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 to supplement IPERS and Social Security income in retirement. There are no vesting requirements! Participants enjoy many benefits such as:

- Automatic deductions from payroll (no minimum*)
- 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

RIC participants have 2 accounts

Eligible outside retirement plan assets (457, non-Roth IRA, 401k, 403b, etc.) may roll into/out of RIC at any time.

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

The 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. You may make changes to your investment options online, by phone, or with help from your advisor at any time.

Enrollment Options	EMPOWER	Horace Mann
Online	Currently unavailable	Enroll online
In person – *request a meeting*	IowaRICenrollment@mecatalyst.com Agent listing by location	Robert.curtis@horacemann.com Area agent list
Over the phone	**833-999-4692**	**844-895-0980**
Print forms	Print forms	Print forms

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 a qualified unforeseeable emergency withdrawal, 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.

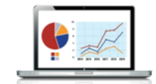
RIC Investment Options

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, which includes target date funds. All funds must meet investment policy standards and undergo annual reviews by RIC and an outside investment consultant. There are no restrictions or fees for fund transfers and eligible distributions.

Fund fees shown include all fees reported at the time of this chart's last update. For the most accurate fees, visit the provider website. Fixed rate accounts have no fees.

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

	Empower Provider Fee of 0.147% included in fees below			Horace Mann Provider Fee of 0.20% included in fees below		
	Investment Name	Ticker	Fee	Investment Name	Ticker	Fee
Low Risk	Guaranteed Int. Acct		0	Horace Mann Stable Value Solution		0
				Vanguard Federal Money Market (Inv)	VMFXX	0.31
Income	Eaton Vance Income Fd of Boston (R6)	EIBRX	0.81	Loomis Sayles Core Plus Bond (N)	NERNX	0.60
	JPMorgan Core Bond (R6)	JCBUX	0.49	Vanguard Total Bond Mkt Index (Adm)	VBTLX	0.25
	Vanguard Total Bond Market Index (I)	VBTIX	0.19	Vanguard Infla-Protected Sec (Adm)	VAIPX	0.30
	PIMCO Real Return (Instl)	PRRIX	0.65	PGIM High Yield (R6)	PHYQX	0.58
				American Fds Capital World Bond (R6)	RCWGX	0.68
Balanced	American Fds American Balanced (R6)	RLBGX	0.40	Vanguard STAR (Inv)	VGSTX	0.51
	BlackRock LifePath Index Retirement (K)	LIRKX	0.24	Vanguard Target Retirement Income	VTINX	0.28
	BlackRock LifePath Index 2025 (K)	LIBKX	0.24	Vanguard Target Retirement 2020	VTWNX	0.28
	BlackRock LifePath Index 2030 (K)	LINKX	0.24	Vanguard Target Retirement 2025	VTTVX	0.28
	BlackRock LifePath Index 2035 (K)	LIJKX	0.24	Vanguard Target Retirement 2030	VTHRX	0.28
	BlackRock LifePath Index 2040 (K)	LIKKX	0.24	Vanguard Target Retirement 2035	VTTHX	0.28
	BlackRock LifePath Index 2045 (K)	LIHKX	0.24	Vanguard Target Retirement 2040	VFORX	0.28
	BlackRock LifePath Index 2050 (K)	LIPKX	0.24	Vanguard Target Retirement 2045	VTIVX	0.28
	BlackRock LifePath Index 2055 (K)	LIVKX	0.24	Vanguard Target Retirement 2050	VFIFX	0.28
	BlackRock LifePath Index 2060 (K)	LIZKX	0.24	Vanguard Target Retirement 2055	VFFVX	0.28
	BlackRock LifePath Index 2065 (K)	LIWKX	0.24	Vanguard Target Retirement 2060	VTTSX	0.28
				Vanguard Target Retirement 2065	VLXVX	0.28
Domestic Equity	MFS Value (R6)	MEIKX	0.59	MFS Value (R6)	MEIKX	0.65
	Vanguard Institutional Index (I)	VINIX	0.18	Vanguard Institutional Index (I)	VINIX	0.23
	Vanguard FTSE Social Index (Adm)	VFTAX	0.29	Vanguard Total Stock Mkt Index (Adm)	VTSAX	0.24
	MassMutual Equity Opportunities (I)	MFVZX	0.90	MFS Growth (R6)	MFEKX	0.72
	JPMorgan Large Cap Growth (R6)	JLGMX	0.59	Victory Sycamore Established Val (R6)	VEVRX	0.74
	MFS Mid Cap Value (R6)	MVCKX	0.77	Vanguard Mid Cap Index (Adm)	VIMAX	0.25
	Vanguard Mid Cap Index (I)	VMCIX	0.19	Voya MidCap Opportunities (R6)	IMOZX	1.10
	JPMorgan Mid Cap Growth (R6)	JMGMX	0.85	JPMorgan Small Cap Value (R6)	JSVUX	0.96
	American Cent Small Cap Value (R6)	ASVDX	0.89	Vanguard Small Cap Index (Adm)	VSMAX	0.25
	Vanguard Small Cap Index (I)	VSCIX	0.19	JPMorgan Small Cap Growth (R6)	JGSMX	0.96
	MassMutual Small Cap Gro Equity (I)	MSGZX	1.02			
Int'l	Vanguard Total Intl Stock Index (I)	VTSNX	0.24	Vanguard Total Intl Stock Index (Adm)	VTIAX	0.32
	MFS International Intrinsic Value (R6)	MINJX	0.82	MFS International Growth (R6)	MGRDX	0.92
	Invesco Developing Markets (R6)	ODVIX	1.03	American Funds New World (R6)	RNWGX	0.77
RE	Vanguard Real Estate Index (I)	VGSNX	0.26	Vanguard Real Estate Index (Adm)	VGSLX	0.32
Total range of fund fees (as of Aug 2024)		0.18-1.03%			0.23-1.10%	
SDBA	Schwab PCRA	Fees vary		Schwab PCRA	Fees vary	