

METHODOLOGY

The **VETS Employers IndexSM**, designed by VETS Indexes LLC, measures the performance of publicly traded companies that support U.S. military veterans. Companies are selected from a VETS eligible universe of companies maintained by VETS Indexes LLC and populated from a variety of sources, including annual rankings, survey and recognition programs considered representative by the VETS Index Committee. The VETS eligible universe leverages various selection criteria, such as company culture, policies, and reservist accommodations, to identify companies that are most supportive of military veterans, service members and their families.

Membership

To be included in the VETS Employers Index, an issue must:

- Be a member of the VETS eligible universe of companies.
- Have liquidity greater than \$1 Million in average daily traded dollar volume.
- Be publicly traded with a market capitalization greater than \$200 Million.
- Pass the VETS Index Committee credibility review.

Adjustments & Maintenance

Changes to the index composition and updates of components are made after the close of trading on the third Friday of September based on the following rules:

- The composition of the VETS eligible universe is based on select lists of publicly traded companies that are VETS-supportive, including annual rankings, surveys and recognition programs, reviewed by VETS Indexes LLC.
- Additions include any publicly traded company in the VETS eligible universe for three consecutive years that also passes the VETS Index Committee credibility review. To improve the integrity of the index, the VETS Index Committee may add companies sooner.
- Deletions include any company that is dropped from their respective source, and by extension the VETS eligible universe, unless the VETS Index Committee deems that continued inclusion maintains index integrity.
- The VETS Index Committee may, at its discretion and if it has determined a company to be in extreme financial distress or vulnerable as a result of other issues, remove the company from any VETS Employers Index if the committee deems removal necessary to protect index integrity.

Weighting

- Constituent weights are equal-weighted effective on the third Friday of March, June, September, and December using the prior month-end prices.

More Information

For Powered by Wilshire indexes, visit www.wilshire.com, email wilshireindexes@wilshire.com, or call Jeffrey Foley at 1.310.260.6616. VETS Indexes LLC, please visit <https://vetsindexes.com/> or email info@vetsindexes.com.

The VETS Employers IndexSM ("Index") is based on a methodology designed by VETS Indexes LLC and is Powered by Wilshire. Wilshire Associates Incorporated ("Wilshire") calculates and distributes the Index based on the third-party supplied methodology. Wilshire makes no representations about the intended purpose or the methodology used to construct the Index. It is not possible to invest directly in an index. Exposure to an asset class represented by an index may be available through investable instruments derived from that index. Wilshire makes no representations regarding the advisability of investing in investment products based on the Index, which is not sponsored, endorsed, sold or promoted by Wilshire. Index returns do not reflect payment of certain sales charges or fees an investor may pay to purchase the securities underlying the Index or investment vehicles intended to track the performance of the Index. The imposition of these fees and charges would cause actual performance of the securities/vehicles to be lower than the Index performance shown. Inclusion of a company in the Index does not in any way reflect an opinion of Wilshire on the investment merits of the company.

This material is based upon information generally available to the public and from third party sources believed to be reliable. Wilshire does not independently verify any of the information it receives. Wilshire gives no representations or warranties as to the accuracy of such information, and accepts no responsibility or liability (including for indirect, consequential or incidental damages) for any error, omission or inaccuracy in such information and for results obtained from its use. Information is as of the date indicated, and is subject to change without notice. This material is intended for informational purposes only and should not be

VETS Employers IndexSM

construed as legal, accounting, tax, investment, or other professional advice. Wilshire receives compensation in connection with licensing of its indices to third parties.

Wilshire[®] is a registered service mark of Wilshire Associates Incorporated, Santa Monica, California. VETS Employers IndexSM is a service mark of VETS Indexes LLC. All other trade names, trademarks, and/or service marks are the property of their respective holders. Copyright ©2020 Wilshire Associates Incorporated. All rights reserved.