

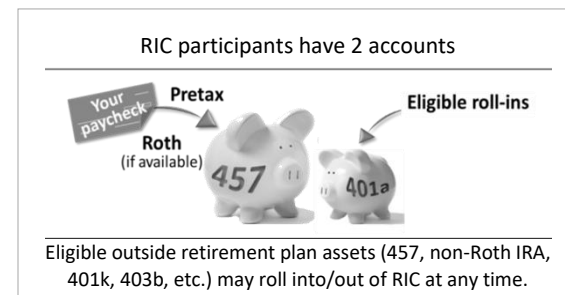


We're saving – are you?



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.

	RIC Providers			
Enrollment Options	(Formerly VALIC)	Horace Mann	MassMutual	VOYA FINANCIAL
Online	Enroll online (457/401a)	Enroll online	(Not available)	Enroll online (457b/401a)
In person – <i>request a meeting</i>	Michael.bauer@valic.com Area agent list	Steve.Harder@horacemann.com Area agent list	MassMutualIowaPlan@financialguide.com Area agent list	VoyalowaRICInbox@Voya.com Agent information available on request
Over the phone	800-945-6763	877-602-1870	(Not available)	800-555-1970/515-698-7973
Print forms	Print forms (457b/401a)	Print forms	Print forms	(Not available)
Request information	800-945-6763	877-602-1870	800-743-5274	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)		Horace Mann		MassMutual			
Safety	Fixed Rate	VALIC Fixed Interest Option		HM Grp Unallocated Fixed Interest Ann		MassMutual GIA		Voya Fixed Plus Account III / 457/401 II	
	Money Market	Vanguard Federal Money Mkt (Inv) VMFX		Vanguard Federal Money Mkt (Inv) VMFX				Voya Gov't Money Market Portf IVMXX	
Income	Core Bond	PIMCO Total Return (Inst'l) PTRX	Loomis Sayles Core Plus Bd (N) NERNX	JPMorgan Core Plus Bd (R6) JCBUX	Voya Intermediate Bd Portf (S) IPISX	Vanguard Total Bd Mkt Index (Adm) VBTXL	Vanguard Total Bd Mkt Index (Adm) VBTXL	Voya US Bd Index Portf (I) ILBAX	
	Inflation Protect	DFA Infla Protected Securities (Inst'l) DIPSX	Van Infla Protected Securities (Adm) VAIPX	PIMCO Real Return (Inst'l) PRRIX	BlackRock Infla Protected Bd (Inst'l) BPRIX	Invesco High Yield (R6) HYIFX	Prudential High Yield Bd (Q) PHYQX	Eaton Vance Income Fd of Boston (R6) EIBRX	Ivy High Income (Inst'l) IVHIX
	High Yield		Amer Fds Capital World Bd (R6) RCWGX		Templeton Global Bd (Adv) TGBAX				
	Foreign								
Balanced	Trad'l Balanced	Amer Fds Amer Balanced (R6) RLBGX	Vanguard STAR (Inv) VGSTX	Amer Fds Amer Balanced (R6) RLBGX	Amer Fds Amer Balanced R4 RLBEX				
	Target Date	Vanguard Target Retire Income (Inv) VTINX	Vanguard Target Retire Income (Inv) VTINX	BlackRock LifePath Index Retire (K) LIRKX	Amer Fds 2010 Target Date Retire (R4) RDATX				
		Vanguard Target Retire 2015 (Inv) VTXVX	Vanguard Target Retire 2015 (Inv) VTXVX	BlackRock LifePath Index 2020 (K) LIMKX	Amer Fds 2015 Target Date Retire (R4) RDBTX				
		Vanguard Target Retire 2020 (Inv) VTWNX	Vanguard Target Retire 2020 (Inv) VTWNX	BlackRock LifePath Index 2025 (K) LIBKX	Amer Fds 2020 Target Date Retire (R4) RDCTX				
		Vanguard Target Retire 2025 (Inv) VTTVX	Vanguard Target Retire 2025 (Inv) VTTVX	BlackRock LifePath Index 2030 (K) LINKX	Amer Fds 2025 Target Date Retire (R4) RDDTX				
		Vanguard Target Retire 2030 (Inv) VTHRXX	Vanguard Target Retire 2030 (Inv) VTHRXX	BlackRock LifePath Index 2035 (K) LIJXX	Amer Fds 2030 Target Date Retire (R4) RDETX				
		Vanguard Target Retire 2035 (Inv) VTTHX	Vanguard Target Retire 2035 (Inv) VTTHX	BlackRock LifePath Index 2040 (K) LIKXX	Amer Fds 2035 Target Date Retire (R4) RDETX				
		Vanguard Target Retire 2040 (Inv) VFORX	Vanguard Target Retire 2040 (Inv) VFORX	BlackRock LifePath Index 2045 (K) LIHXX	Amer Fds 2040 Target Date Retire (R4) RDGTX				
		Vanguard Target Retire 2045 (Inv) VTIVX	Vanguard Target Retire 2045 (Inv) VTIVX	BlackRock LifePath Index 2050 (K) LIPKX	Amer Fds 2045 Target Date Retire (R4) RDHTX				
		Vanguard Target Retire 2050 (Inv) VFIFX	Vanguard Target Retire 2050 (Inv) VFIFX	BlackRock LifePath Index 2055 (K) LIVKX	Amer Fds 2050 Target Date Retire (R4) RDITX				
		Vanguard Target Retire 2055 (Inv) VFFVX	Vanguard Target Retire 2055 (Inv) VFFVX		Amer Fds 2055 Target Date Retire (R4) RDJTX				
		Vanguard Target Retire 2060 (Inv) VTTSX	Vanguard Target Retire 2060 (Inv) VTTSX		Amer Fds 2060 Target Date Retire (R4) RDKTX				
Domestic Equity	Large Value	Vanguard Equity-Income (Adm) VEIRX	JPMorgan Equity Income (R6) OIEIX	MFS Val (R5) MEIKX	Virtus Ceredex Large Cap Val Equity (I) STVTX				
	Large Blend	JPMorgan Disciplined Equity (R6) JDEUX		Hartford Capital Appreciation (R6) ITHVX	Parnassus Core Equity (Inv) PRBLX				
		DFA US Sustainability Core 1 DFSIX		MM Select Equity Opportunities (Inst'l) MFVZX					
	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 (S) IRLCX				
	Large Growth	Amer Fds AMCAP (R6) RAFGX	Vanguard Total Stock Mkt Index (Adm) VTSAX	Vanguard FTSE Social Index (Inv) VFTSX	Vanguard Total Stock Mkt Index (Inst'l) VITSX				
	Mid Value	Wells Fargo Advan Spec Mid Cap Val (R6) WFPRX	MFS Gro (R5) MFEKX	MassMut Select Blue Chip Gro (Inst'l) MBCZX	Voya Large Cap Gro Portf (S) IEOGX				
	Mid Cap Index	Vanguard Mid Cap Index (Inst'l) WMCIKX	Victory Sycamore Established Val (R6) VEVXX	MFS Mid Cap Val (R5) MCVKX	VY® American Century Sm-Mid Cap Val (I) IACIX				
	Mid Growth	Vanguard Mid Cap Index (Adm) VIMAX	Vanguard Mid Cap Index (Adm) VIMAX	Vanguard Mid Cap Index (Adm) VIMAX	Voya Russell Mid Cap Index Portf (S) IRMCX				
	Small Value	AB Discovery Gro (Z) CHCZX	Voya Mid Cap Opportunities Portf (R6) IMOZX	JPMorgan Mid Cap Gro (R6) JMGMX	VY® T Ro Prc Divers Mid Cap Gro (Adv) IAXAX				
	Small Cap Index	DFA US Targeted Val (Inst'l) DFFVX	JPMorgan Sm Cap Val (R6) JSVUX	Amer Century Sm Cap Val (R6) ASVXX	Victory Integrity Sm Cap Val (Y) VSVIX				
International	Small Growth	Vanguard Sm Cap Index (Adm) VSMAX	Vanguard Sm Cap Index (Adm) VSMAX	Vanguard Sm Cap Index (Adm) VSMAX	Voya Russell Sm Cap Index (I) IIRSX				
	Foreign Stock	ClearBridge Sm Cap Gro (IS) LMOIX	JPMorgan Sm Cap Gro (R6) JGSMX	MassMut Select Sm Cap Gro Eq (Inst'l) MSGZX	Voya Sm Cap Opportunities Portf (I) IVSOX				
	Emerging Mkts	Amer Fds Europacific Gro (R6) RERGX	Amer Fds Europacific Gro (R6) RERGX	MFS® Int'l Value (R5) MINJX	Dodge & Cox Int'l Stock DODFX				
		Vanguard Total Int'l Stock Index (Inst'l) VTSNX	Vanguard Total Int'l Stock Index (Adm) VTIAX	Vanguard Total Int'l Stock Index (Adm) VTIAX	Voya Int'l Index Portf (I) IHIX				
World Stock	Amer Fds Capital World Gr & Inc (R6) RWIGX	Amer Fds New World (R6) RNWGX	Oppenheimer Developing Mkts (Inst'l) ODVIX						
Sector	Real Estate	Vanguard REIT Index (Adm) VGSXL	Vanguard Real Estate Index (Adm) VGSXL	Vanguard REIT Index (Adm) VGSXL	VY® Clarion Real Estate Portf (Inst'l) IVRIX				
SDBA (additional fees may apply)	Schwab PCRA	TD Ameritrade	Schwab PCRA	TD Ameritrade					
Total range of fees*	0.22% - 0.99%	0.24% - 1.08%	0.25% - 1.10%	0.04% - 1.28%					

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