrawals. <p>The actual amounts deducted, as well as a description of the services to which the fees relate, if any, are reported on your quarterly participant statement.</p> <p style="text-align: center;">Refer to Exhibit A to see a list of the Transaction Fees applicable to your Plan.</p>
Asset-Based Fees	<p><u>Contract Asset Charges.</u> Depending on the demographics of the Plan, a Contract Asset Charge (CAC) and/or other asset-based fees may apply. The CAC is expressed as a percentage of the assets held in each Investment Choice on a pro-rata basis. Other asset-based fees may be expressed as a percentage of the assets held in each Investment Choice on a pro-rata basis, or as a specified dollar amount charged to the Plan. Asset-based fees are used to subsidize costs for plan-related recordkeeping, administration, payment to financial advisors, and other retirement plan services that would otherwise be charged separately. A negative CAC represents a credit to the assets under the Contract. The actual dollar amounts are reported on your quarterly participant statement.</p> <p style="text-align: center;">Refer to Exhibit A to see a description of the Asset-Based Fees applicable to your Plan.</p>

Investment Information
<p>The information below is provided to help you compare the Investment Choices under your Plan. If you want additional information about your Investment Choices, including principal risks, current investment performance and a glossary of terms, you may go to: transamerica.com/portal/home or call 1-800-401-8726.</p> <p>Table 1 below focuses on Investment Choices that do not have a fixed or stated rate of return, and shows fee and expense information, as well as investment performance for each choice and an appropriate benchmark performance (shown in <i>italics</i>). Past performance does not guarantee how the Investment Choice will perform in the future. Your investment in these choices could lose money.</p> <p>Total Annual Operating Expenses reduce the rate of return of each Investment Choice. Fund specific operating expense details are available at transamerica.com/portal/home.</p>

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 http://www.dol.gov/ebsa/publications/401k_employee.html.

Fees and expenses are only one of many factors to consider when you decide to invest. You may also want to think about whether investing in a particular Investment Choice will help you achieve your financial goals.

Comparative Chart - Table 1 - Variable Choices

Name of Investment Choice/Inception (Mo/Yr)/ Benchmark	Asset Class	Sub-Asset Class	Total Annual Investment Choice Operating Expenses		Average Annual Total Return 06-30-2019			Shareholder-Type Fees / Comments
			As %	Per \$1,000*	1 Yr.	5 Yr.	10 Yr. or Since Inception	
AEGON Cash Reserve Ret Opt <i>FTSE Treasury Bill 3 Month</i>	Short Bonds/Stable/Mkt	Cash Equivalent/Money Market	0.65%	\$6.50	2.37% 2.30%	0.96% 0.84%	0.52% 0.46%	7-day current yield: 2.43%
JPMorgan Short Duration Bond Ret Opt <i>Bloomberg Barclays US Government/Credit 1-3 Yr</i>	Short Bonds/Stable/Mkt	Short-Term Bonds	1.25%	\$12.50	3.52% 4.27%	0.59% 1.46%	0.92% 1.59%	N/A
Columbia Quality Income Ret Opt <i>Bloomberg Barclays US MBS</i>	Interm./Long-Term Bond	Intermediate-Term Bonds	1.16%	\$11.60	6.32% 6.22%	2.38% 2.56%	4.37% 3.23%	See Type B - GAC note below for transfer restrictions
JPMorgan Core Bond Ret Opt <i>Bloomberg Barclays US Aggregate Bond</i>	Interm./Long-Term Bond	Intermediate-Term Bonds	1.00%	\$10.00	7.22% 7.87%	2.42% 2.95%	3.54% 3.90%	See Type A - GAC note below for transfer restrictions
Transamerica Partners High Yield Bond Ret Opt <i>ICE BofAML US High Yield</i>	Aggressive Bonds	High Yield Bonds	1.05%	\$10.50	6.06% 7.58%	4.10% 4.70%	8.63% 9.22%	N/A
Invesco Oppenheimer International Bond Ret Opt <i>FTSE WGBI NonUSD</i>	Aggressive Bonds	World/Foreign Bonds	1.15%	\$11.50	6.28% 4.54%	2.03% 0.19%	3.45% 1.88%	N/A
Templeton Global Bond Ret Opt <i>FTSE WGBI</i>	Aggressive Bonds	World/Foreign Bonds	1.19%	\$11.90	5.01% 5.48%	0.98% 0.85%	4.36% 2.21%	N/A
American Funds Fundamental Investors Ret Opt <i>S&P 500</i>	Large-Cap Stocks	Large-Cap Blend Stocks	0.95%	\$9.50	5.05% 10.42%	9.42% 10.71%	13.13% 14.70%	See Type A - GAC note below for transfer restrictions
WMC Core Equity Ret Opt <i>Russell 1000</i>	Large-Cap Stocks	Large-Cap Blend Stocks	1.05%	\$10.50	10.32% 10.02%	9.98% 10.45%	13.03% 14.77%	N/A

Comparative Chart - Table 1 - Variable Choices

Name of Investment Choice/Inception (Mo/Yr)/ Benchmark	Asset Class	Sub-Asset Class	Total Annual Investment Choice Operating Expenses		Average Annual Total Return 06-30-2019			Shareholder-Type Fees / Comments
			As %	Per \$1,000*	1 Yr.	5 Yr.	10 Yr. or Since Inception	
Alger Capital Appreciation Ret Opt <i>Russell 1000 Growth</i>	Large-Cap Stocks	Large-Cap Growth Stocks	1.36%	\$13.60	9.57% 11.56%	12.19% 13.39%	15.51% 16.28%	N/A
Virtus Ceredex Mid-Cap Value Equity Ret Opt <i>Russell Mid Cap Value</i>	Small/Mid-Cap Stocks	Mid-Cap Value Stocks	1.26%	\$12.60	6.63% 3.68%	6.73% 6.72%	14.07% 14.56%	N/A
Goldman Sachs Mid-Cap Opportunities Ret Opt <i>Russell Mid Cap Growth</i>	Small/Mid-Cap Stocks	Mid-Cap Growth Stocks	1.30%	\$13.00	15.21% 13.94%	8.95% 11.10%	13.84% 16.02%	N/A
TA Vanguard Small-Cap Value Index Ret Opt <i>Russell 2000 Value</i>	Small/Mid-Cap Stocks	Small-Cap Value Stocks	0.94%	\$9.40	-2.39% -6.24%	5.69% 5.39%	13.14% 12.40%	See Type A - GAC note below for transfer restrictions
Invesco Small Cap Growth Ret Opt <i>Russell 2000 Growth</i>	Small/Mid-Cap Stocks	Small-Cap Growth Stocks	1.16%	\$11.60	-0.06% -0.49%	8.98% 8.63%	14.76% 14.41%	See Type A - GAC note below for transfer restrictions
Neuberger Berman Real Estate Ret Opt <i>FTSE NAREIT All Equity REITs</i>	Small/Mid-Cap Stocks	Real Estate	1.47%	\$14.70	14.79% 13.01%	7.91% 8.88%	14.61% 16.03%	N/A
American Funds EuroPacific Growth Ret Opt <i>MSCI ACWI Ex USA</i>	International Stocks	World/Foreign Stocks	1.10%	\$11.00	1.28% 1.29%	3.81% 2.16%	7.55% 6.54%	See Type A - GAC note below for transfer restrictions
Invesco Oppenheimer Developing Markets Ret Opt <i>MSCI EM</i>	International Stocks	Emerging Market Stocks	1.51%	\$15.10	2.45% 1.21%	2.11% 2.49%	7.66% 5.81%	N/A
BlackRock Global Allocation Ret Opt <i>FTSE World Index</i>	Multi-Asset/Other	Balanced	1.31%	\$13.10	3.54% 6.46%	2.92% 6.82%	6.11% 10.91%	N/A
Manning & Napier Pro-Mix Conservative Term Ret Opt <i>Morningstar Moderately Conservative Target Risk</i>	Multi-Asset/Other	Asset Allocation Investment Choices	1.25%	\$12.50	6.28% 7.27%	2.44% 4.42%	5.13% 6.85%	N/A
Manning & Napier Pro-Mix Moderate Term Ret Opt <i>Morningstar Moderately Conservative Target Risk</i>	Multi-Asset/Other	Asset Allocation Investment Choices	1.30%	\$13.00	6.22% 7.27%	2.60% 4.42%	6.45% 6.85%	N/A

Comparative Chart - Table 1 - Variable Choices								
Name of Investment Choice/Inception (Mo/Yr)/ Benchmark	Asset Class	Sub-Asset Class	Total Annual Investment Choice Operating Expenses		Average Annual Total Return 06-30-2019			Shareholder-Type Fees / Comments
			As %	Per \$1,000*	1 Yr.	5 Yr.	10 Yr. or Since Inception	
Manning & Napier Pro-Mix Extended Term Ret Opt <i>Morningstar Moderate Target Risk</i>	Multi-Asset/Other	Asset Allocation Investment Choices	1.30%	\$13.00	6.03% 7.08%	3.16% 5.29%	7.75% 8.61%	N/A
Manning & Napier Pro-Mix Maximum Term Ret Opt <i>Morningstar Aggressive Target Risk</i>	Multi-Asset/Other	Asset Allocation Investment Choices	1.30%	\$13.00	6.63% 6.08%	5.57% 6.76%	10.06% 11.46%	N/A

*This is the cost of each Investment Choice for a 12-month period of time.

Note Type A - GAC: Transfers into the investment choice are restricted for a rolling 30-day period once a transfer out has been made.

Note Type B - GAC: Transfers into the investment choice are restricted for a rolling 28-day period once a round trip transfer ("in" and "out") has been made.

Table 2 below focuses on Investment Choices that have a fixed or stated rate of return, and shows the annual rate of return, the term or length it is earned, and other information relevant to performance.

Comparative Chart - Table 2 – Fixed Choices				
Name of Investment Choice	Return/Credited Rate	Term	Other (Explanation of Term)	Shareholder-Type Fees/Comments
There are no investment choices under your Plan that have a fixed or stated rate of return.				

Exhibit A – Summary of Plan Fees and Transaction Fees

- Generally, transaction fees are paid by participants.
- Plan fees may be paid by your employer or divided up among all participants.
- Under certain circumstances, service fee discounts, recordkeeping fee waivers, or the use of plan forfeitures may cover or reduce the fees stated below.

Type of Service, Feature or Benefit	Transamerica Charges (Expressed in \$)	Basis
Transaction Fees		
▪ Terminations / Lump Sum Distribution	\$0	Per distribution
▪ Death Benefits	\$0	Per distribution
▪ Disability Benefits	\$0	Per distribution
▪ QDRO Distribution Fee	\$0	Per distribution
▪ Installments	\$0	Per distribution
▪ Hardship Withdrawal	\$0	Per distribution
▪ In-Service Withdrawal	\$0	Per distribution
▪ Required Minimum Distributions	\$0	Per distribution
Plan Fees		
Participant Charges		
▪ 1 - 24	\$0	Per Participant
▪ 25 - 49	\$20	Per Participant
▪ 50 - 249	\$15	Per Participant
▪ 250 - 499	\$13	Per Participant
▪ 500 - 999999	\$11	Per Participant
Base Fees		
▪ 1 - 24	\$500	Per Year
▪ 25 - 999999	\$0	Per Year

Contract Asset Charges: CACs are calculated based on the total assets in the Plan and the actual amount deducted from, or credited to, a participant's account is based on the total account balance for the Plan. These charges may be used to subsidize costs for plan-related recordkeeping, administration, payment to financial advisors, and other retirement plan services that would otherwise be charged separately.

The annual CAC percentage is assessed on a Monthly basis. As of July 15, 2019, the annual CAC percentage was 0.20% based on the total assets in the Plan as of the date shown above. As the value of the assets in the Plan change, the CAC may decrease or increase on a Monthly basis according to the rate schedule in the Contract anywhere between 0.20% - 1.95%. For specific information, please contact your Plan Administrator.

Surrender Charges: Depending on the specific underwriting of the Contract, upon total or partial discontinuance of the Contract, an asset-based surrender/discontinuance charge may apply for a limited number of deposit years. Please contact the Participant Call Center at 1-800-401-8726 for specific details.