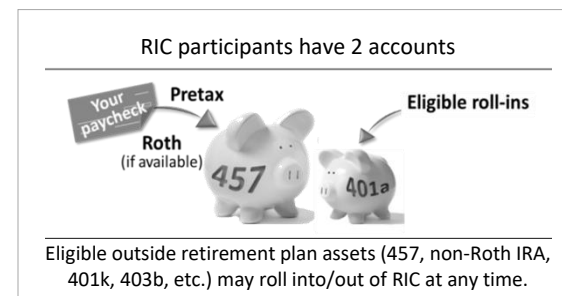


We're saving – are you?



Program summary: The Iowa Retirement Investors' Club (RIC) is your employer's supplemental retirement savings benefit designed to help eligible employees* save a portion of current wages for future income needs. There are no vesting requirements! Participants enjoy many benefits such as:

- Automatic deductions from payroll (minimum \$25/month)
- Tax advantages (pretax & Roth*) and possible tax credit of up to \$1,000
- Diversified, no-load, low-cost investment options
- Flexible income options in retirement



Enrollment & Investments: Enrollment is always open. RIC providers shown below have everything you need to open your accounts, select investments, and begin payroll deductions.

Each RIC provider offers a variety of investments (see reverse side), including guaranteed interest accounts, no-load/low-cost mutual funds, target date funds, and brokerage accounts. Investment advisors are able to explain the investments and answer questions at no extra cost. Investments have no sales charges, annual contract fees, fund transfer fees, or restrictions/penalties for eligible distributions and transfers between RIC providers. You may make changes to your investment options online, by phone, or with help from your advisor at any time.

Enrollment Options

RIC Providers				
	 (formerly VALIC)	 (formerly MassMutual Retirement)	 Horace Mann	 VOYA
 Online	 Enroll online (457/401a)	(Not available)	 Enroll online	 Enroll online (457b/401a)
 In person – <i>request a meeting</i>	Kathi.Allen@aig.com Area agent list	MassMutualIowaPlan@financialguide.com Area agent list	Mike.Reiter@horacemann.com Area agent list	VoyalowaRICInbox@Voya.com Request area agent information
 Over the phone	800-945-6763	(Not available)	877-602-1870	800-555-1970/515-698-7973
 Print forms	Print forms (457b/401a)	Print forms	Print forms	(Not available)
 Request information	800-945-6763	800-743-5274	877-602-1870	800-555-1970/515-698-7973

Distributions: RIC does not require assets to move out of the plan when you leave employment. Income options after leaving employment include lump sums, flexible periodic payments, lifetime annuity payments, or any combination. While employed, distributions are only available from the 457 account for an approved unforeseeable emergency, turning age 70 ½, and a qualified small account cash out.

* Certain plan options and eligibility requirements are established by your employer. See plan details specific to your employer plan at https://das.iowa.gov/RIC/PSE/plan_details.

Visit the RIC website at <https://das.iowa.gov/RIC/PSE> to access program education, provider websites, advisor information, historical fund performance, fixed rates, plan documents, and more. Contact an RIC provider directly or the RIC office at 866-460-4692 if you have questions.



RIC Investment Options

There are 2 basic types of investments* offered (see illustration to the right). The chart below lists the provider's available fund options in each fund category, with more conservative fund options at the top. All funds must meet investment policy standards and undergo annual reviews by RIC and an outside investment consultant.



Fixed rate accounts

- Declared rate of interest
- Fixed period of time
- No market risk
- Guaranteed by provider
- No fees
- No maturities or restrictions



Variable rate 'mutual' funds

- Variable rates of return
- Principal and earnings can vary daily
- Varying degrees of risk
- No guarantees
- No sales charges/loads/contract fees
- No maturities or restrictions

Fund Categories		AIG (formerly VALIC)		Empower (formerly MassMutual Retirement)		Horace Mann		Voya	
Safety	Fixed Rate	VALIC Fixed Interest Option		MassMutual GIA		HM Grp Unallocated Fixed Interest Ann		Voya Fixed Plus Account III / 457/401 II	
	Money Market	Vanguard Federal Money Mkt (Inv) VMEFX				Vanguard Federal Money Mkt (Inv) VMEFX		Voya Gov't Money Market Portf	
Income	Core Bond	PIMCO Total Return (Inst'l) PTRRX		JPMorgan Core Plus Bd (R6) JCBUX		Loomis Sayles Core Plus Bd (N) NERNX		Voya Intermediate Bd Portf (I) IPIIX	
		Vanguard Total Bd Mkt Index (Adm) VBTIX		Vanguard Total Bd Mkt Index (Adm) VBTIX		Vanguard Total Bd Mkt Index (Adm) VBTIX		Voya US Bd Index Portf (I) ILBAX	
	Inflation Protect	DFA Infla Protected Securities (Inst'l) DIPSX		PIMCO Real Return (Inst'l) PRRIX		Van Infla Protected Securities (Adm) VAIPX		BlackRock Infla Protected Bd (Inst'l) BPRIX	
	High Yield	Invesco High Yield (R6) HYIFX		Eaton Vance Income Fd of Boston (R6) EIBRX		Prudential High Yield Bd (Q) PHYQX		Ivy High Income (Inst'l) IVHIX	
	Foreign					Amer Fds Capital World Bd (R6) RCWGX		Templeton Global Bd (Adv) TGBAX	
Balanced	Trad'l Balanced	Amer Fds Amer Balanced (R6) RLBGX		Amer Fds Amer Balanced (R6) RLBGX		Vanguard STAR (Inv) VGSTX		Amer Fds Amer Balanced (R4) RLBEX	
	Target Date	Vanguard Target Retire Income (Inv) VTINX		BlackRock LifePath Index Retire (K) LIRKX		Vanguard Target Retire Income (Inv) VTINX		Amer Fds 2010 Target Date Retire (R4) RDATX	
		Vanguard Target Retire 2015 (Inv) VTXVX		BlackRock LifePath Index 2025 (K) LIBKX		Vanguard Target Retire 2015 (Inv) VTXVX		Amer Fds 2015 Target Date Retire (R4) RDBTX	
		Vanguard Target Retire 2020 (Inv) VTWNX		BlackRock LifePath Index 2030 (K) LINKX		Vanguard Target Retire 2020 (Inv) VTWNX		Amer Fds 2020 Target Date Retire (R4) RDBTX	
		Vanguard Target Retire 2025 (Inv) VTTVX		BlackRock LifePath Index 2035 (K) LIJXX		Vanguard Target Retire 2025 (Inv) VTTVX		Amer Fds 2025 Target Date Retire (R4) RDDTX	
		Vanguard Target Retire 2030 (Inv) VTHRX		BlackRock LifePath Index 2040 (K) LIKXX		Vanguard Target Retire 2030 (Inv) VTHRX		Amer Fds 2030 Target Date Retire (R4) RDETXX	
		Vanguard Target Retire 2035 (Inv) VTTHX		BlackRock LifePath Index 2045 (K) LIHXX		Vanguard Target Retire 2035 (Inv) VTTHX		Amer Fds 2035 Target Date Retire (R4) RDFTX	
		Vanguard Target Retire 2040 (Inv) VFORX		BlackRock LifePath Index 2050 (K) LIPKX		Vanguard Target Retire 2040 (Inv) VFORX		Amer Fds 2040 Target Date Retire (R4) RDGTX	
		Vanguard Target Retire 2045 (Inv) VTIVX		BlackRock LifePath Index 2055 (K) LIVKX		Vanguard Target Retire 2045 (Inv) VTIVX		Amer Fds 2045 Target Date Retire (R4) RDHTX	
		Vanguard Target Retire 2050 (Inv) VVFX				Vanguard Target Retire 2050 (Inv) VVFX		Amer Fds 2050 Target Date Retire (R4) RDITX	
		Vanguard Target Retire 2055 (Inv) VVFXV				Vanguard Target Retire 2055 (Inv) VVFXV		Amer Fds 2055 Target Date Retire (R4) RDJTX	
		Vanguard Target Retire 2060 (Inv) VVTSX						Amer Fds 2060 Target Date Retire (R4) RDKTX	
		Vanguard Target Retire 2065 (Inv) VLXVX							
Domestic Equity	Large Value	Vanguard Equity-Income (Adm) VEIRX		MFS Val (R5) MEIKX		JPMorgan Equity Income (R6) OIEJX		Virtus Ceredex Large Cap Val Equity (I) STVTX	
	Large Blend	JPMorgan Disciplined Equity (R6) JDEUX		MM Select Equity Opportunities (Inst'l) MFVZX				Parnassus Core Equity (Inst'l) PRIIX	
		DFA US Sustainability Core 1 DFSIX							
	Large Cap Index	Vanguard Inst'l Index (Inst'l) VINIX		Vanguard 500 Index (Adm) VFIAX		Vanguard 500 Index (Adm) VFIAX		Voya Russell Large Cap Index Portf (I) IIRLX	
				Vanguard FTSE Social Index (Adm) VFTAX		Vanguard Total Stock Mkt Index (Adm) VTSAX		Vanguard Total Stock Mkt Index (Inst'l) VITSX	
	Large Growth	Amer Fds AMCAP (R6) RAFGX		MassMut Select Blue Chip Gro (Inst'l) MBCZX		MFS Gro (R5) MFEKX		Voya Large Cap Gro Portf (Inst'l) IEHIX	
	Mid Value	Wells Fargo Advan Spec Mid Cap Val (R6) WFPXX		MFS Mid Cap Val (R5) MCVKX		Victory Sycamore Established Val (R6) VEVKX		VY® Amer Century Sm-Mid Cap Val (Init'l) IACIX	
	Mid Cap Index	Vanguard Mid Cap Index (Inst'l) WMCIK		Vanguard Mid Cap Index (Adm) VIMAX		Vanguard Mid Cap Index (Adm) VIMAX		Voya Russell Mid Cap Index Portf (I) IIRMX	
	Mid Growth	AB Discovery Gro (Z) CHCZX		JPMorgan Mid Cap Gro (R6) JMGMX		Voya Mid Cap Opportunities Portf (R6) IMOZX		VY® T Ro Prc Divers Mid Cap Gro (Init'l) IAXIX	
	Small Value	DFA US Targeted Val (Inst'l) DFFVX		Amer Century Sm Cap Val (R6) ASVDX		JPMorgan Sm Cap Val (R6) JSVUX		Victory Integrity Sm Cap Val (R6) MVSSX	
International	Small Cap Index	Vanguard Sm Cap Index (Adm) VSMAX		Vanguard Sm Cap Index (Adm) VSMAX		Vanguard Sm Cap Index (Adm) VSMAX		Voya Russell Sm Cap Index (I) IIRSK	
	Small Growth	ClearBridge Sm Cap Gro (IS) LMOIX		MassMut Select Sm Cap Gro Eq (Inst'l) MSGZX		JPMorgan Sm Cap Gro (R6) JGSMX		Voya Sm Cap Opportunities Portf (I) IVSOX	
	Foreign Stock	Amer Fds Europacific Gro (R6) RERGX		MFS® Int'l Intrinsic Value (R5) MINIX		Amer Fds Europacific Gro (R6) RERGX		Dodge & Cox Int'l Stock DODFX	
		Vanguard Total Int'l Stock Index (Inst'l) VTSIX		Vanguard Total Int'l Stock Index (Adm) VTIAX		Vanguard Total Int'l Stock Index (Adm) VTIAX		Voya Int'l Index Portf (I) IIXIX	
	Emerging Mkts			Invesco Oppenheim Devlp'g Mkts (Inst'l) ODVIX		Amer Fds New World (R6) RNWGX			
	World Stock	Amer Fds Capital World Gr & Inc (R6) RWIGX						Amer Fds New Perspective (R4) RNPEX	
Sector	Real Estate	Vanguard REIT Index (Adm) VGSIX		Vanguard REIT Index (Adm) VGSIX		Vanguard Real Estate Index (Adm) VGSIX		VY® Clarion Real Estate Portf (Inst'l) IVRIX	
SDBA (additional fees may apply)		Schwab PCRA		Schwab PCRA		TD Ameritrade		TD Ameritrade	
Total range of fees*		0.22% - 0.96%		0.24% - 1.07%		0.24% - 1.09%		0.03% - 0.97%	

*Fixed rate accounts have no fees or maturities. RIC variable rate funds have no sales charges. Individual fund fees are included in the *Total range of fees* and are available on the RIC website at <https://das.iowa.gov/RIC>.