



**TO WEALTH.**

**TO HEALTH.**

AND MORE OF EACH.



## Your guide to the Hope College Invest Plan



**Hope** COLLEGE



# Brighten Your Outlook®

Welcome to the Hope College Invest Plan. Hope College has partnered with Transamerica who has more than 75 years of experience in retirement services, and is dedicated to helping you from the day you start saving to the day you retire—and every day after that. This guide provides tools and information to develop your retirement savings strategy quickly and easily.

## What you should know

**You have a valuable benefit.** Retirement might seem like a subject for another day, but your company provided retirement plan is an important benefit you shouldn't overlook. Your plan offers a powerful way to enhance your long-term financial well-being —by investing in yourself. It helps you brighten *Your Retirement Outlook®* (our barometer of your progress toward retirement readiness) to handle what could be the biggest expense of your life.

**You'll get some powerful planning tools.** On your **plan website**, [transamerica.com/portal/home](https://transamerica.com/portal/home), you'll find what you need to make smart decisions, from our interactive tools to our automated investment services. The Transamerica app lets you put your plan in your pocket. And no matter how you access your account, you'll always know Your Retirement Outlook with a personalized "weather icon" (rainy, cloudy, partly sunny, or sunny) that makes it easy to see if your strategy has you on course toward your retirement income goal—or if you need to take action.

**We're here to help.** From easy-to-understand education to customer service, we'll be with you every step of the way to and throughout retirement. Go to your plan website or call our toll-free number for personalized account assistance, investment guidance, and retirement planning support.

## What you should do

**Join the plan!** Once you're eligible and start saving for your future, the easier it will be to ensure a comfortable life during retirement.

**Set up your online access.** Follow the instructions to create a username and password, then follow the enrollment path to choose contributions, investments, and more, or **call our toll-free number** (follow the prompts to access and secure your account using your voice).

**Determine your Voluntary contribution rate.** Experts agree that most people will need to contribute at *least* 10% of pay to meet their income needs throughout retirement. The tools on your plan website can help you decide how much to save.

**Make sure you're saving enough.** If your target seems out of reach, our annual **auto-increase** service can help you get there gradually. Get started by signing in to your account; from the Manage menu, select "Contributions" then elect "auto-increase." Participants should evaluate their ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

If you'll be at least age 50 this year, you may be able to make extra **"catch-up"** contributions above the regular IRS limit.

If you have completed at least 15 years of service with your employer and have not contributed the maximum allowed in previous year(s), you may be able to make extra "catch-up" contributions to your account above the regular IRS limit.

**Determine your investing style.** Your plan enables you to diversify and rebalance your investments by making a single decision—or you can build your own portfolio by choosing among a wide range of carefully screened investment options.

**Complete your retirement profile** in our **OnTrack®** tool for a comprehensive view of *Your Retirement Outlook®* and specific ways you may be able to improve it. To get started, sign in to your account and click "Update" on your Account Overview page or "OnTrack" in the Resource Center menu.

**Name your beneficiaries.** This simple but important step ensures your account assets will go where you choose in the event of your death. Look for "Beneficiaries" in your account Home menu on your plan website.

**Sign up for e-documents.** Electronic delivery of statements, confirmations, notices, and investment materials can save you time and reduce your clutter.

**Consider consolidating.** If you have retirement accounts with other financial providers or in IRAs, you may **roll over**, or transfer, any portion of your balances to your plan account at any time. This could make planning easier, simplify your finances, and offer other benefits. Just make sure to review transfer fees other providers may impose, and consider whether a move would change features or benefits that may be important to you. For step-by-step guidance, email us at **consolidate@transamerica.com** or call **800-275-8714**.

*Employer-sponsored retirement plans may have features that you may find beneficial such as access to institutional funds, fiduciary selected investments, and other ERISA protections not afforded other investors. In deciding whether to do a rollover from a retirement plan, be sure to consider whether the asset transfer changes any features or benefits that may be important to you. Review the fees and expenses you pay, including any charges associated with transferring your account, to see if rolling over into an IRA or consolidating your accounts could help reduce your costs.*

The material in this retirement plan guide was prepared for general distribution. It is being provided for informational purposes only and should not be viewed as an investment recommendation. If you need advice regarding your particular investment needs, contact your financial professional.

# Plan highlights for the Hope College Invest Plan

*These highlights represent only an overview of plan provisions. For full details, including any conditions or restrictions, please refer to the Summary Plan Description (SPD) available from your benefits office.*

## Your contributions

### Voluntary Contribution

#### Roth 403(b) Contribution

##### Eligibility

You are immediately eligible for this contribution.

##### Contribution limits

Your traditional contributions are deducted from your paycheck before taxes each pay period. The IRS limits how much you can contribute each year; the current IRS annual limit is \$19,000. If you are (or will be) at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$6,000) above the regular IRS annual limit for the year. Please note these limits are indexed annually by the IRS. If you have completed at least 15 years of service with your employer and have not contributed the maximum allowed in previous year(s), you may be able to make extra "catch-up" contributions to your account. Your annual catch-up limit under this rule (\$15,000 lifetime) is determined by a formula based on your years of service and previous contributions. If you qualify for both types of catch up contributions, you must make the maximum "15-year" contributions before you can take advantage of "age 50" contributions. Please contact your Benefits Office for details.

Your plan allows you to contribute up to the maximum allowed by law.

- You may elect to increase or decrease your contribution once per payroll period. You may stop your contributions at any time. Changes will go into effect as soon as administratively feasible.
- Also, your plan offers the auto-increase service, which lets you schedule automatic annual increases to your contribution rate by an amount you choose. (You can sign up, make changes, or cancel online.)

##### Voluntary contribution or Roth Contributions?

You may save with traditional before tax dollars, after-tax Roth dollars, or a combination of both, up to the overall limits noted previously. In general, which to choose depends on whether you think you'll be in a higher or lower federal tax bracket when you withdraw your money than you are now. The Roth calculator on your plan website can help you determine which may be right for you.

##### Vesting

Vesting refers to your "ownership" of your account—the portion to which you are entitled even if you leave the plan. You are always 100% vested in your own contributions plus any earnings on them (including any rollover or transfer contributions you have made).



# Hope College contributions

## Non-matching contribution

### Employer Contribution

#### Eligibility

**Service:** One year

**Plan entry date:** The first of any month once you meet the eligibility requirements

To complete a year of service, you must have worked 1,000 hours of service during an eligibility period. The first eligibility period is the 12-month period beginning on your date of hire. Subsequent eligibility periods are based on the Plan Year.

However, you will *not* be eligible for the Employer Contribution if you are:

- Employees who are students
- Employees who are offered Early Retirement, severance or buy-out
- Adjunct Faculty
- Covered under a collective bargaining agreement that does not provide for participation in the plan
- Employees who perform service for the college per written agreement that doesn't provide for participation

#### Contribution Amount

Whether or not you contribute to your account, Hope College may make a plan contribution to your account on a tax-deferred basis.

#### Vesting

You are always 100% vested in the Employer Contribution.

## Additional plan details

### Investment choices

You decide how your account will be invested among the available choices.

For detailed, up-to-date information on the investment options in your plan, including possible trading restrictions, please visit [transamerica.com/portal/home](https://transamerica.com/portal/home).

Hope College has chosen a default investment option, also known as a Qualified Default Investment Alternative (QDIA), which was selected for you in accordance with section 404(c)(5) of ERISA and other legal regulations. Even though you did not make an affirmative investment election, the plan fiduciary is not liable for any losses that result from investing your assets in the QDIA. This relief from liability applies whether or not the plan is intended to be a 404(c) plan. Unless you choose otherwise, your account will be invested in the QDIA, Vanguard Target Retirement Funds, which is a group of single target date funds; one will be chosen based on your assumed retirement age of 65.

The way contributions are invested in your account is referred to as your "investment allocation." You may change your allocation at any time.

In addition, you may transfer existing balances among your investment choices at any time (transfers may be subject to certain restrictions).

**Target Date Funds:** *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments,*



*and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

## Loans

You may borrow from your account based on the following provisions (as a general rule, loans should be taken from retirement savings only as a last resort):

**Minimum loan amount:** \$1,000

You are only allowed 50% of your vested balance for a loan amount, this amount must be equal or greater than the loan minimum.

**Maximum loan amount:** the lesser amount of 50% of your vested account balance or \$50,000 reduced by the highest outstanding loan balance in the past year.

**Interest rate:** Prime interest rate plus 1%

**Loan term:** General loan: 1 - 5 Years

**Outstanding loans allowed:** 1

## Withdrawals and distributions

### In service

You may withdraw your vested balance while employed if you:

- Are at least age 59½
- Have certain contributions which allow in-service withdrawals at any time
- Experience financial hardship as defined in your Summary Plan Description

### After service

You may take distributions of vested funds from your account if you:

- Retire at the plan's normal retirement age of 65
- Terminate employment
- Become disabled

In addition, upon your death, your designated beneficiaries will receive any vested amount remaining in your account.

Generally, if you're no longer actively working for your employer as of April 1 of the year after you reach age 70 1/2, you are required to begin taking required minimum distributions (RMDs) from your account.

## Expenses and fees

Your costs to participate in the plan may include:

- General plan administrative fees for ongoing services such as recordkeeping, website management, and communication services.
- Investment expenses for operating and management expenses charged by the investment providers.
- Service fees on individual transactions initiated by you such as loans, certain withdrawals, overnight payments, etc.
- Also, in some cases your account may receive plan service credits if revenue we receive from fund companies toward plan administration is greater than the annual administrative fee.

For details on administrative fees and credits (if applicable), please see "Important Information Regarding your Plan" at the end of this guide or on the "Fund and Fee Information" in the Review menu of your plan website. Except for investment expenses, which are deducted from the investments you hold and reflected in your investment returns, actual fees and credits will appear on your quarterly account statements.

## 404(c) Notice

Your plan is intended to comply with ERISA section 404(c) and final regulation 2550.404c-1 of the Internal Revenue Code. This means you have the flexibility (and responsibility) to choose among the investment options provided under the plan in a way that best meets your objectives. In general, by providing you with this ability and a variety of investment choices, neither your plan sponsor nor Transamerica is liable for any losses that occur as a direct result of investing in the available options as directed by you or your beneficiary.

In addition to the information in this guide, you can obtain, upon request:

- Prospectuses, summary prospectuses, or similar documents relating to each investment option.
- Financial statements or reports or similar materials relating to each investment option.
- Information regarding the value of shares or units in the investment options as well as the date of valuation. (Please see your account statement.)
- A list of the assets comprising the portfolio of each investment option which will constitute "plan assets" under Reg. 2510.3-101, and the value of each such asset.

For any of the above, please contact:

Connie VanderZwaag  
Human Resources  
Hope College  
100 East 8th Street, Suite 210  
Holland, MI 49423  
Phone: 616-395-7818

**Important: The projections or other information generated by the engine regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time.** Please visit [transamerica.com/portal/home](https://transamerica.com/portal/home) for details on the criteria and methodology used, the tool's limitations and key assumptions, and other important information.





*You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency. Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.*

*Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. Hope College has selected Transamerica Retirement Solutions as your retirement plan provider, but there are no other affiliations between Hope College and Transamerica or its affiliate, TISC.*

# Your income goal

**Most of your retirement income will come from you.** Social Security covers only about 33%\* of the average retiree's income. For 2017, the typical Social Security benefit was around \$1,360 a month, or slightly over \$16,300 a year. And while some people will receive pension benefits from current or former employer(s), most of your retirement income will likely come from your own savings and investments. This makes it critical that you do as much as you can now to save for your future.

*\*Fast Facts & Figures About Social Security, 2017*

## How much is enough?

A common rule of thumb is that you'll need to replace 80% of your final working salary to maintain your living standard in retirement—though you could need more or may be able to get by on less. To get there, many financial experts recommend that you steer 10% to 15% of your pay toward retirement. However, everyone's situation is different. The **Retirement Outlook Estimator<sup>SM</sup>** tool (in the Resource Center of your plan website) can help you personalize your goal.

Getting your contribution rate to where it should be can seem like a difficult leap from where you stand. So, consider using our auto-increase scheduler to raise your plan contributions gradually — once a year by an amount that's easy to handle, on a date that's easy to remember (say, 2% on your birthday). Thanks to compounding (the earnings on your earnings), even small, regular increases can make a big difference over time. In fact, the sooner you start saving, the less you may have to save to reach your goal.



# Your investment strategy

## Asset allocation and diversification

Spreading your risk among different types of investment options is important for building a nest egg that will meet your needs throughout retirement. This way, temporary downturns in one type of investment may not affect your whole retirement savings account. To do so, you should familiarize yourself with two key concepts:

- **Asset allocation**, an overall strategy for dividing your investments across the major asset classes (stocks/equities, bonds/fixed income, and cash equivalents); and
- **Diversification**, or dividing your investments within those classes (for example, among domestic and foreign stocks, shares of large and small companies, bonds of different qualities and terms).

*Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market.*

Your strategy should depend upon two factors:

- Your **time horizon** (how long you have until you'll need the money); and
- Your **risk tolerance** (how well you tend to handle the market's ups and downs).

In general, the longer your time horizon and higher your risk tolerance, the more you may want to focus on stocks, which have outperformed other types of investments over time periods of 20 years or more.



# Your plan offers two ways to diversify your investments:

## 1) Make a single decision

### **PortfolioXpress®**

Transamerica's automatic asset allocation and rebalancing service uses the "core" funds in your plan and the retirement year and risk preference you choose to present you with a diversified investment mix for today and a "glide path" of adjustments for tomorrow. The service automatically:

- Rebalances your entire account (if needed) and allocates contributions to reflect your mix.
- Rebalances your portfolio each quarter to maintain your mix.
- Adjusts your mix to become more conservative over time.

To sign up (you can turn off the service at any time):

1. Sign in to your account on your plan website.
2. Click PortfolioXpress in the Manage menu.
3. Click button to turn service "On."
4. Review/update your expected "Retire Year."
5. Review/update your "Risk Preference."
6. Click "Submit."

### **Target Date funds**

Each fund targets its investment mix to a specific year. The fund's manager chooses and rebalances its holdings based on your time horizon: the farther away from the target date, the more the fund will focus on more aggressive stock investments; as the target date approaches, the managers gradually shift their focus toward more conservative bond investments on a schedule called a "glide path." Each fund is designed as a total investment solution, meant for 100% of your account.

(See below for general guidelines; full fund profiles are on your plan website.)

Vanguard Target Retirement Income Inv	Vanguard Target Retirement 2040 Inv
Vanguard Target Retirement 2015 Inv	Vanguard Target Retirement 2045 Inv
Vanguard Target Retirement 2020 Inv	Vanguard Target Retirement 2050 Inv
Vanguard Target Retirement 2025 Inv	Vanguard Target Retirement 2055 Inv
Vanguard Target Retirement 2030 Inv	Vanguard Target Retirement 2060 Inv
Vanguard Target Retirement 2035 Inv	Vanguard Target Retirement 2065 Inv

**Target Date Funds:** *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*



## 2) Build your own portfolio

You can build your own portfolio by choosing among the "core" funds in your plan. Your plan offers a wide range of choices that enable you to diversify among various asset classes and investment styles. (Full fund profiles are available on your plan website.)

Once you determine the investment mix that is right for you, your plan's auto-rebalance service can help you maintain your mix automatically (sign up on your plan website). To create your portfolio, go to the Manage menu in your online account to update "Future Allocations" (where to invest new contributions) as well as "Current Allocations" (transfer/exchange existing balances).

Asset Class	Investment Option	Ticker	Investment Style & Risk
<b>Bonds</b>			
Short Bonds/Stable/MMkt	Standard Stable Asset Fund II	N/A	Stable Value
Interm./Long-Term Bonds	Calvert Bond I	CBDIX	Intermediate-Term Bonds
	PGIM Total Return Bond Z	PDBZX	Intermediate-Term Bonds
	PIMCO Income Instl	PIMIX	Intermediate-Term Bonds
	Vanguard Intermediate-Term Bond Index Adm	VBILX	Intermediate-Term Bonds
	American Funds Inflation Linked Bond R-6	RILFX	Government Bonds
	PIMCO Real Return Instl	PRRIX	Government Bonds
Aggressive Bonds	Lord Abbett High Yield R6	LHYVX	High-Yield Bonds
	Templeton Global Bond Adv	TGBAX	World/Foreign Bonds
<b>Stocks</b>			
Large-Cap Stocks	TIAA-CREF Large-Cap Value Index Inst	TILVX	Large-Cap Value Stocks
	Vanguard Equity-Income Adm	VEIRX	Large-Cap Value Stocks
	TIAA-CREF Social Choice Eq Instl	TISCX	Large-Cap Blend Stocks
	Vanguard 500 Index Adm	VFIAX	Large-Cap Blend Stocks
	Fidelity Contrafund	FCNTX	Large-Cap Growth Stocks
	T. Rowe Price Blue Chip Growth	TRBCX	Large-Cap Growth Stocks
	Vanguard Growth Index Adm	VIGAX	Large-Cap Growth Stocks
Small/Mid-Cap Stocks	Vanguard Mid-Cap Index Adm	VIMAX	Mid-Cap Blend Stocks
	Baron Growth Instl	BGRIX	Mid-Cap Growth Stocks
	T. Rowe Price New Horizons	PRNHX	Mid-Cap Growth Stocks
	Delaware Small Cap Value Instl	DEVIX	Small-Cap Value Stocks
	Vanguard Small Cap Value Index Adm	VSIAX	Small-Cap Value Stocks
	JP Morgan Small Cap Equity R5	JSERX	Small-Cap Blend Stocks
	TIAA-CREF Small-Cap Blend Idx Inst	TISBX	Small-Cap Blend Stocks
Federated Kaufmann Small Cap R6	FKALX	Small-Cap Growth Stocks	



Asset Class	Investment Option	Ticker	Investment Style & Risk
	Vanguard Small Cap Growth Index Adm	VSGAX	Small-Cap Growth Stocks
	TIAA-CREF Real Estate Sec Instl	TIREX	Real Estate
	Vanguard Real Estate Index Admiral	VGSLX	Real Estate
International Stocks	First Eagle Global I	SGIIX	World/Foreign Stocks
	American Funds EuroPacific Gr R6	RERGX	World/Foreign Stocks
	American Funds New Perspective R6	RNPGX	World/Foreign Stocks
	MFS Global Equity R3	MWEHX	World/Foreign Stocks
	TIAA-CREF International Equity Index Instl	TCIEX	World/Foreign Stocks
	MFS International New Discovery R6	MIDLX	World/Foreign Small-Cap Stocks
	American Fds New World R6	RNWXG	Emerging Market Stocks
	Vanguard Emerging Markets Stock Index Adm	VEMAX	Emerging Market Stocks
<b>Multi-Asset/Other</b>			
Multi-Asset/Other	Fidelity Puritan	FPURX	Balanced
	Vanguard Wellington Adm	VWENX	Balanced
	Loomis Sayles Global Allocation N	LGMNX	Balanced
	Vanguard Target Retirement Income Inv	VTINX	Target Date
	Vanguard Target Retirement 2015 Inv	VTXVX	Target Date
	Vanguard Target Retirement 2020 Inv	VTWVX	Target Date
	Vanguard Target Retirement 2025 Inv	VTTVX	Target Date
	Vanguard Target Retirement 2030 Inv	VTHRXX	Target Date
	Vanguard Target Retirement 2035 Inv	VTTXX	Target Date
	Vanguard Target Retirement 2040 Inv	VFORX	Target Date
	Vanguard Target Retirement 2045 Inv	VTIVX	Target Date
	Vanguard Target Retirement 2050 Inv	VFIFX	Target Date
	Vanguard Target Retirement 2055 Inv	VFFVX	Target Date
	Vanguard Target Retirement 2060 Inv	VTTXX	Target Date
	Vanguard Target Retirement 2065 Inv	VLXVX	Target Date

For more information on any registered fund, please call 800-755-5801 for a free summary prospectus (if available) and/or prospectus. You should consider the objectives, risks, charges, and expenses of an investment carefully before investing. The summary prospectus and prospectus contain this and other information. Read them carefully before you invest.

Please see important disclosures to the investment options that follow.

**DIVERSIFY**



## Important Disclosures

**Stable Value:** *An investment that seeks to preserve principal, and provide consistent returns and liquidity. Stable value investment choices seek capital preservation, but they do carry potential risks. Stable value investment choices may be comprised of or may invest in annuity or investment contracts issued by life insurance companies, banks, and other financial institutions. Stable value investment choices are subject to the risk that the insurance company or other financial institution will fail to meet its commitments, and are also subject to general bond market risks, including interest rate risk and credit risk.*

**Intermediate-Term Bonds:** *Debt securities issued by governments, corporations, and others, typically with durations of 3.5 to 6 years. The value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal.*

**Government Bonds:** *Debt securities issued by governments or their agencies (e.g., U.S. Treasury Bills). The value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal. Any U.S. government guarantees of the securities pertain only to those securities and not to portfolios that invest in them.*

**High-Yield Bonds:** *Lower-rated debt securities (commonly referred to as junk bonds). These securities involve additional risks because of the lower credit quality of the securities. The investor should be aware of the possible higher level of volatility and increased risk of default.*

**World/Foreign Bonds:** *An investment category that mostly comprises debt securities issued by entities primarily (world, a.k.a. global) or exclusively (foreign, a.k.a. international) outside the United States and involving special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging or developing markets may accentuate these risks. Also, the value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal.*

**Balanced:** *Asset allocation investments may be subject to all of the risks of the asset classes in which they invest, which may include stocks and bonds as well as other types of investments. The higher the investment's allocation to stocks, the greater the risk. Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market.*

**Large-Cap Value Stocks:** *An investment category that mostly comprises stocks of large companies that are believed to be priced below what they are really worth. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Value stocks may be subject to special risks that have caused the stocks to be out of favor and undervalued in the opinion of the portfolio managers who invest in them.*

**Large-Cap Blend Stocks:** *An investment category that mostly comprises both value and growth stocks of large companies. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Blend strategies are subject to both growth and value risks.*

**Large-Cap Growth Stocks:** *An investment category that mostly comprises stocks of large companies whose earnings are expected to grow more quickly than the market average. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Most growth investments offer higher potential capital appreciation but usually at above-average risk. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.*





**Mid-Cap Blend Stocks:** *An investment category that mostly comprises a blend of value and growth stocks of mid-size companies. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Mid-cap shares may be more vulnerable to market downturns, and their prices could be more volatile, than those of larger companies. Blend strategies are subject to both growth and value risks.*

**Mid-Cap Growth Stocks:** *An investment category that mostly comprises stocks of mid-size companies whose earnings are expected to rise faster than the market average. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Mid-cap stocks may be more vulnerable to market downturns, and their prices could be more volatile than those of larger companies. Most growth investments offer higher potential capital appreciation but usually at above-average risk. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.*

**Small-Cap Value Stocks:** *An investment category that mostly comprises stocks of small companies that are believed to be priced below what they are really worth. Stocks of small companies involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market. Value stocks may be subject to special risks that have caused the stocks to be out of favor and undervalued in the opinion of the portfolio managers who invest in them.*

**Small-Cap Blend Stocks:** *An investment category that mostly comprises a blend of both value and growth stocks of small companies. Stocks of small companies involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market. Blend strategies are subject to both growth and value risks.*

**Small-Cap Growth Stocks:** *An investment category that mostly comprises stocks of small companies whose earnings are expected to rise faster than the market average. Small-company stocks involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market average. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.*

**Real Estate:** *This investment category focuses primarily on stocks offered by public real estate companies, for example, real estate investment trusts (REITs). Real estate securities are subject to the risks of owning real estate, including changes in real estate values and property taxes, interest rates, and cash flow of the underlying real estate assets. Investments that concentrate in particular real estate sectors, such as a region or industry, may be subject to greater volatility.*

**World/Foreign Stocks:** *This investment category focuses on stocks of companies primarily (world, a.k.a. global) or exclusively (foreign, a.k.a. international) outside the United States and involves special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging, or developing, markets may accentuate these risks.*

**World/Foreign Small Cap Stocks:** *This investment category focuses on stocks of small foreign companies, and involves special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging markets may accentuate these risks. Historically, smaller-company stocks have experienced a greater degree of market volatility than the overall market average.*



**Emerging Market Stocks:** *This investment category focuses on stocks of companies in emerging or developing countries or regions. Emerging market stocks involve special additional risks, including but not limited to, currency risk, political risk, and risk associated with varying accounting standards. Historically, emerging market stocks have experienced a greater degree of price volatility than stocks from developed markets.*

**Target Date Funds:** *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

**PortfolioXpress®:** *Transamerica's automated allocation and rebalancing service uses your plan's "core" investment options to offer a broadly diversified portfolio (the attached chart illustrates how your mix automatically becomes more conservative over time). PortfolioXpress® is a registered service mark of Transamerica Retirement Solutions Corporation (Transamerica). The service presents a series of asset allocation models based on a designated retirement year. You are solely responsible for selecting the retirement year and risk preference. In implementing the service, you agree to each of the asset allocation mixes and automated rebalancing transactions that will take place over time within the account. If you do not designate a retirement year, your plan will set your target retirement year as the year in which you attain age 65 and your risk preference as "moderate". You can change your target retirement year, or turn PortfolioXpress® off, at any time. You will bear the fees of the underlying funds in which your account is invested. You can cancel anytime without penalty. Retirement date portfolios are subject to the same risks as the underlying asset classes in which they invest. The higher the portfolio's allocation to stocks, the greater the risk. The principal value of the portfolio is not guaranteed at any time, including at and after the target date.*

*You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.*

*Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.*

*Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY, 10528, distributes securities products. Any mutual fund offered under the plan is distributed by that particular fund's associated fund family and its affiliated broker-dealer or other broker-dealers with effective selling agreements such as TISC. Bank collective trusts funds, if offered under the plan, are not insured by the FDIC, the Federal Reserve Bank or any other government agency and are not registered with the Securities and Exchange Commission. Group annuity contracts, if offered under the plan, are made available through the applicable insurance company. Any guarantee of principal and/or interest under a group annuity contract is subject to the claims-paying ability of the applicable insurer. Certain investment options made available under the plan may be offered through affiliates of Transamerica Retirement Solutions and TISC. These may include: (1) the Transamerica Funds (registered mutual funds distributed by Transamerica Capital Inc. (TCI) and advised by Transamerica Asset Management, Inc. (TAM)); (2) the Transamerica Retirement Solutions Collective Trust, a collective trust fund of Massachusetts Fidelity Trust Company (MFTC) (includes the Stable Pooled Fund); (3) group annuity contracts issued by Transamerica Financial Life Insurance Company (TFLIC), 440 Mamaroneck Avenue, Harrison, NY 10528 (includes the Stable Fund, the Fixed Fund, the Guaranteed Pooled Fund, and SecurePath for Life®); and (4) group annuity contracts issued by Transamerica Life Insurance Company (TLIC), 4333 Edgewood Road NE, Cedar Rapids, IA 52499 (includes SecurePath for Life®). Hope College has selected Transamerica as your retirement plan provider, but there are no other affiliations between Hope College and Transamerica, TISC, TCI, TAM, MFTC, TFLIC, or TLIC.*



# Hope College Invest Plan

TA069515 00001

## Initial Notice of Automatic Investment of Contributions under the Plan

To help you fund your retirement, Hope College provides the Hope College Invest Plan ("Plan"). Please see below for details and answers to common questions. For additional information, you can contact your plan service provider, Transamerica, by visiting your participant website at [transamerica.com/portal/home](https://transamerica.com/portal/home) or calling **800-755-5801**.

### **Q. How do I enroll in the plan?**

You can enroll in the plan by contacting your plan service provider, Transamerica. Upon enrollment, you will be asked to choose a contribution amount and to designate your contributions as traditional pretax, "Roth" after-tax, or a combination of both. Each type of contribution offers different benefits; information on the website and in your Summary Plan Description can help you decide between them. Also, if you choose not to contribute to your account, Hope College may still make non-elective contributions on your behalf as long as you remain enrolled in the plan.

You also will be asked to choose how to invest contributions to your account. If you do not make an election, all contributions to your account will be allocated to the plan's qualified default investment alternative (QDIA), Vanguard Target Retirement Funds, one will be chosen based on your assumed retirement age of 65.

### **Q. How much can I contribute to my account?**

You can start contributing to your plan account or change your existing contribution level on your plan website or by contacting your plan service provider, Transamerica.

Your contributions to the plan are taken out of your compensation and, when designated as traditional pretax, are not subject to federal income tax at that time (as well as most states, check your own state's tax rules). Instead, they are contributed to your plan account and may grow over time with earnings. Your account will be subject to federal income tax and state (check your own state's tax rules) only when withdrawn. Roth contributions are subject to current federal income tax, however, any Roth related earnings will be tax-free for qualified distributions if you hold the account at least five years and are age 59½ or over at the time you take a distribution.

You are in charge of how much you contribute, within annual limits set by the Internal Revenue Service. This limit may be annually adjusted by the IRS. The IRS limits how much you can contribute each year; the current IRS annual limit is \$19,000. If you are (or will be) at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$6,000) above the regular IRS annual limit for the year. Please note these limits are indexed annually by the IRS. If you have completed at least 15 years of service with your employer and have not contributed the maximum allowed in previous year(s), you may be able to make extra "catch-up" contributions to your account. Your annual catch-up limit under this rule (\$15,000 lifetime) is determined by a formula based on your years of service and previous contributions. If you qualify for both types of catch up contributions, you must make the maximum "15-year" contributions before you can take advantage of "age 50" contributions. Please contact your Benefits Office for details.

Your plan allows you to contribute up to the maximum allowed by law. If you are eligible to receive an employer contribution, the maximum amount of employee compensation that can be considered in calculating employer contributions to the plan is \$280,000 for 2019.

You may save with traditional pretax dollars, after-tax "Roth" dollars, or a combination of both, up to the overall limits noted above.

## Q. How will my plan account be invested?

You have the right to direct the investments within your plan account. The way contributions are invested in your account is referred to as your "investment allocation."

You can elect or change how your contributions and existing assets are invested as well as obtain information on the other investment alternatives available under the plan by contacting your plan service provider, Transamerica. Any such election or change by you, whether by making a transfer, or submitting a new investment allocation, will be considered an affirmative investment election.

Hope College has chosen a default investment option, also known as a Qualified Default Investment Alternative (QDIA), which was selected for you in accordance with section 404(c)(5) of ERISA and other legal regulations. Even though you did not make an affirmative investment election, the plan fiduciary is not liable for any losses that result from investing your assets in the QDIA. This relief from liability applies whether or not the plan is intended to be a 404(c) plan. You have the right to transfer your investment in the default investment alternative to any other available investment alternative under the plan by contacting your plan service provider, Transamerica Retirement Solutions. Unless you choose otherwise, your account will be invested in the QDIA, Vanguard Target Retirement Funds, which is a group of single target date funds; one will be chosen based on your assumed retirement age of 65.

Fund Family Name	Year in Which You Turn 65
Vanguard Target Retirement Income Inv	2012 or earlier
Vanguard Target Retirement 2015 Inv	from 2013 to 2017
Vanguard Target Retirement 2020 Inv	from 2018 to 2022
Vanguard Target Retirement 2025 Inv	from 2023 to 2027
Vanguard Target Retirement 2030 Inv	from 2028 to 2032
Vanguard Target Retirement 2035 Inv	from 2033 to 2037
Vanguard Target Retirement 2040 Inv	from 2038 to 2042
Vanguard Target Retirement 2045 Inv	from 2043 to 2047
Vanguard Target Retirement 2050 Inv	from 2048 to 2052
Vanguard Target Retirement 2055 Inv	from 2053 to 2057
Vanguard Target Retirement 2060 Inv	from 2058 to 2062
Vanguard Target Retirement 2065 Inv	2063 or later

**Target Date Funds:** *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

For more information about the plan default investment, additional details and individual fund profiles are available on your plan website at [transamerica.com/portal/home](https://transamerica.com/portal/home).

## Q. When will my plan account be vested?

Vesting refers to your "ownership" of your account—the portion to which you are entitled even if you leave the plan. You are always 100% vested in your own contributions plus any earnings on them (including any rollover or transfer contributions you have made).

You are always 100% vested in the Employer Contribution.

## **Q. What amounts may Hope College contribute to my account?**

### **Employer Contribution**

Hope College may make a plan contribution to your account on a tax-deferred basis.

Please refer to your Summary Plan Description for more information on contributions and eligibility provisions included in your plan.

**For more information on any registered fund, please call 800-755-5801 for a free summary prospectus (if available) and/or prospectus. You should consider the objectives, risks, charges, and expenses of an investment carefully before investing. The summary prospectus and prospectus contain this and other information. Read them carefully before you invest.**

*Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. Hope College has selected Transamerica Retirement Solutions (Transamerica) as your retirement plan provider, but there are no other affiliations between Hope College and Transamerica or its affiliate, TISC.*

If you have any questions about how the plan works or your rights and obligations under the plan, please call **800-755-5801**. We can also assist in providing you a copy of your Summary Plan Description.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica **1-800-755-5801**, diga "Español" para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y uno de nuestros representantes contestará sus preguntas.

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## Hope College Invest Plan

TA069515 00001

### IMPORTANT INFORMATION REGARDING YOUR PLAN

We want you to enjoy the many features and benefits of your retirement plan. We also want to make sure you understand your plan and investment fees. The enclosed report details the types and amounts of fees that may apply to your account, depending on which features and investments you choose.

The report is organized into multiple sections:

- **General Plan Information** offers an overview of your plan.
- **Potential General Administrative Fees and Expenses** may be charged against everyone's account in the plan to cover the day-to-day costs of operating the plan.
- **Potential Individual Fees and Expenses** are associated with certain plan features or services and apply only to participants who use the particular features or services.
- **Investment Information** details each of the options available in your plan. This section features up to three tables, depending on what your plan offers. This may include investments with variable rates of return, such as mutual funds or those with fixed or stated rates of return, such as some stable value funds. Details include:
  - **Historical performance** for each variable option and its "benchmark," typically a broad market index used for comparison.
  - **Expenses**, including fund operating costs which are automatically deducted from your investment returns. (The specific expenses that apply to you will depend on how your account is invested.)

You may receive this information electronically by signing up for *e-documents* at [transamerica.com/portal/home](https://transamerica.com/portal/home) .

Visit [transamerica.com/portal/home](https://transamerica.com/portal/home) to access the report and other related materials, including a glossary of terms. To access the participant fee disclosure document, visit [transamerica.com/portal/home](https://transamerica.com/portal/home) , and select "investments and associated fees" from the Funds and Fee Information heading. If you are not enrolled in the plan, enter the account number from the upper left-hand corner of this document and click "Submit." If you are already enrolled, enter your customer ID and password and click "Sign in."

In addition, your quarterly statement will show the specific fees that have been applied to your account (except any fund expenses netted directly from your investment returns) during the statement period.

If you have any questions, please sign in to your account at [transamerica.com/portal/home](https://transamerica.com/portal/home) and click on Help, or call us at **800-755-5801**.

**Si necesita aclaraciones en español, llame al número gratuito de Transamerica 1-800-755-5801 y diga "Español" para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y con mucho gusto uno de nuestros representantes contestará sus preguntas.**



## Hope College Invest Plan

TA069515 00001

### IMPORTANT INFORMATION REGARDING YOUR PLAN

Disclosure Chart as of July 27, 2019

Your plan offers a convenient way to save for retirement and provides unique features and benefits not available elsewhere. You have the opportunity to make the plan work harder for you by committing early to disciplined savings, taking full advantage of the tools and services available, maintaining a long-term investment strategy, and understanding the plan, including investment options and fees. This document is required to be sent to you to help you understand your retirement plan and will be updated annually and when certain types of changes are made. Although you should review this important information, no action is required on your part.

#### General Plan Information

How to Direct Your Investments	You decide how your account will be invested among the available investment options by calling 800-755-5801 or going to <a href="http://transamerica.com/portal/home">transamerica.com/portal/home</a> .
Transfer and/or Investment Allocation Restrictions	There are no transfer restrictions imposed by the Plan. Please see Table 1 for transfer restrictions that may be imposed by the investment options.  You may change your investment allocation at any time. No plan level allocation restrictions apply.
Voting, tender and similar rights and restrictions on such rights	<u>Mutual Funds</u> —Plan participants shall have the right to exercise voting and tender rights attributable to mutual funds offered under the Plan.
List of Investment Alternatives	For the listing of the Plan's investment alternatives, please see the attached Comparative Investment Chart. Your plan also offers PortfolioXpress. PortfolioXpress is a service that provides an investment mix of the designated investment alternatives offered under your plan based on the target retirement year you select. Your account is rebalanced to become more conservative as you approach your target retirement year.

**Potential General Administrative Fees and Expenses**

Administrative Fee — Per Account	When applicable, other general administrative fees for plan services (e.g., legal, accounting, auditing, recordkeeping), may from time to time be deducted as a fixed dollar amount from your account. An annual fee of \$70 will be deducted on a quarterly basis from participant accounts. The actual amount deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.
Administrative Fee — Pro Rata	<p>The plan incurs general administrative fees for ongoing plan administrative services (e.g., recordkeeping) of up to 0.12% annually of assets held in the plan investment options. These fees are applied pro rata across some or all investment options held in your account. However, the administrative fees allocable to an investment option may be paid, in whole or in part, from revenue (e.g., 12b-1 fees, administrative fees) that Transamerica Retirement Solutions or its affiliates receive based upon the plan's investment options. Consequently, if revenue is received related to an investment option, you will pay less than 0.12% as administrative fees on your assets held in that investment option depending upon the amount of revenue received. (It is not possible to accurately determine in advance the amount of revenue that an investment option will generate or when it will change.) If the revenue from an investment option is not adequate to cover the administrative fees allocable to that investment option, the shortfall will be deducted from your account based on your assets held in that investment option. If the revenue from an investment option exceeds the administrative fees allocable to that investment option, the excess will be applied as a Plan Service Credit (see Plan Service Credit below) to your account. Please log into your account on-line to view the most current version of the fund and fee information chart.</p> <p>When applicable, general administrative fees other than the charge above (e.g., legal, accounting and auditing), for administrative services, may from time to time be deducted on a pro rata basis across some or all investment options held in your account.</p> <p>The actual amounts deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p>
Plan Service Credit	The plan service credit represents an expense refund for one or more of the investment funds offered by your plan. When applicable, a plan service credit is added to your account and lowers the effective annual expense ratios of the investment fund(s) for which a plan service credit applies. Any plan service credit will be reported on your quarterly benefit statements.

**Potential Individual Fees and Expenses — applicable only to those using specific features or services**

Full Distribution Fee	A fee of \$25.00 that is deducted from your account when you take a full distribution from your account when you terminate employment or retire. The fee is also applicable to the final distribution from a former participant's account who has taken unscheduled systematic withdrawals and for contract exchanges to another service provider. The fee is waived if the distribution is made due to death, disability, the purchase of an annuity through Transamerica, a direct rollover to a Transamerica IRA and any distribution from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.
Hardship Withdrawal Fee	A fee of \$25.00 that is deducted from your account when you take a hardship withdrawal from your account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.
In-service Distribution Fee	A fee of \$25.00 that is deducted from your account when you take an in-service distribution from your account and for a contract exchange to another service provider. The fee is waived for direct rollovers to a Transamerica IRA, Required Minimum Distributions and distributions made from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.
Loan Maintenance Fee	You may borrow from the Plan, using your account as security (conditions and restrictions may apply). A quarterly loan maintenance fee of \$6.25 is deducted from your account, except in the Plan quarter in which the loan is issued and paid off, when you take a loan from the Plan. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Maintenance Fee.



**Potential Individual Fees and Expenses — applicable only to those using specific features or services (continued)**

Loan Set-up Fee	You may borrow from the Plan using your account as security (conditions and restrictions may apply). A set-up fee of \$75.00 will be deducted from your account. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Set-up Fee.
Overnight Check Fee	A fee of up to \$50.00 will be deducted from your account in the event you request a check be sent overnight to you. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Overnight Check Fee.
QDRO Fee	A fee of up to \$250.00 will be deducted from your account when your account is divided as a result of a Qualified Domestic Relations Order ("QDRO"). The amount deducted from your account will be reported on your quarterly benefit statement as a QDRO Fee.
Returned Check — Insufficient Funds	A fee of up to \$50.00 will be deducted from your account in the event a check is returned for insufficient funds. The amount deducted from your account as well as a description of the services to which the fee relates will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Returned Check - Insufficient Funds Fee.
Shareholder Type Fees	For applicable redemption fees, please see the Investment Information section. Changes in these fees are announced separately. The amount deducted from your account as well as a description of the services to which the fee relates will be reported on your quarterly benefit statement.

**Investment Information**

This information is provided to help you compare the investment options under your plan. You may obtain, free of charge, a paper copy of your fee disclosure notice and other investment information posted at [transamerica.com/portal/home](https://transamerica.com/portal/home), by contacting Transamerica at 800-755-5801 or by writing to Transamerica Retirement Solutions, 6400 C Street SW, Mail Drop 0001, Cedar Rapids, IA 52499, Attention: Fee Disclosure. The information available includes each investment option's issuer, objectives, goals, principal strategies, principal risks, holdings, turnover rate, value and updated performance and expense information; as well as a glossary of terms, information about calculating benefits, available distribution options and (where appropriate) prospectuses and annual reports.

The following table focuses on investment options that have variable rates of return, and shows fee and expense information, as well as investment performance for each investment option and that of the appropriate benchmark, or index. If your plan offers balanced, asset allocation or target retirement funds, which are comprised of a mix of stock and bond investments, you will see two broad-based benchmarks, a stock index and a bond index. Because they are made through a retirement plan, your investments in these funds are not subject to front-end or back-end loads, which are a form of sales commission charged at the time of purchase or sale. Please note the following:

- The investment performance of each investment option is shown net of (or after) fees, while the benchmark or index investment performance is reported on a gross (before fees) basis. If the option has less than a ten year history, the investment performance of both the investment option and the index are shown since inception, with the inception date shown after the investment option name. Returns of less than one year are not annualized. Performance prior to the inception date of the share class (if any) is based on returns of an older share class, which have been adjusted for expenses.
- Total Annual Operating Expenses of an investment option are the expenses you pay each year, which reduce the rate of return you earn. In some cases, a fund may waive or reimburse certain expenses. If a fund has waived expenses in the past year, you will see a different gross (G) (before waivers) and net (N) (after waivers) expense ratio. So while an investor could have been charged as much as the gross expense rate in the past year, they will only have paid the net expense rate because of the waivers. Fund specific operating expense details are available at [transamerica.com/portal/home](https://transamerica.com/portal/home).
- Shareholder-type fees, if any, are in addition to Total Annual Operating Expenses. Fees and expenses are only one of many factors to consider when you decide to invest in an investment option.
- You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

- The performance data quoted represents past performance. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options will fluctuate and you could lose money. Current performance may be lower or higher than the performance data quoted.
- The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for information on understanding your retirement plan fees at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>.

**Comparative Investment Chart - Table 1 Variable Options**

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2018		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

**Bonds**

<b>Calvert Bond I (08/87)</b>	Intermediate-Term Bonds	0.58% G 0.53% N	\$5.80 G \$5.30 N	0.10%	3.17%	4.61%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<b>PGIM Total Return Bond Z (01/95)</b>	Intermediate-Term Bonds	0.51% G 0.49% N	\$5.10 G \$4.90 N	-0.73%	3.50%	6.27%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<b>PIMCO Income Instl (03/07)</b>	Intermediate-Term Bonds	0.74% G 0.74% N	\$7.40 G \$7.40 N	0.58%	5.49%	9.83%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<b>Vanguard Intermediate-Term Bond Index Adm (03/94)</b>	Intermediate-Term Bonds	0.07% G 0.07% N	\$0.70 G \$0.70 N	-0.17%	2.92%	4.45%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>American Funds Inflation Linked Bond R-6 (12/12)</b>	Government Bonds	0.36% G 0.36% N	\$3.60 G \$3.60 N	-0.57%	2.20%	1.77%
<i>Index: Bloomberg Barclays US Government Index</i>				0.88%	1.99%	1.18%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>PIMCO Real Return Instl (01/97)</b>	Government Bonds	0.88% G 0.88% N	\$8.80 G \$8.80 N	-1.97%	1.48%	4.35%
<i>Index: Bloomberg Barclays US TIPS Index</i>				-1.26%	1.69%	3.64%
<b>Lord Abbett High Yield R6 (12/98)</b>	High-Yield Bonds	0.60% G 0.60% N	\$6.00 G \$6.00 N	-4.93%	4.04%	10.70%
<i>Index: BofA ML US High Yield Master II Index</i>				-2.26%	3.82%	10.99%
<b>Templeton Global Bond Adv (09/86)</b>	World/Foreign Bonds	0.77% G 0.69% N	\$7.70 G \$6.90 N	1.44%	1.64%	5.45%
<i>Index: Bloomberg Barclays Global Aggregate Index</i>				-1.20%	1.08%	2.49%

**Comparative Investment Chart - Table 1 Variable Options (continued)**

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2018		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

**Stocks**

<b>TIAA-CREF Large-Cap Value Index Inst (10/02)</b>	Large-Cap Value Stocks	0.06% G 0.06% N	\$0.60 G \$0.60 N	-8.31%	5.90%	11.11%
<i>Index: Russell® 1000 Value Index</i>				-8.27%	5.95%	11.18%

<b>Vanguard Equity-Income Adm (03/88)</b>	Large-Cap Value Stocks	0.18% G 0.18% N	\$1.80 G \$1.80 N	-5.65%	7.60%	12.27%
<i>Index: Russell® 1000 Value Index</i>				-8.27%	5.95%	11.18%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>TIAA-CREF Social Choice Eq Instl (07/99)</b>	Large-Cap Blend Stocks	0.17% G 0.17% N	\$1.70 G \$1.70 N	-5.53%	7.08%	12.71%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

<b>Vanguard 500 Index Adm (08/76)</b>	Large-Cap Blend Stocks	0.04% G 0.04% N	\$0.40 G \$0.40 N	-4.43%	8.46%	13.10%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Fidelity Contrafund (05/67)</b>	Large-Cap Growth Stocks	0.82% G 0.82% N	\$8.20 G \$8.20 N	-2.13%	9.30%	13.89%
<i>Index: Russell® 1000 Growth Index</i>				-1.51%	10.40%	15.29%

<b>T. Rowe Price Blue Chip Growth (06/93)</b>	Large-Cap Growth Stocks	0.70% G 0.70% N	\$7.00 G \$7.00 N	2.01%	11.31%	17.04%
<i>Index: Russell® 1000 Growth Index</i>				-1.51%	10.40%	15.29%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Vanguard Growth Index Adm (11/92)</b>	Large-Cap Growth Stocks	0.05% G 0.05% N	\$0.50 G \$0.50 N	-3.34%	9.00%	14.52%
<i>Index: MSCI US Prime Market Growth Index</i>				-1.99%	9.80%	15.09%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Vanguard Mid-Cap Index Adm (05/98)</b>	Mid-Cap Blend Stocks	0.05% G 0.05% N	\$0.50 G \$0.50 N	-9.23%	6.21%	13.87%
<i>Index: Russell® MidCap Index</i>				-9.06%	6.26%	14.03%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

**Comparative Investment Chart - Table 1 Variable Options (continued)**

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2018		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

**Stocks**

<b>Baron Growth Instl (12/94)</b>	Mid-Cap Growth Stocks	1.03% G 1.03% N	\$10.30 G \$10.30 N	-2.67%	5.76%	13.77%
<i>Index: Russell® Mid Cap Growth Index</i>				-4.75%	7.42%	15.12%

<b>T. Rowe Price New Horizons (06/60)</b>	Mid-Cap Growth Stocks	0.77% G 0.77% N	\$7.70 G \$7.70 N	4.04%	10.33%	19.33%
<i>Index: Russell® 2000 Growth Index</i>				-9.31%	5.13%	13.52%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Delaware Small Cap Value Instl (06/87)</b>	Small-Cap Value Stocks	0.90% G 0.90% N	\$9.00 G \$9.00 N	-18.08%	3.61%	11.93%
<i>Index: Russell® 2000 Value Index</i>				-12.86%	3.61%	10.40%

<b>Vanguard Small Cap Value Index Adm (05/98)</b>	Small-Cap Value Stocks	0.07% G 0.07% N	\$0.70 G \$0.70 N	-12.23%	5.23%	12.57%
<i>Index: MSCI US Small Cap Value Index</i>				-12.94%	4.34%	11.87%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>JP Morgan Small Cap Equity R5 (12/94)</b>	Small-Cap Blend Stocks	0.86% G 0.80% N	\$8.60 G \$8.00 N	-8.83%	6.52%	14.37%
<i>Index: Russell® 2000 Growth Index</i>				-9.31%	5.13%	13.52%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>TIAA-CREF Small-Cap Blend Idx Inst (10/02)</b>	Small-Cap Blend Stocks	0.06% G 0.06% N	\$0.60 G \$0.60 N	-10.84%	4.64%	12.11%
<i>Index: Russell® 2000 Index</i>				-11.01%	4.41%	11.97%

<b>Federated Kaufmann Small Cap R6 (12/02)</b>	Small-Cap Growth Stocks	0.97% G 0.90% N	\$9.70 G \$9.00 N	7.40%	11.70%	16.40%
<i>Index: Russell® 2000 Growth Index</i>				-9.31%	5.13%	13.52%

<b>Vanguard Small Cap Growth Index Adm (05/98)</b>	Small-Cap Growth Stocks	0.07% G 0.07% N	\$0.70 G \$0.70 N	-5.68%	5.24%	14.38%
<i>Index: MSCI US Small Cap Growth Index</i>				-9.03%	4.93%	14.72%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>TIAA-CREF Real Estate Sec Instl (10/02)</b>	Real Estate	0.51% G 0.51% N	\$5.10 G \$5.10 N	-4.04%	8.56%	12.35%
<i>Index: MSCI REIT Index</i>				-4.57%	7.80%	12.17%

**Comparative Investment Chart - Table 1 Variable Options (continued)**

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2018		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

**Stocks**

<b>Vanguard Real Estate Index Admiral (05/96)</b>	Real Estate	0.12% G 0.12% N	\$1.20 G \$1.20 N	-5.95%	7.40%	12.05%
<i>Index: MSCI REIT Index</i>				-4.57%	7.80%	12.17%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>First Eagle Global I (04/70)</b>	World/Foreign Stocks	0.84% G 0.84% N	\$8.40 G \$8.40 N	-8.26%	3.49%	8.46%
<i>Index: Bloomberg Barclays Global Aggregate Index</i>				-1.20%	1.08%	2.49%
<i>Index: MSCI All-Country World Index</i>				-8.93%	4.82%	10.05%
<b>American Funds EuroPacific Gr R6 (05/09)</b>	World/Foreign Stocks	0.49% G 0.49% N	\$4.90 G \$4.90 N	-14.91%	1.86%	7.69%
<i>Index: MSCI All-Country World Ex-US Index</i>				-13.78%	1.14%	7.11%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>American Funds New Perspective R6 (03/73)</b>	World/Foreign Stocks	0.45% G 0.45% N	\$4.50 G \$4.50 N	-5.56%	6.42%	11.76%
<i>Index: MSCI All-Country World Index</i>				-8.93%	4.82%	10.05%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>MFS Global Equity R3 (12/86)</b>	World/Foreign Stocks	1.16% G 1.16% N	\$11.60 G \$11.60 N	-10.78%	3.79%	10.27%
<i>Index: MSCI All-Country World Index</i>				-8.93%	4.82%	10.05%
<b>TIAA-CREF International Equity Index Instl (10/02)</b>	World/Foreign Stocks	0.06% G 0.06% N	\$0.60 G \$0.60 N	-13.25%	0.69%	6.30%
<i>Index: MSCI EAFE Index</i>				-13.36%	1.00%	6.81%
<b>MFS International New Discovery R6 (10/97)</b>	World/Foreign Small-Cap Stocks	0.93% G 0.93% N	\$9.30 G \$9.30 N	-10.29%	3.64%	11.31%
<i>Index: MSCI All-Country World Ex-US Index</i>				-13.78%	1.14%	7.06%
<b>American Fds New World R6 (06/99)</b>	Emerging Market Stocks	0.62% G 0.62% N	\$6.20 G \$6.20 N	-11.97%	2.21%	8.65%
<i>Index: MSCI Emerging Markets Index</i>				-14.25%	2.03%	8.39%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						

**Comparative Investment Chart - Table 1 Variable Options (continued)**

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2018		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

**Stocks**

<b>Vanguard Emerging Markets Stock Index Adm (05/94)</b>	Emerging Market Stocks	0.14% G 0.14% N	\$1.40 G \$1.40 N	-14.58%	1.32%	7.47%
<i>Index: MSCI Emerging Markets Index</i>				-14.25%	2.03%	8.39%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

**Multi-Asset/Other**

<b>Fidelity Puritan (04/47)</b>	Balanced	0.54% G 0.54% N	\$5.40 G \$5.40 N	-4.16%	6.14%	10.37%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

<b>Vanguard Wellington Adm (05/01)</b>	Balanced	0.17% G 0.17% N	\$1.70 G \$1.70 N	-3.35%	6.29%	9.96%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Loomis Sayles Global Allocation N (05/96)</b>	Balanced	0.83% G 0.83% N	\$8.30 G \$8.30 N	-4.92%	5.04%	11.45%
<i>Index: Bloomberg Barclays Global Aggregate Index</i>				-1.20%	1.08%	2.49%

<b>Vanguard Target Retirement Income Inv (10/03)</b>	Target Date	0.12% G 0.12% N	\$1.20 G \$1.20 N	-1.99%	3.35%	5.92%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Vanguard Target Retirement 2015 Inv (10/03)</b>	Target Date	0.13% G 0.13% N	\$1.30 G \$1.30 N	-2.97%	4.03%	7.84%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

**Comparative Investment Chart - Table 1 Variable Options (continued)**

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2018		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

**Multi-Asset/Other**

<b>Vanguard Target Retirement 2020 Inv (06/06)</b>	Target Date	0.13% G 0.13% N	\$1.30 G \$1.30 N	-4.24%	4.44%	8.53%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Vanguard Target Retirement 2025 Inv (10/03)</b>	Target Date	0.13% G 0.13% N	\$1.30 G \$1.30 N	-5.15%	4.66%	9.06%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Vanguard Target Retirement 2030 Inv (06/06)</b>	Target Date	0.14% G 0.14% N	\$1.40 G \$1.40 N	-5.86%	4.82%	9.57%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Vanguard Target Retirement 2035 Inv (10/03)</b>	Target Date	0.14% G 0.14% N	\$1.40 G \$1.40 N	-6.58%	4.99%	10.04%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

<b>Vanguard Target Retirement 2040 Inv (06/06)</b>	Target Date	0.14% G 0.14% N	\$1.40 G \$1.40 N	-7.32%	5.10%	10.26%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				0.01%	2.52%	3.48%
<i>Index: S&amp;P 500 Index</i>				-4.38%	8.49%	13.12%

**Shareholder-Type Fees / Comments:** If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

**Comparative Investment Chart - Table 1 Variable Options (continued)**

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2018		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

**Multi-Asset/Other**

<b>Vanguard Target Retirement 2045 Inv (10/03)</b>  <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&amp;P 500 Index</i>	Target Date	0.15% G 0.15% N	\$1.50 G \$1.50 N	-7.90%	5.13%	10.26%
				0.01%	2.52%	3.48%
				-4.38%	8.49%	13.12%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>Vanguard Target Retirement 2050 Inv (06/06)</b>  <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&amp;P 500 Index</i>	Target Date	0.15% G 0.15% N	\$1.50 G \$1.50 N	-7.90%	5.12%	10.27%
				0.01%	2.52%	3.48%
				-4.38%	8.49%	13.12%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>Vanguard Target Retirement 2055 Inv (08/10)</b>  <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&amp;P 500 Index</i>	Target Date	0.15% G 0.15% N	\$1.50 G \$1.50 N	-7.89%	5.10%	9.09%
				0.01%	2.52%	2.59%
				-4.38%	8.49%	12.75%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>Vanguard Target Retirement 2060 Inv (01/12)</b>  <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&amp;P 500 Index</i>	Target Date	0.15% G 0.15% N	\$1.50 G \$1.50 N	-7.87%	5.10%	8.52%
				0.01%	2.52%	2.10%
				-4.38%	8.49%	12.06%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
<b>Vanguard Target Retirement 2065 Inv (07/17)</b>  <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&amp;P 500 Index</i>	Target Date	0.15% G 0.15% N	\$1.50 G \$1.50 N	-7.95%	N/A	0.45%
				0.01%	N/A	0.83%
				-4.38%	N/A	4.31%
<b>Shareholder-Type Fees / Comments:</b> If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						

The following table focuses on investment options that have a fixed or stated rate of return and shows the annual rate of return, the term or length of time that you will earn this rate of return, and other information relevant to performance. (If you are already an investor in such option, please note that personalized rates of return for certain investments are shown on your benefit statements.) The fixed interest rate is net of any expenses and an annual operating expense ratio is not separately shown.



**Comparative Investment Chart - Table 2 Fixed Options**

Fund Name/ Type of Option	Return / Credited Rate	Term	Other
Standard Stable Asset Fund II Stable Value	2.70%	07/01/2019 - 09/30/2019	The declared crediting rate is reset quarterly and guaranteed not to change during that calendar quarter. The declared crediting rate will never be below 1%. Interest rate information is available at the participant's website, which is indicated on the first page, and on your quarterly statement.

**Shareholder Type Fees:** Amounts may not be transferred directly to competing options. Amounts transferred out may not subsequently be transferred to a competing option for 90 days. Amounts transferred out can be transferred back to this fund at any time. Participant withdrawals and transfers are freely permitted on a daily basis. The Stable Asset Fund provides participants with full book value liquidity for benefit payments (death, disability or retirement) and transfers to non-competing investment options. Withdrawals due to Employer actions may be subject to a market value adjustment.





440 Mamaroneck Avenue  
Harrison, NY 10528

*Brighten Your Outlook*<sup>®</sup>



Rainy



Cloudy



Partly Sunny



Sunny

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