Over the past few weeks, financial markets across the world have experienced a meaningful uptick in volatility related to the spread of COVID-19, or coronavirus disease. Participants have undoubtedly noticed the impact to their Concordia Retirement Savings Plan (CRSP) 403(b) account balances as equity prices have been under pressure since mid-February. It is during these times that the benefit of diversified asset allocation becomes apparent. By investing across asset classes, geographies, and market capitalization, you can effectively create a smoother return profile and lower overall portfolio risk. While emotion rules the news cycle currently, we would encourage participants to focus on their targeted asset allocation, rebalance as necessary, and remember the long-term nature of retirement investing. Contributing to your CRSP 403(b) account on a regular basis, even through times of market turmoil, is an important step toward improving your retirement readiness. Concordia Plans offers the following helpful resources to assist with your retirement planning needs.

**ProManage PROgram™:** ProManage is an independent professional investment advisor that creates customized asset allocations within participants’ CRSP 403(b) accounts. Using your individual data and taking into consideration potential pension and Social Security payments, ProManage uses sophisticated modeling to ensure your retirement plan assets are properly allocated and diversified. This service is available to all CRSP participants at a fraction of the cost that other financial advisors may charge. Additional information regarding ProManage can be found under the Financial Planning & Retirement page of ConcordiaPlans.org/CRSP.

**Fidelity NetBenefits®:** Fidelity is the custodian for CRSP account assets and provides industry leading resources to plan participants. Tools include asset allocation monitoring, financial planning calculators, insightful personal finance editorials, and many other features designed to help participants navigate their financial journey. Participants can log in to NetBenefits at www.netbenefits.com.

**ConcordiaPlans.org:** Concordia Plans’ website offers many informational and educational materials aimed at improving our members’ financial wellness. Topics range from budgeting and retirement planning to identity theft protection and healthy living. Through the member portal you can access all of your current benefit information as well as retirement-focused tools such as Retirement Connection and Vision.

The Concordia Retirement Savings Plan 403(b) is an important part of your retirement planning strategy, and we thank you for your active participation in the program.

God’s continued blessings on you, your family, and your work in His name.

Robert Bouche  
Vice President and Chief Financial Officer

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