October 2016

Dear Participant:

This letter is to inform you of Fund changes that will affect our qualified retirement plan. These changes are scheduled to take place in November 2016, subject to regulatory and other approvals. This notice is being provided to you in satisfaction of our regulatory requirement to notify you of changes to the designated investment alternatives available to you under our plan. A complete listing of these changes can be found in the chart at the end of this letter.

**How to obtain additional information**

You may also obtain information about the changes through the following means:

* More information about the Funds referenced is available on the Fund’s website address. There you will find additional important information about the Fund, such as its objectives or goals, updated performance data, and fee and expense information.
* A full listing of the existing Funds, including applicable investment-related information, such as expenses, performance and redemption fees, is available on the *Investment Comparative Chart* that was previously provided to you. This chart is also available on the Investment Options page of John Hancock’s Participant website at [www.jhpensions.com](http://www.jhpensions.com).
* John Hancock’s interactive voice response telephone system at 1-800-395-1113.

**Next steps**

If you would like your current investment in any of the affected Funds to continue to be invested after the changes, no action is required on your part. You may also elect to transfer your assets between Funds including any of the affected Funds at any time, using the regular transfer procedures. If you have any questions or concerns about the proposed Fund changes, please feel free to contact me during regular office hours at 802 860-0000

Sincerely,

Kathy Paskevich

Trustee

**Fall 2016 Fund Changes**

The proposed underlying Fund replacement and all other changes will occur on November 7th, 2016. Please note, your plan may not be impacted by all of the Fund changes noted below and or, some Funds may not have been available to be added to your contract. Please ensure that you review the specific impacts to **your** plan directly, prior to preparing any Fund change communication for your participants.

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| **UNDERLYING FUND REPLACEMENT**  |
| **Current Fund** | **New Fund** | **Impact To Expense Ratio**(as of 06/3/16) |
| International Core Fund | John Hancock Disciplined Value International Fund | Decrease of 0.02 % |

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| **SHARE CLASS CHANGES**  |
| **Current Fund** | **Current Share Class** | **New Share Class** | **Impact To Expense Ratio**(as of 06/30/16) |
| American Balanced Fund | R5 | R4 | Decrease of 0.01% |
| The Investment Company of America | R5 | R4 | Decrease of 0.01% |
| Legg Mason ClearBridge Aggressive Growth Fund | I | A | Decrease of 0.01% |

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| **MANAGER NAME CHANGES**  |
| **Fund** | **Type of Change** | **Current** | **New** |
| U.S. Equity Fund | Manager | Grantham, Mayo, Van Otterloo & Co. LLC (GMO) | Wellington Management Company, LLP |
| Active Bond Fund | Manager | Declaration Management & Research LLC/John Hancock Asset Management | John Hancock Asset Management |
| Total Bond Market Fund | Manager | Declaration Management & Research, LLC | John Hancock Asset Management |

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| **FUND NAME & OBJECTIVE CHANGES** |
| **Sub-account Name** | **Underlying Fund Name** |
| **Current** | **New** | **Current** | **New** |
| U.S. Equity Fund | U.S. Growth Fund | John Hancock Funds II - U.S. Equity Fund | John Hancock Funds II - U.S. Growth Fund |

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| **FUND NAME CHANGES** |
| **Sub-account Name** | **Underlying Fund Name** |
| **Current** | **New** | **Current** | **New** |
| Legg Mason ClearBridge Aggressive Growth Fund | ClearBridge Aggressive Growth Fund | Legg Mason ClearBridge Aggressive Growth Fund | ClearBridge Aggressive Growth Fund |
| Wells Fargo Advantage Small Company Growth Fund | Wells Fargo Small Company Growth Fund | Wells Fargo Advantage Small Company Growth | Wells Fargo Small Company Growth |