MissionSquare RETIREMENT

Get To Know Your

401(a) Money Purchase Plan

A money purchase plan can be your primary source of retirement income or play a key supporting role. The more you know about how it works, the better you can plan for your retirement.

A Retirement Plan You Control

An account in your employer's 401(a) Money Purchase Plan will help you build retirement savings. Your account is funded by contributions made by you and/or your employer.

- The value of your account fluctuates based on the performance of the investments you select.
- You don't pay any taxes on the money in your account until you withdraw it.
- You have flexible withdrawal options upon separation from service.
- In the event of your death, your designated beneficiary or beneficiaries will receive the money in your account.

Contributions

You and/or your employer contribute to your account each year based on a set formula, which is determined by your employer.

See retirement savings contribution limits at www.missionsq.org/contributionlimits

Guided Pathways®

MissionSquare can help you decide how much to save and how to invest through **Guided Pathways***

Find more information at www.missionsq.org/guidedpathways.

*Investment advice and analysis tools are offered to participants through MissionSquare Retirement, a federally registered investment adviser. Investment advice is the result of methodologies developed, maintained, and overseen by the independent financial expert, Morningstar Investment Management LLC. Morningstar Investment Management LLC is a registered investment adviser and subsidiary of Morningstar, Inc. Morningstar, Inc., and Morningstar Investment Management LLC are not affiliated with MissionSquare Retirement. All rights reserved. The Morningstar name and logo are registered marks of Morningstar, Inc. For additional information on our Guided Pathways® Advisory Services, refer to the Form ADV Part 2A Brochure, available at **www.adviserinfo.sec.gov**.

Vesting

Your ownership of employer contributions to the plan (if applicable) is determined by the plan's vesting schedule.

You're vested in (fully own) 100% of all contributions you make, as well as any associated earnings.

Your ownership of employer contributions is based on a vesting schedule in which you have to work a certain number of years before being vested 100%.

Manage Your Investments

You control how the money in your account is invested and can make changes at any time. Review the available investments and the online resources MissionSquare Retirement offers to help you decide how to invest contributions.

Access to Your Money

Based on your employer's plan rules, withdrawals may also be allowed while you're still working.

When you leave your employer, you can withdraw assets regardless of the reason and your years of service.

Enjoy flexible withdrawal options for vested assets like:

- Withdrawal of your entire balance.
- Periodic, partial withdrawals as you see fit.
- Installment payments of a certain dollar amount and frequency, such as monthly or quarterly, that you can change at any time.
- Lifetime income payments.

After you reach age 73** or separate from service, whichever is later, you'll be required to withdraw at least a minimum amount from your account each year, per IRS rules.

If plan rules allow, you can borrow against your vested assets through a loan.

Unlike with 457(b) plans, withdrawals prior to age 59 ½ are subject to the IRS 10% penalty tax unless an exception applies, such as separation from service in the year you turn age 55 or later.

**Age 70 ½ (if you were born before July 1, 1949), age 72 (if you were born after June 30, 1949, and before Jan. 1, 1951), or age 73 (if you were born after Dec. 31, 1950).

Portability

After leaving your employer, assets can be transferred – or rolled in – to another eligible retirement plan without being taxed. Assets may also be rolled into the plan.

Designate Beneficiaries

You designate a beneficiary or beneficiaries to receive any remaining assets upon your death.

- Most plans require that if you're married, your spouse is automatically your beneficiary for 100% of your account unless they waive this right.
- If you don't designate a beneficiary or beneficiaries, your estate is the default beneficiary, in which case:
  - Assets may not be distributed per your wishes.
  - Assets are subject to probate costs, potential delays, and creditor claims.
  - Non-spouse heirs may receive fewer tax benefits.

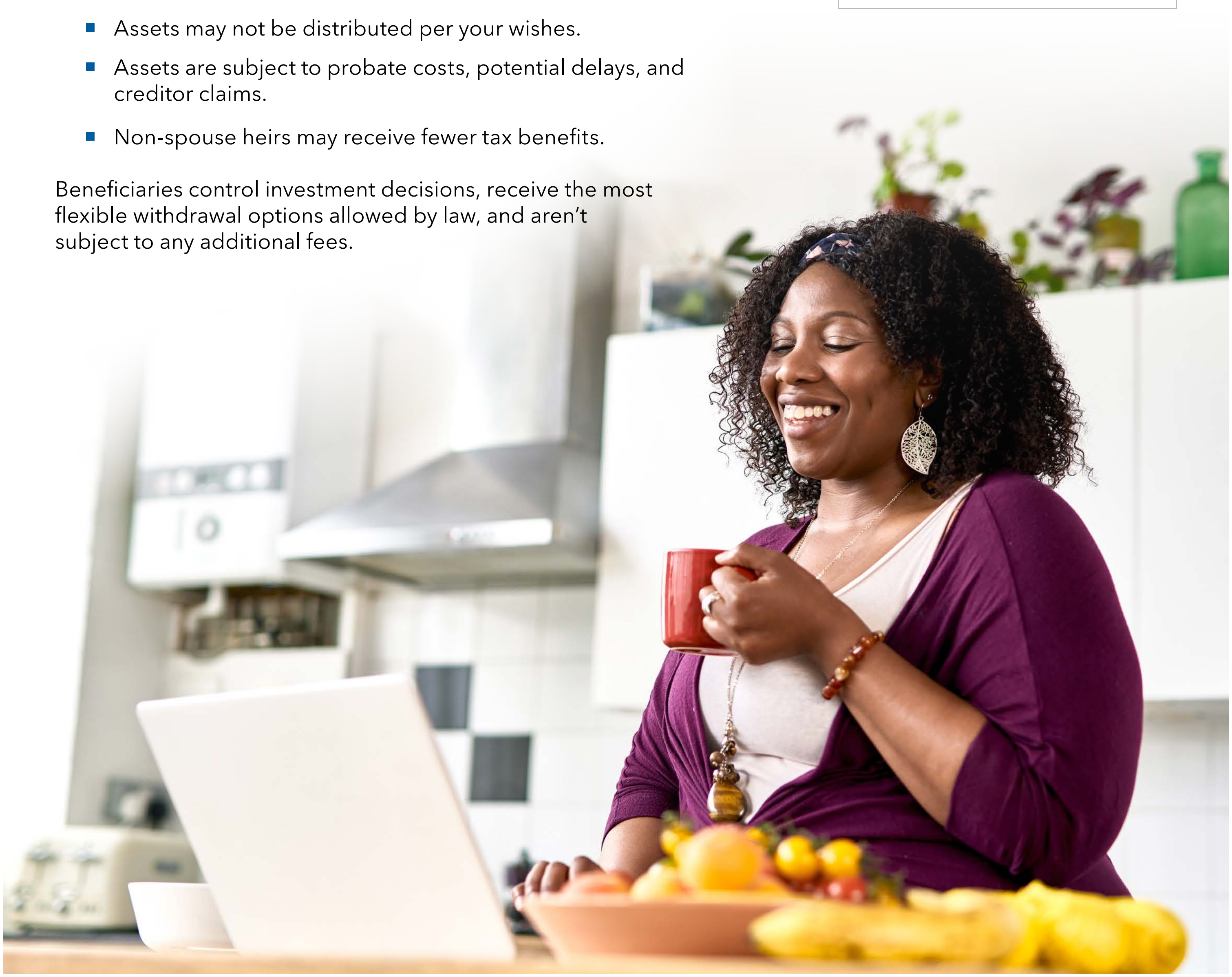
Beneficiaries control investment decisions, receive the most flexible withdrawal options allowed by law, and aren't subject to any additional fees.

Learn More

Get to know your 401(a) plan: **www.missionsq.org/401a**

Log in to your account to manage your savings: **www.missionsq.org**

Check out tips and tools to help you save, invest, and retire: **www.missionsq.org/learn**



Founded in 1972, MissionSquare Retirement is a mission-based financial services company that focuses on delivering results-oriented retirement plans, education, investments, and advice for those working in the public sector.

For more information, visit **www.missionsq.org**.

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