



March 2023

Re: **CRSP 403(b) Important Update – Annual ProManage PROgram™ Rebalance**

Dear CRSP member:

On March 31, 2023, ProManage is scheduled to conduct the annual rebalance of your account.

**What does this mean?** One of the benefits of being a member enrolled in the ProManage PROgram™ is that typically once a year ProManage will analyze and rebalance your account to help make sure your money is properly diversified among the investment funds available. **No action is required by you.**

The ProManage PROgram™ rebalance is an annual event which usually occurs during the first quarter each year. The changes detailed below are driven by ProManage’s investment methodology and joint scheduling agreed upon with Fidelity, as the provider of recordkeeping services, and Concordia Plans, not by current market conditions.

To do this, ProManage will analyze your financial risk profile and take into consideration updated Concordia Retirement Plan (pension benefit) data, updated Concordia Retirement Savings Plan account balances, and other changes, such as changes in your salary or age.

When this analysis is complete, ProManage will rebalance your current investment allocation, making adjustments if necessary.

ProManage coordinates directly with Fidelity to make adjustments to your account’s investments. However, if you would like to opt out of the ProManage PROgram™ and make your own investment decisions, call Fidelity Investments at 800-343-0860.

ProManage provides its services for a monthly fee based on the total assets it manages for all participants. As of Jan. 31, 2023, the annual fee rate is 14.20 basis points or approximately \$1.18 per month for an account balance of \$10,000. The fee may be adjusted every quarter but cannot exceed 25 basis points and will not exceed \$10.00 per month.

Sincerely,

Fidelity Investments and Concordia Plans

Investing involves risk, including risk of loss.  
ProManage and Fidelity Investments are independent entities and are not legally affiliated.

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