



Iowa Retirement Investors' Club (RIC)
457/401a Plans
Look *forward* to retirement!

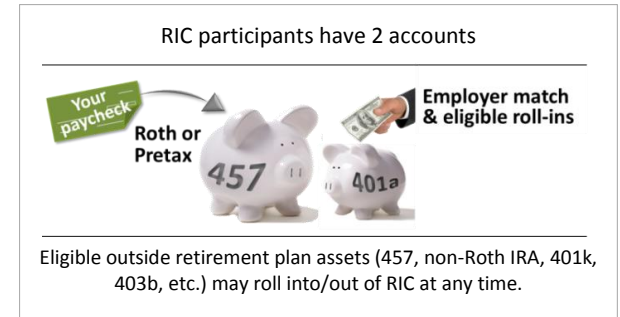
RIC At-A-Glance

State Employees



Program summary: The Iowa Retirement Investors' Club (RIC) is the State of Iowa supplemental retirement savings benefit designed to help state employees* save a portion of current wages for future income needs. There are no vesting requirements! Participant benefits include:

- Employer match benefit of up to \$75/month
- Automatic deductions from payroll (minimum \$25/mo)
- Tax advantages (pretax & post-tax 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, begin payroll deductions, and start receiving the match.

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			
	Horace Mann	MassMutual FINANCIAL GROUP	VALIC	VOYA FINANCIAL
Online	Enroll online	(Not available)	Enroll online (457b/401a)	Enroll online (457b/401a)
In person – <i>request a meeting</i>	Steve.Harder@horacemann.com Area agent list	MassMutualIowaPlan@financialguide.com Area agent list	Michael.bauer@valic.com Area agent list	VoyalowaRICInbox@Voya.com Agent information available on request
Over the phone	877-602-1870	(Not available)	800-945-6763	800-555-1970/515-698-7973
Print forms	Print forms	Print forms	Print forms (457b/401a)	(Not available)
Request information	877-602-1870	800-743-5274	800-945-6763	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.

*A permanent or probationary State of Iowa employee working 20+ hours per week or an employee who has a fixed annual salary is eligible to participate.

Visit the RIC website at <https://das.iowa.gov/RIC/SOI> 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**
- Declared rate
 - Guaranteed by provider
 - Fixed period
 - No market risk
 - No restrictions/maturities
 - No fees



- Variable Rate**
- "Mutual Funds"
 - No guarantees
 - Always liquid
 - Degrees of market risk
 - No restrictions/maturities
 - Fund management fees

Fund Categories		Horace Mann		MassMutual		VALIC		Voya	
Safety	Fixed Rate	HM Grp Unallocated Fixed Interest Ann		MassMutual GIA		VALIC Fixed Interest Option		Voya Fixed Plus Account III / 457/401 II	
	Money Market	Vanguard Federal Money Mkt (Inv) VFMXX				Vanguard Federal Money Mkt (Inv) VFMXX		Voya Gov't Money Market Portf IVMXX	
Income	Core Bond	Loomis Sayles Core Plus Bd (N) NERNX	JPMorgan Core Plus Bd (R6) JCBUX		PIMCO Total Return (Inst'l) PITRX		Voya Intermediate Bd Portf (S) IPISX		
		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	Van Infla Protected Securities (Adm) VAIPX		PIMCO Real Return (Inst'l) PRRIX		DFA Infla Protected Securities (Inst'l) DIPSX		BlackRock Infla Protected Bd (Inst'l) BPRIX	
	High Yield	Prudential High Yield Bd (Q) PHYQX		Eaton Vance Income Fd of Boston (R6) EIBRX		Invesco High Yield (R6) HYIFX		Ivy High Income (Inst'l) IVHIX	
	Foreign	Amer Fds Capital World Bd (R6) RCWGX						Templeton Global Bd (Adv) TGBAX	
Balanced	Trad'l Balanced	Vanguard STAR (Inv) VGSTX		Amer Fds Amer Balanced (R6) RLBGX		Amer Fds Amer Balanced (R6) RLBGX		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) RDATA	
		Vanguard Target Retire 2015 (Inv) VTXVX		BlackRock LifePath Index 2020 (K) LIMKX		Vanguard Target Retire 2015 (Inv) VTXVX		Amer Fds 2015 Target Date Retire (R4) RDBTX	
		Vanguard Target Retire 2020 (Inv) VTWNX		BlackRock LifePath Index 2025 (K) LIBKX		Vanguard Target Retire 2020 (Inv) VTWNX		Amer Fds 2020 Target Date Retire (R4) RDCTX	
		Vanguard Target Retire 2025 (Inv) VTTVX		BlackRock LifePath Index 2030 (K) LINKX		Vanguard Target Retire 2025 (Inv) VTTVX		Amer Fds 2025 Target Date Retire (R4) RDDTX	
		Vanguard Target Retire 2030 (Inv) VTHRX		BlackRock LifePath Index 2035 (K) LIJKX		Vanguard Target Retire 2030 (Inv) VTHRX		Amer Fds 2030 Target Date Retire (R4) RDETX	
		Vanguard Target Retire 2035 (Inv) VTTHX		BlackRock LifePath Index 2040 (K) LIKXK		Vanguard Target Retire 2035 (Inv) VTTHX		Amer Fds 2035 Target Date Retire (R4) RDFTX	
		Vanguard Target Retire 2040 (Inv) VFORX		BlackRock LifePath Index 2045 (K) LIHKK		Vanguard Target Retire 2040 (Inv) VFORX		Amer Fds 2040 Target Date Retire (R4) RDGTX	
		Vanguard Target Retire 2045 (Inv) VTIVX		BlackRock LifePath Index 2050 (K) LIPKX		Vanguard Target Retire 2045 (Inv) VTIVX		Amer Fds 2045 Target Date Retire (R4) RDHTX	
		Vanguard Target Retire 2050 (Inv) VFIFX		BlackRock LifePath Index 2055 (K) LIVKX		Vanguard Target Retire 2050 (Inv) VFIFX		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	JPMorgan Equity Income (R6) OIEIX		MFS Val (R5) MEIKX		Vanguard Equity-Income (Adm) VEIRX		Virtus Ceredex Large Cap Val Equity (I) STVTX	
	Large Blend			Hartford Capital Appreciation (R6) ITHVX		JPMorgan Disciplined Equity (R6) JDEUX		Parnassus Core Equity (Inv) PRBLX	
				MM Select Equity Opportunities (Inst'l) MPVZX		DFA US Sustainability Core 1 DFSIX			
	Large Cap Index	Vanguard 500 Index (Adm) VFIAX		Vanguard 500 Index (Adm) VFIAX		Vanguard Inst'l Index (Inst'l) VINIX		Voya Russell Large Cap Index Portf (S) IRLCX	
		Vanguard Total Stock Mkt Index (Adm) VTSAX		Vanguard FTSE Social Index (Inv) VFTSX				Vanguard Total Stock Mkt Index (Inst'l) VITSX	
	Large Growth	MFS Gro (R5) MFEKX		MassMut Select Blue Chip Gro (Inst'l) MBCZX		Amer Fds AMCAP (R6) RAFGX		Voya Large Cap Gro Portf (S) IEOSX	
	Mid Value	Victory Sycamore Established Val (R6) VEVRX		MFS Mid Cap Val (R5) MVCKX		WellsFargo Advan Spec Mid Cap Val R6) WFPRX		Invesco Amer Val (R5) MSAJX	
	Mid Cap Index	Vanguard Mid Cap Index (Adm) VIMAX		Vanguard Mid Cap Index (Adm) VIMAX		Vanguard Mid Cap Index (Inst'l) WMCIX		Voya Russell Mid Cap Index Portf (S) IRMCK	
	Mid Growth	Voya Mid Cap Opportunities Portf (R6) IMOZX		JPMorgan Mid Cap Gro (R6) JMGMX		AB Discovery Gro (Z) CHCZX		VY® T Ro Prc Divers Mid Cap Gro (Adv) IAXAX	
	Small Value	JPMorgan Sm Cap Val (R6) JSVUX		Amer Century Sm Cap Val (R6) ASVDX		DFA US Targeted Val (Inst'l) DFFVX		Victory Integrity Sm Cap Val (Y) VSVIX	
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) IIRSX		
Small Growth	JPMorgan Sm Cap Gro (R6) JGS MX		MassMut Select Sm Cap Gro Eq (Inst'l) MSGZX		ClearBridge Sm Cap Gro (IS) LMOIX		Voya Sm Cap Opportunities Portf (I) IVSOX		
International	Foreign Stock	Amer Fds Europacific Gro (R6) RERGX		MFS® Int'l Value (R5) MINIX		Amer Fds EuroPacific Gro (R6) RERGX		Dodge & Cox Int'l Stock DODFX	
		Vanguard Total Int'l Stock Index (Adm) VTIA X		Vanguard Total Int'l Stock Index (Adm) VTIA X		Vanguard Total Int'l Stock Index (Inst'l) VTSNX		Voya Int'l Index Portf (I) IIIIX	
	Emerging Mkts	Amer Fds New World (R6) RNWGX		Oppenheimer Developing Mkts (Inst'l) ODVIX					
	World Stock					Amer Fds Capital World Gr & Inc (R6) RWIGX		Amer Fds New Perspective (R4) RNPEX	
Sector	Real Estate	Vanguard REIT Index (Adm) VGSLX		Vanguard REIT Index (Adm) VGSLX		Vanguard REIT Index (Adm) VGSLX		VY® Clarion Real Estate Portf (Inst'l) IVRIX	
SDBA (additional fees may apply)		TD Ameritrade		Schwab PCRA		Schwab PCRA		TD Ameritrade	
Total range of fees*		0.24% - 1.08%		0.25% - 1.10%		0.22% - 0.99%		0.04% - 1.27%	

*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>.