

work. save. live. retire.



Prepared for:

London ISD 457 Plan



London ISD is pleased to offer you a retirement plan as a benefit to help you save and invest for retirement. It's one way to thank you for your contribution to the organization's success.

This booklet walks you through the basics of the London ISD 457 Plan and how to get started. You'll also find information to help you make a plan for your life in the future that works for your life right now.

Please review the enclosed information carefully to get started as soon as you can.

If you have questions or for more information, please visit www.massmutual.com/serve, contact your benefits administrator or:

Laurelyn G. Pohlmeier, CFP®
Edward Jones Investments
802 N. Carancahua, Suite 1650
Corpus Christi, TX 78401
361-885-0622
laurelyn.pohlmeier@edwardjones.com

We hope you'll take full advantage of this important benefit.

Vicki George
vgeorge@londonisd.com

EASY ACCESS to your account

Two easy ways to monitor and manage your account.

1. ONLINE

Log into our website at **www.massmutual.com/serve**. Here you can access powerful retirement planning tools and calculators, and manage your account — anytime, from virtually anywhere.

You'll be able to:

- Obtain current account balances
- Change your investment options
- Perform account transactions
- Transfer (exchange) balances between investment options*
- Check current investment prices and performance
- View and download your quarterly electronic statements
- Reset/enable your PIN and user ID

If you are having trouble accessing your account for the first time, please contact your Participant Service Center at 1-800-528-9009 for assistance.

* You are allowed to submit a total of 20 transfer requests each calendar year for your participant account by any permitted means. Once these 20 transfers have been requested, you may submit any additional transfer requests only in writing by U.S. mail. Transfers as a result of dollar-cost averaging (if applicable) do not count toward the 20-transfer limit. Each calendar year, MassMutual resets your transfers to allow 20 new transfers by all approved methods.

2. BY PHONE

1-800-528-9009

With our touch-tone telephone system, you control the call to get the information you need from any telephone, at any time. You will be able to get account highlights, hear your account balance, listen to recent transaction status, and hear customized menus

With our improved routing, simply provide your user ID and PIN when prompted. This will help expedite your call should you need to speak with a MassMutual customer service representative.

The system will ask you to state the reason for your call. Simply listen to the prompts, select the reason, and the system will respond accordingly.

Do you prefer receiving your retirement account information in a language other than English? Access to the Language Line is available in over 140 languages through a Customer Service Representative during normal business hours.

QUICK LINK TIP

Want quick access to your account?

1. Go to **www.massmutual.com/serve**.
2. Click *Login* at the top right of the screen.
3. Log in to view or manage your account.

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Enrollment Form 457(b) Governmental

MassMutual, PO Box 1583, Hartford, CT 06144-1583

Fax No.: 877-526-2531 or 800-678-8645

Group No. 751962	SSN
Employer: London ISD	Dept/ Location:
Employee Name: (Last, First, M.I.)	

*Mailing Address:

City:	State:	Zip:	Sex: <input type="checkbox"/> M <input type="checkbox"/> F
Home Phone:	Work Phone:	Date of Birth:	Date of Hire:

*For your mailing address, provide either a street address or P.O. Box, not both. If you provide both, MassMutual will follow USPS Guidelines and use the PO Box as your mailing address.

A. CONTRIBUTIONS

	\$ or % Amount	Frequency*	Annual Contribution	Total
Employee	<input type="text"/>	X <input type="text"/>	= <input type="text"/>	= <input type="text"/>

Current Annual Salary \$

☐ I am utilizing the plan's age 50+ catch-up provision
If you are utilizing the plan's pre-retirement catch-up provision, contact a MassMutual representative to request a form.

*** Frequency**

Monthly	=	12
Bi-Weekly	=	26
Semi-Monthly	=	24
Weekly	=	52
Other:		

B. SIGNATURES

I understand that all values provided by the contract, when based on investment experience of the above named investment choices (except the General Account), are variable and are not guaranteed as to a fixed dollar amount. Receipt of a currently effective variable annuity prospectus or disclosure document, whichever is applicable, is acknowledged. Further I wish to participate in the Deferred Compensation Plan and hereby agree to defer my right to receive compensation to the extent of the annual contribution noted above. I understand and agree to the provisions contained in my Employer's Deferred Compensation Plan. Together with my heirs, successors, and assigns, I will hold harmless my Employer from any liability hereunder for all acts performed in good faith, including those related to the investment of deferred amounts and/or my Employer's investment preference(s) under my Employer's Deferred Compensation Plan. I acknowledge that I have read and understand the Fraud Warning Statement, as applicable to my state, located on the last page of this form.

Signed in the state of _____ on _____ Date

Participant Signature

This document has been received and accepted by the Plan Administrator.

Plan Administrator Signature

Date

TO BE COMPLETED BY THE REGISTERED REPRESENTATIVE

(For Home Office Administration Purposes Only)

Printed Name of Registered Representative

Registered Representative Signature

Registered Representative Tax ID/Producer Code

Selling Firm Name

Selling Firm Tax ID

C. INVESTMENT ELECTION

I elect to have all future contributions invested among the investment options I have selected below. I understand that this Enrollment Form is to be used to record my initial investment option election and may not be used for investment option transfers or investment option allocation changes. To make investment changes please call 1-800-528-9009 or visit rmassmutual.com/serve.

Note: An X or check marked next to one of the investments will indicate you wish to invest 100% of your account.

SECTION 1

Selections must be in whole percentages totaling 100%.

- ☐ % 3Z AB Discovery Value A
- ☐ % 7C American Funds AMCAP R3
- ☐ % N4 American Funds Cap World Growth and Income R3
- ☐ % CG American Funds Capital Income Builder R3
- ☐ % 8A American Funds Fundamental Investors R3
- ☐ % 4Q American Funds Investment Company of Amer R3
- ☐ % CV American Funds The Income Fund of America R3
- ☐ % NP Eaton Vance Income Fund of Boston A
- ☐ % 9Q Eaton Vance Large-Cap Value A
- ☐ % KP Franklin Strategic Income A
- ☐ % 8E Goldman Sachs Government Income A
- ☐ % 8W Invesco Equity and Income A
- ☐ % 6R Invesco International Growth A
- ☐ % KE Invesco Oppenheimer Developing Markets A
- ☐ % PK Invesco Oppenheimer Main Street All Cap A
- ☐ % JR Invesco Real Estate A
- ☐ % KI JPMorgan SmartRetirement 2020 A
- ☐ % IT JPMorgan SmartRetirement 2025 A
- ☐ % IU JPMorgan SmartRetirement 2030 A
- ☐ % IV JPMorgan SmartRetirement 2035 A
- ☐ % IW JPMorgan SmartRetirement 2040 A
- ☐ % IX JPMorgan SmartRetirement 2045 A
- ☐ % IY JPMorgan SmartRetirement 2050 A
- ☐ % E2 JPMorgan SmartRetirement 2055 A
- ☐ % IZ JPMorgan SmartRetirement Income A
- ☐ % GE JPMorgan U.S. Government Money Market Reserve
- ☐ % LM Lord Abbett Total Return A
- ☐ % A4 MFS Growth R3
- ☐ % 7U MFS Total Return R3
- ☐ % 68 North Square Oak Ridge Small Cap Growth A
- ☐ % VM T. Rowe Price Equity Income R
- ☐ % Y2 Templeton Global Bond A
- ☐ % N6 Templeton Growth A
- ☐ % AC The Hartford Capital Appreciation R4
- ☐ % QV The Hartford Conservative Allocation R4
- ☐ % QD Thornburg International Value R4
- ☐ % AY Victory Munder Mid-Cap Core Growth A

All investment options may not be available in all jurisdictions. Please consult your Plan Sponsor to determine which are available.

Fraud Warning Statements

The following states require insurance applicants to acknowledge a fraud warning statement specific to that state. Please refer to the specific fraud warning statement for your state as indicated below. If your state is not separately listed, please refer to the NAIC Model Fraud Statement below.

NAIC Model Fraud Statement - Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison

Alabama - Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or who knowingly presents false information in an application for insurance is guilty of a crime and may be subject to restitution fines or confinement in prison, or any combination thereof.

Arkansas and West Virginia - Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

Colorado - It is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance, and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policyholder or claimant for the purpose of defrauding or attempting to defraud the policyholder or claimant with regard to settlement or award payable from insurance proceeds shall be reported to the Colorado Division of Insurance within the Department of Regulatory Services.

District of Columbia - Warning: It is a crime to provide false or misleading information to an insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits if false information materially related to a claim was provided by the applicant.

Florida - Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

Kentucky - Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime.

Maine - It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties may include imprisonment, fines or a denial of insurance benefits.

Maryland - Any person who knowingly or willfully presents a false or fraudulent claim for payment of a loss or benefit or who knowingly or willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

New Jersey - Any person who knowingly includes any false or misleading information on an application for an insurance policy, or files a statement of claim containing any false or misleading information, is subject to criminal and civil penalties.

New Mexico for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to civil fines and criminal penalties.

New York - Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.

Ohio - Any person who, with intent to defraud or knowing that he is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement, is guilty of insurance fraud.

Oklahoma - Warning: Any person who knowingly, and with intent to injure, defraud or deceive any insurer, makes any claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.

Oregon - Any person who knowingly, and with INTENT TO DEFRAUD or solicit another to defraud an insurer (1) by submitting an application, or (2) by filing a claim containing a false statement as to any MATERIAL FACT, MAY BE violating state law.

Pennsylvania - Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

Tennessee - It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties include imprisonment, fines and denial of insurance benefits.

Virginia and Washington - It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties include imprisonment, fines and denial of insurance benefits.

Beneficiary Designation/ Name & Address Change - 457(b) and 401(a)

MassMutual, PO Box 1583, Hartford, CT 06144-1583

Fax Number: 877-526-2531 or 800-678-8645

Group No. 751962	SSN	Employer London ISD
Employee Name: Last, First, M.I. <input type="checkbox"/> Name Change? Please provide documentation		
*Mailing Address <input type="checkbox"/> New?	Daytime Phone No	
City	State	Zip

*For your mailing address, provide either a street address or P.O. Box, not both. If you provide both, MassMutual will follow USPS Guidelines and use the PO Box as your mailing address.

BENEFICIARY INFORMATION

Please complete the Beneficiary Designation including name, address, phone number, Social Security Number, date of birth, relationship and percentage of death benefit. The percent of benefit must total 100% for all primary beneficiaries named. If naming contingent beneficiary(ies) the total percentage for this designation must equal 100%. Married residents of community property states may want to seek legal advice if naming a non-spouse Primary Beneficiary.

Primary Beneficiary(ies) name, address and phone no.	Social Security No.	Date of Birth	Relationship	%
PRIMARY TOTAL:				100%

Contingent Beneficiary(ies) name, address and phone no.	Social Security No.	Date of Birth	Relationship	%
CONTINGENT TOTAL:				100%

Please see the following page for examples of proper beneficiary designations.

The execution and the delivery of this form to the offices of MassMutual revokes all prior beneficiary designations that I have made. I understand that this beneficiary designation will not take effect until it has been received in good order by MassMutual.

**Mail this Beneficiary Designation to MassMutual at the address above. Keep a copy for your records.
Please provide a copy of this Beneficiary Designation to your Employer.**

Employee Signature Date

Beneficiary Designation

- A. A married woman should be indicated by her given name, not that of her husband.
For example, Mary N. Jones, not Mrs. John R. Jones.
- B. Please complete the Beneficiary Designation *including* name, address, phone number, Social Security Number, date of birth, relationship and percentage of death benefit. The percent of benefit must total 100% for all primary beneficiaries named. If naming contingent beneficiary(ies) the total percentage for this designation must equal 100%.

Listed below are some common beneficiary designations:

One Primary Beneficiary: Jane Doe, wife, 100%

Two or more Primary Beneficiaries:

John Doe, son, 33%

Carol Smith, daughter, 33%

Mark Doe, son, 34%

or

John Doe, son,

Carol Smith, daughter,

Mark Doe, son

equally among the survivors

or

John Doe, son, 33%

Carol Smith, daughter, 33%

Mark Doe, son 34%

per stirpes

(designates their share to their children)

Contingent Beneficiaries:

John Doe, son, 33%

Carol Smith, daughter, 33%

Mark Doe, son 34%

or

John Doe, son

Carol Smith, daughter,

Mark Doe, son

equally among the survivors

or

John Doe, son, 33%

Carol Smith, daughter, 33%

Mark Doe, son 34%

per stirpes

(designates their share to their children)

Sample wording for use in completing this form:

To Designate

1. Your estate

2. The trustee of the Trust
established under your Will

3. The trustee of your Revocable
or Irrevocable Trust

Use This Wording

Executors or Administrators of my estate

(Name of trustee) as trustee, or the then acting trustee, of the
Trust established under (your name) Will dated (date of Will)

(Name of trustee) as trustee, or the then acting trustee, of the
(name of Trust) established on (date of Trust)

Trust as Beneficiary:

Before designating a trust as the beneficiary of your plan benefit, you should consult an attorney with expertise in trusts and estates law. Some of the factors to consider include:

1. Who is going to be the beneficiary - your spouse, a minor child - and what are their financial needs?
2. Are the protections of a trust desirable?
3. What are the income tax consequences of designating a trust as beneficiary?

The following requirements must be satisfied before your trust beneficiaries will be treated as your retirement plan's designated beneficiary:

1. The trust must be valid under state law.
2. The trust must be irrevocable or must, by its terms, become irrevocable on your death.
3. The trust's beneficiaries must be identifiable from the trust instrument.
4. You must provide trust documentation to the retirement plan administrator.
5. All trust beneficiaries must be individuals.



London ISD offers a 457 deferred compensation plan.

The following is a brief overview of important features of your workplace retirement plan. For more information call your Participant Service Center at 1-800-528-9009 or contact your benefits administrator.

Who is eligible to participate in the plan?

You are eligible to participate in the plan immediately upon employment.

Participation in the plan will occur immediately.

The following employees are not eligible to participate in the plan:

- Employees in an elected or appointed position
- Independent contractors

How can I contribute?

Traditional Before-tax contributions

Through the convenience of payroll deductions, you can make before-tax contributions up to the lesser of \$19,500 or 100% of includible compensation. Your before-tax contributions – and any earnings – will accumulate tax deferred until withdrawn (generally at retirement), at which time withdrawals will be taxed as ordinary income.

Catch-up contributions

If you are 50 years of age or older during the calendar year, you may be able to contribute up to an additional \$6,500 in 2020 into your plan as a “catch-up” contribution.

Your contributions are always 100% vested.

Are rollovers accepted?

Your plan may allow you to roll additional retirement assets into the plan at any time. For more information, call your Participant Service Center at 1-800-528-9009, visit www.massmutual.com/serve or contact your benefits administrator.

Can I change how much I contribute?

You may start, stop, increase or decrease your contribution as often as your employer allows. If you stop contributions and start again at a later date, certain restrictions may apply.

Will my employer be making contributions?

Please see your Plan Administrator or Plan Document for details regarding Employer contributions.

Employer matching contributions made by London ISD, plus any earnings they generate are always 100% vested.

What are my investment choices?

The contract offers a wide variety of investment options to meet your needs. You can direct your contributions into one or more of the available investment options. See the investment section of this

booklet for more information.

What are the fees and charges associated with this plan?

There are costs associated with the underlying investment options offered under MassMutual's program. For a complete listing of these fees and charges, please refer to the Investment Option Fee Schedule in the investment section of this booklet.

In addition, you may be subject to an annual per participant program fee of \$40.00.

There may be other administrative fees that apply, all of which are outlined in this booklet.

Additional plan expenses and other expenses including Third Party Administrator fees, if applicable are deducted and paid as directed by your plan administrator. Please contact MassMutual at 1-800-528-9009 for questions relating to additional plan expenses that may apply.

Can I take money out of my account?

Your account assets may generally be withdrawn from your 457 plan under the following qualifying circumstances:

- Attainment of age 70½
- Separation from service
- Unforeseeable emergency ("hardship") withdrawal (your plan may limit to a portion of your account)
- Death of participant

Withdrawals are subject to the authorization of your employer. However, you must begin liquidating your account balances no later than April 1st of the calendar year following the year in which you attain the age of 70½ or retire (whichever is later). Distributions of before-tax contributions and any tax-deferred earnings are subject to ordinary income tax.

Withdrawal/surrender charges

There are no withdrawal charges. However, should your employer allow plan assets to be transferred to any additional program provider other than MassMutual, this provision may change. Contact your employer or your Participant Service Center for more information.

**It pays to plan for life in retirement.**

What are your retirement goals? How do you plan to achieve them? A large part of retirement is the flexibility to do what you want when you want, and that kind of flexibility takes planning. Your employer's retirement savings plan can help.

It's automatic.

Choosing to save and invest through your workplace retirement plan means that your contribution will come out of your paycheck before you even see your take-home pay. You'll never have to worry about writing a check, remembering to make a deposit, or spending money you intended to save.

It pays to consolidate.

If you have retirement assets from prior plans or IRAs, think about consolidating them into this plan. The process is easy and can help you simplify your retirement planning. To get started, call 1-800-528-9009 to learn what types of contributions your current retirement plan will accept. Our team of Rollover Specialists will be happy to help you with the required paperwork to simplify the roll-in process.

Inflation matters.

Retirement is expensive enough already – factor in inflation, and the costs can be stunning. Just eating in retirement can cost two people over \$200,000 – \$5 a meal, 3 meals a day, over 20 years. Adding a modest 3% annual inflation rate, the cost swells to nearly \$300,000.

How you live in retirement may be determined by what you can afford when the time comes. By preparing today, you may have more choices for your life tomorrow.

How much should you save?

It depends on how much money you'd like to have in retirement and when you start investing. The earlier you start, the more time your money has to work for you.

To help you decide how much to save, check out the Retirement Goal Planner at www.massmutual.com/serve or ask a financial professional for advice.

You may save on taxes immediately.

The contributions you authorize for investment in your plan may be deducted from your gross pay before current federal (and, in most cases, state) income taxes are withheld. This is known as before-tax savings. Because this reduces your current taxable income, you'll probably take home more of your pay than if you were investing on an after-tax basis.

In addition to your contributions, any potential earnings in your account are tax-deferred (not taxed until they are withdrawn) as well. Over time, tax-deferred savings may dramatically increase the value of your account.

Your employer wants to help you save.

Not only does your employer offer you a workplace retirement plan, it provides an additional incentive for you to save for retirement – an employer matching contribution. This benefit may help your account grow faster at no additional cost to you. See your plan administrator for details about your employer's matching program.

Learn more.

To access your account information and our online tools, calculators, and resources, go to www.massmutual.com/serve. If you have questions and need to talk to a real person, call 1-800-528-9009.

UNDERSTANDING YOUR INVESTMENT OPTIONS.

Your plan offers a variety of investments, which are made up of different types of securities, as described below.

Money market/Stable value investments

These short-term investments are designed to provide a steady rate of return, greater investment stability, and a relatively lower level of risk. Although the portfolio seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money in a stable value investment, and the yield will fluctuate with changes in market conditions. Over time, these investments have provided lower returns than stock or bond funds. Investments in a money market account are not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency.

Bonds

Bonds represent “loans” investors make to corporations, governments or agencies, and are designed to provide stability, income, and some appreciation in value. If held to maturity, bonds offer a fixed rate of return and a fixed principal value. Bonds generally offer a potentially higher return than money market/stable value investments and a lower return than stocks. The value of bonds usually fluctuates less than stocks. However, corporate bonds, U.S. Treasury bills, and government bonds will fluctuate in value, and the return of principal is not guaranteed if sold before maturity.

Stocks

Stocks represent part ownership in a business and are meant to provide long-term growth by increasing in value. Some stocks also provide dividend income. Historically, stocks have outperformed other types of investments over the long term. However, stocks fluctuate in value more than money market/stable value investments or bonds, and when sold may be worth more or less than their original cost. Keep in mind that you can’t predict future results based on how the market performed in the past.

Balanced investments

Balanced investments consider the risk and return potential of each asset class and invest a percentage of assets in both stocks and bonds, along with a small amount in stable value investments for liquidity.

International stocks

Investments in stocks issued by foreign businesses provide investors with potential long-term growth of capital while helping to diversify their portfolios. Foreign stocks may offer greater returns than U.S. investments but also involve higher risks relating to interest and currency exchange rates, securities regulation, and taxes, as well as unstable economic or political conditions. International stocks fluctuate in value and may be worth more or less than their original cost. Global investments have assets in both foreign and U.S. stocks.

Large-cap* stocks

Large-cap stocks are shares in large, financially established “blue chip” companies with a market cap of over \$10 billion. The goal of these investments is the long-term growth of capital. Risk and return are typically moderate to high.

Mid-cap* stocks

These shares in companies in the \$2 billion to \$10 billion market cap range seek long-term growth. Since mid-cap stocks may fluctuate more widely than the more stable large-cap stocks, there is a potential for greater long-term growth as well as higher risk.

Small-cap* stocks

Small-cap stocks represent companies with a market cap of \$300 million to \$2 billion. Over long periods of time, small-cap stocks have had higher returns than large-cap stocks, which makes them attractive to aggressive investors. At the same time, they are much more volatile and have higher short-term risk.

Specialty stocks

Specialty investments are concentrated in a specific area of the market, such as technology or health care. Because they are focused on a small market segment, these investments tend to have both a higher risk and higher potential for return than more diversified investments.

All investments possess some element of risk, including possible loss of principal. Past performance is no guarantee of future results.

*The term “cap” is short for market capitalization, which is calculated by multiplying the price of a stock by the number of outstanding shares. Generally speaking, this represents the market’s estimate of a company’s value.

Investment options **AT A GLANCE**

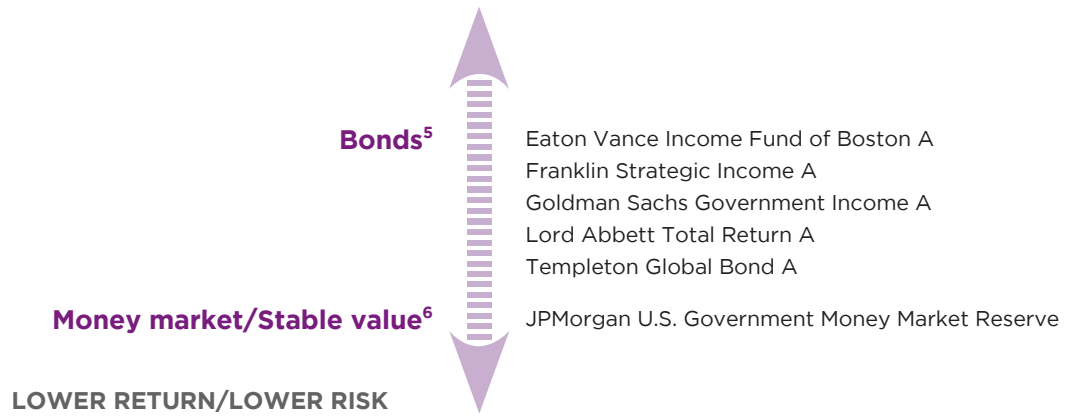
How much risk you are comfortable with is an important consideration in choosing how you allocate your assets. How do you feel about investment risk – the chance that your investments could lose money? You also need to think about inflation risk – the risk that conservative investments such as short-term investments may not keep pace with inflation. Investing in more than one asset class – or a blend of them – may help you to balance your risk.

Investment Options **RISK/RETURN SPECTRUM**

For illustrative purposes only; please consult an investment profile or prospectus for detailed risk/return information.

HIGHER RETURN/HIGHER RISK





¹ The fund's investments are concentrated in a specific industry or sector, and are subject to greater risk than traditional diversified equity funds.

² Investing in foreign issuers and non-dollar securities may involve different and additional risks associated with foreign currencies, investment disclosure, accounting, securities regulation, commissions, taxes, political or social instability, war, or expropriation.

³ Small company investing involves specific risks not necessarily encountered in large company investing, such as increased volatility.

⁴ Mid-cap stocks generally have higher risk characteristics than large-company stocks.

⁵ Securities rated "BB" and below are referred to as "high yield, high risk" securities or "junk bonds." High yield bonds generally involve greater credit risk and may be more volatile than investment-grade bonds.

⁶ Money market funds are not insured or guaranteed by The Federal Deposit Insurance Corporation or any other government agency. Although the fund seeks to preserve the value of your investment at \$1.00 per share (unit), it is possible to lose money investing it in the fund.

* Does not include asset allocation models, if available in your plan.

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

THE PERFORMANCE DATA SHOWN REPRESENTS PAST PERFORMANCE AND IS NO GUARANTEE OF FUTURE RESULTS. The investment return and principal value of an investment may fluctuate so that when shares/units are redeemed they may be worth more or less than their original cost. Current performance may vary from the performance data quoted. For performance data current to the most recent month-end, visit our website at www.massmutual.com/serve.

The following table is intended to provide you with information regarding the investment options in your Plan, including information regarding investment performance history, fees and expenses, and any investment restrictions applicable as of the date of this material. For your Plan's variable return investment options, we have additionally provided benchmark information against which each investment option's performance can be compared.

While past performance is never a guarantee of future performance, it's especially important to remember this when evaluating a fund's performance over a short period of time (e.g., less than one year). Short-term results – positive or negative – may be due to one-time or extraordinary events, which may lead to unusual performance which is not a fair representation of the fund's longer-term performance potential.

Fees and expenses are among many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, fits with your personal circumstances and will help you achieve your investment goals.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement plan account. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>.

¹ With respect to mutual fund investment options, the gross annual underlying expense ratio is presented as the total annual fund or class operating expenses, before waivers and disbursements, that have been paid by the fund and stated as a percent of the fund's total net assets. The net annual underlying expense ratio is presented as the annual fund or class operating expenses, less any expense waivers and disbursements that have been paid by the fund and stated as a percent of the fund's total net assets. With respect to investment options that are not mutual funds, these expense ratios are intended to present similar information, but may have been calculated using methodologies that differ from those used for mutual fund investment options. Underlying Fund Expense Ratios presented here do not reflect the effect of the Program and Administration Charge (sometimes referred to as a "separate account charge", or a "mortality, expense risk and administrative charge") applicable to your Plan's contract.

² A Program and Administrative Charge may be deducted from the returns on the investment options in the Plan, assessed against participant accounts on a quarterly basis or paid directly by the plan sponsor to cover certain administrative services under the Plan's contract. For further information, please refer to "The Plan's Administrative Fees and Expenses." If Plan Administrative fees are charged to your account balance, the actual dollar amount will be reported to you in the calendar quarter following the quarter in which the charge occurs. Please refer to your quarterly account statement for information on any fees actually charged to your account.

³ If a Program and Administrative Charge is deducted on the investment options, the Total Gross Annual Expense Ratio is intended to reflect the effect of the Program and Administrative Charge applicable under your Plan's contract by adding the charge to the Gross Annual Underlying Fund Expense Ratio for each applicable investment option. The Total Net Annual Expense Ratio is intended to reflect the effect of the Program and Administrative Charge applicable under your Plan's contract by adding the charge to the Net Annual Underlying Fund Expense Ratio for each applicable investment option.

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

⁴ Average annual returns are calculated as a steady compounded rate of return over the period of time indicated. Returns are historical and include change in share value and reinvestment of dividends and capital gains, if any. Total returns that are less than one year are not annualized.

⁵ If a Program and Administrative Charge is deducted on the investment options, these performance data reflect the deduction of the Program and Administrative Charge applicable to your Plan's Contract, but do not reflect the possible imposition of any redemption fees or charges associated with any withdrawal benefits that may be available through your Plan. Your plan sponsor may elect to have the Program and Administrative Charge deducted from your plan's contract values on a quarterly basis or may elect to pay the Program and Administrative Charge directly. In either of these cases, these performance data do not reflect the deduction of the Program and Administrative Charge applicable to your Plan's contract.

⁶ Since inception return is used for funds fewer than 10 years old. The performance returns reflected in this chart are calculated to the inception date of the initial class of the fund. The performance returns reflected in this chart with respect to each benchmark investment are calculated to the inception date of the fund share class to which it is being compared.

⁸ Any fees described in this section are fees paid directly from your investment in this option (e.g. redemption fees, exchange fees, account fees, purchase fees, transfer or withdrawal fees, or surrender charges).

¹² The fund's investments are concentrated in a specific industry or sector, and are subject to greater risk than traditional diversified equity funds.

¹³ Investments in foreign securities may involve different and additional risks associated with foreign currencies, investment disclosure, accounting, securities regulation, commissions, taxes, political or social instability, war or expropriation.

¹⁶ Securities rated below investment grade, "BBB", are commonly referred to as "high yield, high risk securities" or "junk bonds."

There are specific risks associated with certain investment options. For additional details, please refer to the Investment Option Sheets included in this Enrollment Book.

Investments in the Possibilities program are available through group variable funding agreements (HL-20326, 20326NY, HL-16553, 16553NY) issued by Talcott Resolution Insurance Company. Contracts are administered by Massachusetts Mutual Life Insurance Company.

Performance is stated after deduction for total fund operating expenses, applicable separate account charges, and all other applicable contract fees.

This table shows only the asset-based fees, charges and expenses associated with the investment choices of the group variable funding agreement. Please refer to the product prospectus or disclosure documents, as applicable, for information on other fees and charges that may apply to your plan's contract such as a contingent deferred sales charge, annual maintenance fee, and other fees or charges, if applicable.

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Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

VARIABLE RETURN INVESTMENT OPTIONS

The table below focuses on investment options that do not have a fixed or stated rate of return.

THE PERFORMANCE DATA SHOWN REPRESENTS PAST PERFORMANCE AND IS NO GUARANTEE OF FUTURE RESULTS. The investment return and principal value of an investment may fluctuate so that when shares/units are redeemed they may be worth more or less than their original cost. Current performance may vary from the performance data quoted. For performance data current to the most recent month-end, visit our website at www.massmutual.com/serve.

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Applicable Fees & Charges			Investment Option Performance ⁵					Inception Date		
	Annual Underlying Fund Expense Ratio ¹	Program and Administrative Charge ²	Total Annual Expense Ratio ³	Total Return		Average Annual Return ⁴					
	Gross Net	As a %	Per \$1000 invested	3 Mo.	YTD	1 Yr.	5 Yr.	10 Yr.		Since Incept ⁶	
				Gross Net	Gross Net						
SPECIALTY											
Invesco Real Estate A ¹²	1.23% 1.23%	1.25%	2.48% 2.48%	\$24.80	12.67%	-15.09%	-9.59%	3.78%	7.58%	N/A	12/31/1996
\$FOCA\$SR\$\$											
S&P United States REIT TR USD											
Fees and Restrictions ⁸ : N/A											
INTERNATIONAL/GLOBAL											
Investments in international stocks involve risks associated with interest-rate and currency-exchange-rate changes as well as with market, economic, and political conditions of the countries where investments are made. There may be greater returns but also greater risks than with U.S. investments. International stocks fluctuate in value and may be worth more or less than their original cost.											
American Funds Cap World Growth and Income R ¹³	1.07% 1.07%	1.25%	2.32% 2.32%	\$23.20	17.78%	-6.60%	0.59%	4.31%	7.52%	N/A	03/26/1993
\$FOCA\$W\$S\$											
MSCI ACWI Large Cap NR USD											
Fees and Restrictions ⁸ : N/A											

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Applicable Fees & Charges			Investment Option Performance ⁵							
	Annual Underlying Fund Expense Ratio ¹	Program and Administrative Charge ²	Total Annual Expense Ratio ³	Total Return			Average Annual Return ⁴			Inception Date	
			As a %	Per \$1000 invested	3 Mo.	YTD	1 Yr.	5 Yr.	10 Yr.	Since Incept ⁶	
	Gross Net		Gross Net	Gross Net							
Invesco International Growth A ¹³ \$FOCA\$FG\$\$	1.33% 1.33%	1.25%	2.58% 2.58%	\$25.80 \$25.80	17.39%	-8.93%	-3.23%	1.35%	4.96%	N/A	04/07/1992
MSCI ACWI Ex USA Growth NR USD											
Fees and Restrictions ⁸ : N/A											
Invesco Oppenheimer Developing Markets A \$FOCA\$EM\$\$	1.30% 1.24%	1.25%	2.55% 2.49%	\$25.50 \$24.90	17.80%	-9.44%	-3.32%	3.04%	3.84%	N/A	11/18/1996
MSCI EM NR USD											
Fees and Restrictions ⁸ : N/A											
Templeton Growth A ¹³ \$FOCA\$WS\$\$	1.06% 1.06%	1.25%	2.31% 2.31%	\$23.10 \$23.10	10.91%	-13.79%	-8.60%	-0.96%	4.85%	N/A	11/29/1954
MSCI ACWI Large Cap NR USD											
Fees and Restrictions ⁸ : N/A											
Thornburg International Value R4 ¹³ \$FOCA\$FB\$\$	1.44% 1.25%	1.25%	2.69% 2.50%	\$26.90 \$25.00	18.07%	-5.27%	0.42%	1.10%	4.12%	N/A	05/28/1998
MSCI ACWI Ex USA NR USD											
Fees and Restrictions ⁸ : N/A											

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Applicable Fees & Charges			Investment Option Performance ⁵							
	Annual Underlying Fund Expense Ratio ¹	Program and Administrative Charge ²	Total Annual Expense Ratio ³	Total Return			Average Annual Return ⁴		Inception Date		
				3 Mo.	YTD	1 Yr.	5 Yr.	10 Yr.		Since Incept ⁶	
		Gross Net		As a % Gross Net	Per \$1000 invested Gross Net						
SMALL-CAP											
Small-cap stocks generally have higher risk and reward characteristics than large company stocks.											
North Square Oak Ridge Small Cap Growth A \$FOCA\$SG\$\$	1.46% 1.38%	1.25%	2.71% 2.63%	\$27.10 \$26.30	31.22%	-2.06%	-0.01%	2.39%	9.30%	N/A	10/06/2014
Russell 2000 Growth TR USD							3.48%	6.86%	12.92%	N/A	
Fees and Restrictions ⁸ : N/A											
MID-CAP											
Mid-cap stocks generally have higher risk and reward characteristics than large company stocks.											
AB Discovery Value A \$FOCA\$MV\$\$	1.13% 1.13%	1.25%	2.38% 2.38%	\$23.80 \$23.80	20.55%	-23.83%	-20.37%	-1.07%	6.50%	N/A	03/29/2001
Russell Mid Cap Value TR USD							-11.81%	3.32%	10.29%	N/A	
Fees and Restrictions ⁸ : N/A											
Victory Munder Mid-Cap Core Growth A \$FOCA\$MG\$\$	1.29% 1.29%	1.25%	2.54% 2.54%	\$25.40 \$25.40	22.12%	-7.34%	-4.26%	2.78%	9.20%	N/A	06/24/1998
Russell Mid Cap Growth TR USD							11.91%	11.60%	15.09%	N/A	
Fees and Restrictions ⁸ : N/A											

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Annual Underlying Fund Expense Ratio ¹		Program and Administrative Charge ²	Total Annual Expense Ratio ³		Investment Option Performance ⁵			Inception Date			
	Gross Net		As a % Gross Net	Per \$1000 Invested Gross Net	Total Return		Average Annual Return ⁴					
					3 Mo.	YTD	1 Yr.	5 Yr.		10 Yr.	Since Incept ⁶	
LARGE-CAP												
Stocks fluctuate in value and are subject to more risk than bonds or money market investments. Shares, when redeemed, may be worth more or less than their original cost.												
American Funds AMCAP R3	0.99%	0.99%	1.25%	2.24% 2.24%	\$22.40 \$22.40	22.68%	1.08%	9.05%	8.44%	12.20%	N/A	05/01/1967
\$FOCA\$LG\$\$												
Russell 1000 Growth TR USD								23.28%	15.89%	17.23%	N/A	
Fees and Restrictions ⁸ : N/A												
American Funds Fundamental Investors R3	0.93%	0.93%	1.25%	2.18% 2.18%	\$21.80 \$21.80	18.77%	-6.43%	2.90%	7.67%	10.84%	N/A	08/01/1978
\$FOCA\$LB\$\$												
Russell 1000 TR USD								7.48%	10.47%	13.97%	N/A	
Fees and Restrictions ⁸ : N/A												
American Funds Investment Company of Amer R3	0.92%	0.92%	1.25%	2.17% 2.17%	\$21.70 \$21.70	18.74%	-4.31%	3.86%	6.79%	10.22%	N/A	01/01/1934
\$FOCA\$LB\$\$												
Russell 1000 TR USD								7.48%	10.47%	13.97%	N/A	
Fees and Restrictions ⁸ : N/A												
Eaton Vance Large-Cap Value A	1.04%	1.04%	1.25%	2.29% 2.29%	\$22.90 \$22.90	13.61%	-16.75%	-9.91%	3.31%	7.79%	N/A	09/23/1931
\$FOCA\$LV\$\$												
Russell 1000 Value TR USD								-8.84%	4.64%	10.41%	N/A	
Fees and Restrictions ⁸ : N/A												

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Applicable Fees & Charges			Investment Option Performance ⁵										
	Annual Underlying Fund Expense Ratio ¹		Program and Administrative Charge ²	Total Annual Expense Ratio ³		Total Return			Average Annual Return ⁴			Inception Date		
	Gross	Net		As a %	Per \$1000 invested	3 Mo.	YTD	1 Yr.	5 Yr.	10 Yr.	Since Incept ⁶			
				Gross	Net									
Invesco Oppenheimer Main Street All Cap	1.14%	1.14%	1.25%	2.39%	2.39%	\$23.90	\$23.90	21.53%	-3.12%	5.41%	6.11%	9.56%	N/A	09/25/2000
A														
\$FOCA\$LB\$\$														
Russell 1000 TR USD										7.48%	10.47%	13.97%	N/A	
Fees and Restrictions ⁸ : N/A														
MFS Growth R3	0.91%	0.91%	1.25%	2.16%	2.16%	\$21.60	\$21.60	24.20%	9.16%	18.89%	14.88%	15.54%	N/A	12/29/1986
\$FOCA\$LG\$\$														
Russell 1000 Growth TR USD										23.28%	15.89%	17.23%	N/A	
Fees and Restrictions ⁸ : N/A														
T. Rowe Price Equity Income R	1.23%	1.23%	1.25%	2.48%	2.48%	\$24.80	\$24.80	12.81%	-19.54%	-12.81%	2.28%	7.16%	N/A	10/31/1985
\$FOCA\$LV\$\$														
Russell 1000 Value TR USD										-8.84%	4.64%	10.41%	N/A	
Fees and Restrictions ⁸ : N/A														
The Hartford Capital Appreciation R4	1.11%	1.12%	1.25%	2.36%	2.37%	\$23.60	\$23.70	21.54%	-4.89%	0.65%	6.52%	10.04%	N/A	07/22/1996
\$FOCA\$LB\$\$														
Russell 1000 TR USD										7.48%	10.47%	13.97%	N/A	
Fees and Restrictions ⁸ : N/A														

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Applicable Fees & Charges			Investment Option Performance ⁵							
	Annual Underlying Fund Expense Ratio ¹	Program and Administrative Charge ²	Total Annual Expense Ratio ³	Total Return		Average Annual Return ⁴			Inception Date		
				3 Mo.	YTD	1 Yr.	5 Yr.	10 Yr.		Since Incept ⁶	
	As a %	Per \$1000 Invested	Gross Net	Gross Net							
ASSET ALLOCATION/BALANCED											
Asset Allocation doesn't ensure a profit or protect against loss.											
American Funds Capital Income Builder R ³	0.93% 0.93%	1.25%	2.18% 2.18%	\$21.80 \$21.80	8.94%	-8.28%	-3.15%	1.98%	5.21%	N/A	07/30/1987
\$FOCA\$IH\$\$											
Morningstar Gbl Allocation TR USD							3.15%	5.69%	7.23%	N/A	
Fees and Restrictions ⁸ : N/A											
American Funds The Income Fund of America R3	0.91% 0.91%	1.25%	2.16% 2.16%	\$21.60 \$21.60	9.27%	-8.76%	-2.74%	3.47%	6.72%	N/A	12/01/1973
\$FOCA\$AL\$\$											
Morningstar Mod Agg Tgt Risk TR USD							1.46%	6.29%	8.97%	N/A	
Fees and Restrictions ⁸ : N/A											
Invesco Equity and Income A	0.80% 0.79%	1.25%	2.05% 2.04%	\$20.50 \$20.40	13.43%	-9.55%	-4.71%	2.63%	6.85%	N/A	08/03/1960
\$FOCA\$MA\$\$											
Morningstar Mod Tgt Risk TR USD							3.70%	6.00%	7.76%	N/A	
Fees and Restrictions ⁸ : N/A											
JPMorgan SmartRetirement 2020 A	1.07% 0.81%	1.25%	2.32% 2.06%	\$23.20 \$20.60	9.25%	-2.06%	1.59%	3.38%	6.14%	N/A	05/15/2006
\$FOCA\$TE\$\$											
Morningstar Lifetime Mod 2020 TR USD							5.44%	5.90%	8.04%	N/A	
Fees and Restrictions ⁸ : N/A											

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Applicable Fees & Charges			Investment Option Performance ⁵							
	Annual Underlying Fund Expense Ratio ¹	Program and Administrative Charge ²	Total Annual Expense Ratio ³	Total Return			Average Annual Return ⁴			Inception Date	
				As a %	Per \$1000 invested	3 Mo.	YTD	1 Yr.	5 Yr.		10 Yr. Since Incept ⁶
	Gross Net	Gross Net	Gross Net								
JPMorgan SmartRetirement 2025 A	1.08% 0.85%	1.25%	2.33% 2.10%	\$23.30 \$21.00	11.30%	-3.53%	0.94%	3.65%	6.84%	N/A	07/31/2007
\$FOCA\$TG\$\$											
Morningstar Lifetime Mod 2025 TR USD							4.87%	6.17%	8.73%	N/A	
Fees and Restrictions ⁸ : N/A											
JPMorgan SmartRetirement 2030 A	1.12% 0.86%	1.25%	2.37% 2.11%	\$23.70 \$21.10	12.93%	-4.95%	0.12%	3.86%	7.34%	N/A	05/15/2006
\$FOCA\$TH\$\$											
Morningstar Lifetime Mod 2030 TR USD							3.66%	6.32%	9.28%	N/A	
Fees and Restrictions ⁸ : N/A											
JPMorgan SmartRetirement 2035 A	1.15% 0.87%	1.25%	2.40% 2.12%	\$24.00 \$21.20	15.21%	-6.10%	-0.12%	3.88%	7.71%	N/A	07/31/2007
\$FOCA\$TI\$\$											
Morningstar Lifetime Mod 2035 TR USD							1.91%	6.28%	9.56%	N/A	
Fees and Restrictions ⁸ : N/A											
JPMorgan SmartRetirement 2040 A	1.20% 0.88%	1.25%	2.45% 2.13%	\$24.50 \$21.30	16.63%	-7.01%	-0.60%	4.03%	7.88%	N/A	05/15/2006
\$FOCA\$TJ\$\$											
Morningstar Lifetime Mod 2040 TR USD							0.32%	6.12%	9.57%	N/A	
Fees and Restrictions ⁸ : N/A											

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Applicable Fees & Charges			Investment Option Performance ⁵						
	Annual Underlying Fund Expense Ratio ¹	Program and Administrative Charge ²	Total Annual Expense Ratio ³	Total Return		Average Annual Return ⁴		Inception Date		
				As a %	Per \$1000 invested	3 Mo.	YTD		1 Yr.	5 Yr.
	Gross Net		Gross Net	Gross Net						
JPMorgan SmartRetirement 2045 A	1.24% 0.88%	1.25%	2.49% 2.13%	\$24.90 \$21.30	17.66%	-7.79%	-1.13%	3.96%	7.85%	N/A
\$FOCA\$TK\$\$										07/31/2007
Morningstar Lifetime Mod 2045 TR USD							-0.69%	5.94%	9.45%	N/A
Fees and Restrictions ⁸ : N/A										
JPMorgan SmartRetirement 2050 A	1.31% 0.88%	1.25%	2.56% 2.13%	\$25.60 \$21.30	17.69%	-7.79%	-1.15%	3.96%	7.87%	N/A
\$FOCA\$TN\$\$										07/31/2007
Morningstar Lifetime Mod 2050 TR USD							-1.13%	5.81%	9.32%	N/A
Fees and Restrictions ⁸ : N/A										
JPMorgan SmartRetirement 2055 A	1.35% 0.88%	1.25%	2.60% 2.13%	\$26.00 \$21.30	17.59%	-7.84%	-1.13%	3.97%	N/A	6.39%
\$FOCA\$TL\$\$										01/31/2012
Morningstar Lifetime Mod 2055 TR USD							-1.32%	5.72%	N/A	7.96%
Fees and Restrictions ⁸ : N/A										
JPMorgan SmartRetirement Income A	1.03% 0.73%	1.25%	2.28% 1.98%	\$22.80 \$19.80	8.82%	-1.79%	1.52%	2.77%	4.21%	N/A
\$FOCA\$RI\$\$										05/15/2006
Morningstar Lifetime Mod Incm TR USD							4.35%	4.54%	5.74%	N/A
Fees and Restrictions ⁸ : N/A										

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions		Applicable Fees & Charges			Investment Option Performance ⁵							
		Annual Underlying Fund Expense Ratio ¹	Program and Administrative Charge ²	Total Annual Expense Ratio ³		Total Return		Average Annual Return ⁴		Inception Date		
				Gross Net	Gross Net	As a %	Per \$1000 invested	3 Mo.	YTD		1 Yr.	5 Yr.
MFS Total Return R3 \$FOCA\$MA\$\$		0.73% 0.73%	1.25%	1.98% 1.98%	\$19.80 \$19.80	11.54%	-4.53%	1.15%	4.22%	6.76%	N/A	10/06/1970
Morningstar Mod Tgt Risk TR USD								3.70%	6.00%	7.76%	N/A	
Fees and Restrictions ⁸ : N/A												
The Hartford Conservative Allocation R4 \$FOCA\$CA\$\$		1.23% 1.14%	1.25%	2.48% 2.39%	\$24.80 \$23.90	9.20%	-1.91%	1.06%	2.22%	2.81%	N/A	04/30/2004
Morningstar Mod Con Tgt Risk TR USD								5.74%	5.58%	6.43%	N/A	
Fees and Restrictions ⁸ : N/A												
BONDS												
Corporate bonds, U.S. Treasury bills and U.S. government bonds will fluctuate in value, and the return of principal is not guaranteed if sold before maturity.												
Eaton Vance Income Fund of Boston A ¹⁶ \$FOCA\$HY\$\$		1.04% 1.00%	1.25%	2.29% 2.25%	\$22.90 \$22.50	8.07%	-5.39%	-2.39%	2.27%	4.51%	N/A	06/15/1972
ICE BofA US High Yield TR USD								-1.10%	4.58%	6.48%	N/A	
Fees and Restrictions ⁸ : N/A												
Franklin Strategic Income A \$FOCA\$MU\$\$		0.94% 0.89%	1.25%	2.19% 2.14%	\$21.90 \$21.40	7.07%	-3.50%	-2.94%	0.81%	2.42%	N/A	05/24/1994
BBgBarc US Universal TR USD								7.88%	4.42%	4.12%	N/A	
Fees and Restrictions ⁸ : N/A												

Investment Option Performance and Applicable Fees and Charges

For the Period Ending June 30, 2020

Fund Name / Share Class Morningstar Category Applicable Benchmark Fees & Restrictions	Applicable Fees & Charges			Investment Option Performance ⁵							
	Annual Underlying Fund Expense Ratio ¹	Program and Administrative Charge ²	Total Annual Expense Ratio ³	Total Return		Average Annual Return ⁴			Inception Date		
	Gross Net		As a % Gross Net	Per \$1000 invested Gross Net	3 Mo.	YTD	1 Yr.	5 Yr.		10 Yr.	Since Incept ⁶
Goldman Sachs Government Income A	1.11% 0.88%	1.25%	2.36% 2.13%	\$23.60 \$21.30	0.74%	5.37%	6.14%	1.75%	1.31%	N/A	02/10/1993
\$FOCA\$GI\$\$											
BBGBarc US Government TR USD							10.34%	4.05%	3.34%	N/A	
Fees and Restrictions ⁸ : N/A											
Lord Abbett Total Return A ¹⁶	0.84% 0.68%	1.25%	2.09% 1.93%	\$20.90 \$19.30	4.20%	2.66%	3.94%	2.25%	2.64%	N/A	08/31/2000
\$FOCA\$PI\$\$											
BBGBarc US Universal TR USD							7.88%	4.42%	4.12%	N/A	
Fees and Restrictions ⁸ : N/A											
Templeton Global Bond A	0.99% 0.92%	1.25%	2.24% 2.17%	\$22.40 \$21.70	-0.18%	-5.03%	-7.46%	-0.92%	1.33%	N/A	09/18/1986
\$FOCA\$NT\$\$											
ICE BofA USD 3M Dep OR CM TR USD							2.11%	1.50%	0.91%	N/A	
Fees and Restrictions ⁸ : N/A											
MONEY MARKET/STABLE VALUE											
Money market investments are not insured or guaranteed by the Federal Deposit Insurance Corporation (FDIC) or any other government agency. Although these investments seek to preserve their value at \$1.00 per share, it is possible to lose money by investing in them. If a money market investment is pending liquidation under the U.S. Treasury Department's Guarantee Program, there may be a period of time in which assets cannot be invested or redeemed.											
JPMorgan U.S. Government Money Market	0.71% 0.70%	1.25%	1.96% 1.95%	\$19.60 \$19.50	-0.31%	-0.43%	-0.40%	-0.61%	-0.92%	N/A	06/14/1993
Reserve											
N/A											
ICE BofA USD 3M Dep OR CM TR USD							2.11%	1.50%	0.91%	N/A	
Fees and Restrictions ⁸ : N/A											

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- Restricting access to your personal information to employees with a business need to know;
- Requiring that any MassMutual business partners with whom we share your personal information protect it and use it exclusively for the purpose for which it was shared;
- Ensuring personal information is only shared with third parties as necessary for standard business purposes or as authorized by you; and
- Ensuring medical and health information is only shared with third parties to perform business, professional or insurance functions on our behalf or as authorized by you.

We may collect personal information about you from:

- Our interactions with you, including applications and other forms, interviews, communications and visits to our web site;
- Your transactions with us or our affiliated companies; and
- Information we obtain from third parties such as consumer or other reporting agencies and medical or health care providers.

We may share personal information about you with:

- Agents, brokers and others who provide our products and services to you;
- Our affiliated companies, such as insurance or investment companies, insurance agencies or broker-dealers;
- Nonaffiliated companies in order to perform standard business functions on our behalf including those related to processing transactions you request or authorize, or maintaining your account or policy;
- Courts and government agencies in response to court orders or legal investigations;
- Credit bureau reports; and
- Other financial institutions with whom we may jointly market products, if permitted in your state.

Consistent with our commitments stated above, please know that if any sharing of your personal information will require us to give you the option to opt-out of or opt-in to the information sharing, we will provide you with this option.

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