Iowa
Retirement Investors' Club (RIC)
Look *forward* to retirement!

RIC At-A-Glance

Empower, Voya

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. 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	EMPOWER RETIREMENT	VOYA FINANCIAL
Online	(Not available)	Enroll online (457b/401a)
In person – *request a meeting*	Email Empower / Area agent list	VoyaIowaRICInbox@Voya.com / Request area agent information
Over the phone	(Not available)	515-698-7973
Print forms	Print forms	(Not available)

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.

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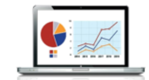
RIC Investment Options

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 or provider 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			Voya		
	Investment Name	Ticker	Fee	Investment Name	Ticker	Fee
Low Risk	Guaranteed Int. Acct			Voya Fixed Plus III		
				BlackRock Liquid Fed. Trust (I)	TFFXX	0.35
Income	Eaton Vance Income Fd of Boston (R6)	EIBRX	0.81	Voya Intermediate Bond (R6)	IIBZX	0.47
	JPMorgan Core Bond (R6)	JCBUX	0.49	Fidelity US Bond Index	FXNAX	0.21
	Vanguard Total Bond Market Index (I)	VBTIX	0.18	BlackRock Infla-Protected Bond (K)	BPLBX	0.69
	PIMCO Real Return (Instl)	PRRIX	0.62	Voya High Yield Bond (R6)	VHYRX	0.81
				Dodge & Cox Global Bond (X)	DOXLX	0.55
Balanced	American Fds American Balanced (R6)	RLBGX	0.40	Amer Fds American Balanced (R6)	RLBGX	0.43
	BlackRock LifePath Index Retirement (K)	LIRKX	0.24	Amer Fds 2010 Date Retire (R6)	RFTTX	0.46
	BlackRock LifePath Index 2025 (K)	LIBKX	0.24	Amer Fds 2015 Date Retire (R6)	RFJTX	0.48
	BlackRock LifePath Index 2030 (K)	LINKX	0.24	Amer Fds 2020 Date Retire (R6)	RRCTX	0.48
	BlackRock LifePath Index 2035 (K)	LIJKX	0.24	Amer Fds 2025 Date Retire (R6)	RFDTX	0.50
	BlackRock LifePath Index 2040 (K)	LIKKX	0.24	Amer Fds 2030 Date Retire (R6)	RFETX	0.51
	BlackRock LifePath Index 2045 (K)	LIHKX	0.24	Amer Fds 2035 Date Retire (R6)	RFFTX	0.53
	BlackRock LifePath Index 2050 (K)	LIPKX	0.24	Amer Fds 2040 Date Retire (R6)	RFGTX	0.54
	BlackRock LifePath Index 2055 (K)	LIVKX	0.24	Amer Fds 2045 Date Retire (R6)	RFHTX	0.55
	BlackRock LifePath Index 2060 (K)	LIZKX	0.24	Amer Fds 2050 Date Retire (R6)	RFITX	0.56
	BlackRock LifePath Index 2065 (K)	LIWKX	0.24	Amer Fds 2055 Date Retire (R6)	RFKTX	0.56
				Amer Fds 2060 Date Retire (R6)	RFUTX	0.56
				Amer Fds 2065 Date Retire (R6)	RFVTX	0.56
Domestic Equity	MFS Value (R6)	MEIKX	0.58	Vanguard Equity Income (Adm)	VEIRX	0.37
	Vanguard Institutional Index (I)	VINIX	0.18	Fidelity 500 Index	FXAIX	0.20
	Vanguard FTSE Social Index (Adm)	VFTAX	0.29	Vanguard FTSE Social Index (I)	VFTNX	0.30
	MassMutual Equity Opportunities (I)	MFVZX	0.89	JPMorgan Large Cap Growth (R6)	JLGMX	0.62
	JPMorgan Large Cap Growth (R6)	JLGMX	0.59	American Century Mid Cap Value (R6)	AMDVX	0.80
	MFS Mid Cap Value (R6)	MVCKX	0.77	Fidelity Mid Cap Index	FSMDX	0.21
	Vanguard Mid Cap Index (I)	VMCIX	0.19	T. Ro Prc Diversified Mid-Cap Gro (I)	RPTTX	0.86
	JPMorgan Mid Cap Growth (R6)	JMGMX	0.85	DFA U.S. Targeted Value Port (I)	DFFVX	0.47
	American Cent Small Cap Value (R6)	ASVDX	0.89	Fidelity Small Cap Index	FSSNX	0.21
	Vanguard Small Cap Index (I)	VSCIX	0.19	Loomis Sayles Small Cap Growth (N)	LSSNX	1.00
	MassMutual Small Cap Gro Equity (I)	MSGZX	1.02			
Int'l	Vanguard Total Intl Stock Index (I)	VTSNX	0.23	Fidelity International Index	FSPSX	0.22
	MFS International Intrinsic Value (R6)	MINJX	0.76	Dodge & Cox International Stock (X)	DOXFX	0.70
	Invesco Developing Markets (R6)	ODVIX	0.99	Amer. Funds New Perspective (R6)	RNPGX	0.59
				Amer. Funds New World (R6)	RNWGX	0.75
RE	Vanguard Real Estate Index (I)	VGSNX	0.25	DFA RE Securities Portfolio (I)	DFREX	0.36
Total range of fund fees (as of 05/22/23)		.18-1.02%			.20-1.00%	
SDBA	Schwab PCRA	Fees vary		TD Ameritrade SDB	Fees vary	