

Dear Employee:

Your employer's Defined Contribution Plan is an excellent way to help accumulate money for your future. Income from this plan, when combined with other sources of retirement income such as Social Security, pension benefits and personal savings, can help provide you with what you'll need during retirement.

Experts say that to maintain your standard of living during retirement, you'll need as much as 80% of your final working year's salary. In addition, you will need to take into consideration the effect of inflation. If your income stays the same, as the cost of living rises, your purchasing power falls.

Planning for retirement could be one of the most important financial decisions you ever make. Participation in the plan is an essential step in helping you reach your retirement goals.

You'll have access to a wealth of resources from Corebridge Financial. These include local help from your financial advisor, plus educational programs, materials, and seminars to help you better understand retirement and financial planning issues.

You can enroll online at <https://www.corebridgefinancial.com/rs> by phone at 1-888-569-7055 or by contacting your Corebridge Financial advisor (below). Detailed instructions are outlined in the attached materials.

**Please contact your Corebridge Financial advisor for assistance with this process.
Contact information is provided below.**

Catholic Charities:

Michael Falitico Phone: 716-339-1099
Michael.Falitico@corebridgefinancial.com

Stacie Diesfeld Phone: 716-383-5199
Stacie.Diesfeld@corebridgefinancial.com

Central Administrative Offices, Our Lady of Victory:

Shawn Barnum Phone: 716.361.6250
Shawn.Barnum@corebridgefinancial.com

Kaitlyn Klemp Phone 716-330-7635
Kaitlyn.Klemp@corebridgefinancial.com

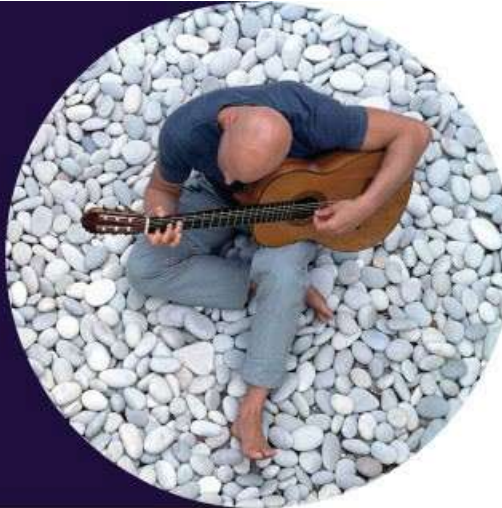
All other entities:

Kaitlyn Klemp Phone: 716-330-7635
Kaitlyn.Klemp@corebridgefinancial.com

Michael Falitico Phone: 716-339-1099
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Welcome to Corebridge Financial



Congratulations on taking the first step to planning for your financial future.

At Corebridge, we are passionate about giving people the power to help reach their financial goals and we are excited to help you get started.

No matter where you are in your career, we look forward to being your partner. If you have questions or need assistance, talk to your Corebridge financial professional.

We believe no one achieves a financially secure future by accident - great things happen when people take action.

This material is general in nature, was developed for educational use only, and is not intended to provide financial, legal, fiduciary, accounting or tax advice, nor is it intended to make any recommendations. Applicable laws and regulations are complex and subject to change. Please consult with your financial professional regarding your situation. For legal, accounting or tax advice consult the appropriate professional.

Annuities are issued by **The Variable Annuity Life Insurance Company** (VALIC), Houston, TX or **The United States Life Insurance Company in the City of New York** (USL), New York, NY. Guarantees are backed by the claims-paying ability of the issuing insurance company and each company is responsible for the financial obligations of its products. Beginning January 1, 2026, USL will be Corebridge Financial's sole authorized issuer of new annuities in New York.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc., member FINRA, SIPC and an SEC-registered investment adviser.

VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

All companies above are wholly owned subsidiaries of Corebridge Financial, Inc.

Corebridge Retirement Services, Corebridge Financial and Corebridge are marketing names used by these companies. Learn more about our affiliated companies: corebridgefinancial.com/names.

PLAN HIGHLIGHTS

Your Retirement Plan

Start now to help build your retirement nest egg by investing in your employer's retirement plan. This 403(b)(7) Retirement Plan with Corebridge Financial, Inc. makes it easy for you to invest for your future.

- Convenient, automatic contributions by salary reduction
- Pre-tax contributions, which reduce current income taxes
- Employer matching contribution
- An after-tax Roth option is available
- Employer Core Contribution
- No sales charge
- Tax deferral of earnings and interest

Income taxes are payable upon withdrawal. Federal restrictions and a 10% federal early withdrawal penalty may apply if taken before age 59½.

Your Plan Benefits

There are many benefits to your Plan including:

- Mutual funds, managed by well-known investment management firms, (no higher cost variable annuity structure)
- Fixed-Interest Option ¹

Investment values will fluctuate and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value and variable options will fluctuate so that the investor's units, when redeemed, may be more or less than their original cost. Bear in mind that investing involves risk, including the possible loss of principal.

¹ Policy Form GFUA-398 or GFUA-12, a group fixed unallocated annuity, issued by The Variable Annuity Life Insurance Company, Houston, Texas.

Who Can Participate?

Participation in the Plan is open to:

- All lay employees age 18 or over
- Active Diocesan priests
- Deacons in paid secular positions (e.g. BusinessManager, Pastoral Administrator)

When Can I Join?

You can join the Plan once you have been processed through payroll.

How Do I Contribute to the Plan?

Please refer to the online enrollment guide for enrolling into the Plan.

Through payroll deduction, your Plan allows you to make pre-tax contributions up to the maximum allowed by the Internal Revenue Code. An Internal Revenue Service (IRS) dollar limit also applies. The dollar limit is \$24,500 for 2026.

If you have an existing qualified retirement plan (pre-tax) or 403(b) tax deferred arrangement account with a prior employer, you can transfer or roll over that account into the Plan on becoming a participant in the Plan.

Can I Make Catch-up Contributions To The Plan?

You may be able to contribute up to an additional:

- \$8,000 in 2026 if you are age 50-59 and 64 or older
- \$11,250 in 2026 if you are age 60-63

See your Benefits Administrator for more details.

Can I Stop Or Change My Contributions?

You may stop your contributions by giving notice to your employer prior to the beginning of the month for which the cessation of contributions is to be effective. Once you discontinue contributions, you may only start again as provided under the terms of the Plan.

You can increase or decrease the amount of your contributions by giving notice to your employer prior to the beginning of the month for which the change is to be effective.

How Does Your Employer Contribute To The Plan?

The Plan also provides for Employer contributions.

- The Plan also provides for a fixed match contribution on pretax contributions of 1% on the first 1% of deferrals. This match will be deposited on a payroll by payroll basis. The match benefits all employees that meet the eligibility criteria for employer contributions.
- The Employer Core Contribution is based on your age plus service. See table below. The Employer Core Contribution benefits all employees that meet the eligibility criteria for employer contributions.

Age Plus Service (Points)	Percentage of Compensation Employer Contribution
<55	2
55-64	3
65-74	4
75-84	5
85+	6

Who is Eligible for Employer Core and Match Contributions?

- Lay employees and paid deacons 18 years of age, with six months of service who average 20 hours or more per week over the prior 26 week period or 520 hours over the prior 26 week period.
-

Who is Not Eligible for Employer Core and Match Contributions?

- Priests
- Per diem, seasonal, temporary, or fee for service employees

- Lay employees and deacons in paid positions with less than six months of service and/or working less than an average of 20 hours per week over the prior 26 week period.

How Do I Become "Vested" In My Plan Account?

Vesting refers to your "ownership" of a benefit from the Plan. You are always 100% vested in rollover and employee contributions, plus any earnings they generate. Employer contributions to the Plan, plus any earnings they generate, are vested as follows:

Years of Vesting Service	Vesting Percentage
Less than 5	0%
5 or more	100%

How Are Plan Contributions Invested?

You decide how to invest your Plan account, selecting from investment choices provided under the Plan, as determined by the Diocese of Buffalo. You can change your investment choices anytime.

Do Transfer Restrictions Apply To The Fixed-Interest Option?

Generally, you may transfer assets from the Fixed-Interest Option into equity options at any time and, after 90 days, from equity options into another fixed-income option such as a money market fund, a stable-value fund or certain short-term bond funds, if such competing options are allowed in the plan.

When Can Money Be Withdrawn From My Plan Account?

Money can be withdrawn from the Plan in these events:

- Retirement at the Plan's Normal Retirement Age of 65
- Death
- Disability
- Severance from employment
- Age 59½ from Employee Deferrals, Roth Contributions and vested Employer Contributions
- In-service withdrawals allowed on rollover accounts at any age

Income taxes are payable upon withdrawal. Federal restrictions and a 10% federal early withdrawal penalty may apply if taken before age 59½. Be sure to talk with your tax advisor before withdrawing any money from your Plan account.

Can I Withdraw Money In Case Of Financial Hardship?

If you have an immediate financial need created by severe hardship and you lack other reasonably available resources to meet that need, you may be eligible to receive a hardship withdrawal from Employee Deferrals and Roth Contributions. A hardship may include:

- Purchase of a principal residence
- College tuition and approved related expenses for you, your spouse or dependents
- Non-reimbursable medical and/or dental expenses for you, your spouse or dependents
- Payment to prevent eviction from or foreclosure on your principal residence
- Payment for burial or funeral expenses for your deceased parent, spouse, or children
- Payment for expenses for the repair of your principal residence

Can I Borrow Money From My Account?

The Plan is intended to help you put aside money for your retirement. However, the Diocese of Buffalo has included a Plan feature that enables you to access money from the Plan.

- The amount the Plan can loan to you is limited by rules under the tax law. All loans will be limited to the lesser of: one-half of your vested account balance or \$50,000.
- The minimum loan amount is \$1,000.

- All loans must generally be repaid within five years. A longer term of 15 years may be available if the loan is to be used to purchase your principal residence.
- You can have one loan outstanding at a time.
- You pay interest back to your account. The interest rate on your loan will be the Prime Rate plus 1%.
- Loans must be repaid at least quarterly via ACH debit from your checking account.
- A \$50 processing fee for all new loans and a \$50 per year loan maintenance fee are charged to your account.

If a participant defaults in making loan payments, the outstanding principal and interest will be treated as a taxable event, as required by law.

Unpaid loan amounts will be taxed as ordinary income and may incur a 10% federal early withdrawal penalty if the employee is under age 59½.

Other requirements and limits must be met prior to borrowing money from your account. For additional information regarding loans, please see your financial advisor.

How Do I Obtain Information About My Plan Account?

You will receive an account statement quarterly that shows your account balance as well as any contributions and earnings credited to your account during the reporting period.

You will also have access to an automated voice response system and Internet site, which are designed to give you current information about your Plan account. You can get up-to-date information about your account balance, contributions, investment choices, and other Plan data. You will receive additional information on how to use the Voice Response System and Internet site.

You will also be able to view and print the plan highlights by logging on to www.corebridgefinancial.com/rs and selecting the ePrint link. At the prompt, enter your Group ID: 71614001.

Do I Have Any Administrative Charges?

The gross annual administrative fee assessed on mutual fund assets in the plan is \$69. * You will be responsible for \$50 annually and your employer will pay \$19 annually. This may be offset, in whole or in part, by reimbursements received from mutual fund companies. Additionally, mutual fund annual operating expenses apply based on the mutual fund chosen. Mutual fund expenses and fund reimbursements are described in the fund prospectus. Also, the Service Provider agrees to share revenue in the event the amount of income received from one or more of the investment companies exceeds the amount necessary to administer the plan. Any excess will be allocated to the participant account as soon as administratively practicable after the close of each calendar quarter, on a pro rata basis, according to the value and allocation of their respective accounts at that time. This does not apply to the Fixed-Interest Option. Additionally, Fund Annual Operating Expenses apply depending on the mutual fund chosen and are described in the prospectus.

How Do I Enroll?

For online enrollment code access, contact your Employer or Financial Advisor.

Who Do I Contact?

To contact your local financial advisor, dial the direct number listed:

- Kaitlyn Klemp Phone: 716-330-7635
Kaitlyn.Klemp@corebridgefinancial.com
- Michael Falitico Phone: 716-339-1099
Michael.Falitico@corebridgefinancial.com
- Stacie Diesfeld Phone: 716-383-5199
Stacie.Diesfeld@corebridgefinancial.com
- Shawn Barnum Phone: 716.361.6250
Shawn.Barnum@corebridgefinancial.com

Plan Information

The above highlights are only a brief overview of the Plan's features and are not a legally binding document. Contact your Benefits Administrator if you have any further questions.

Important considerations before deciding to move funds either into or out of a Corebridge retirement services account

There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

Bear in mind investment involves risk, including possible loss of principal.

This material is general in nature, was developed for educational use only, and is not intended to provide financial, legal, fiduciary, accounting or tax advice, nor is it intended to make any recommendations. Applicable laws and regulations are complex and subject to change. Please consult with your financial professional regarding your situation. For legal, accounting or tax advice consult the appropriate professional.

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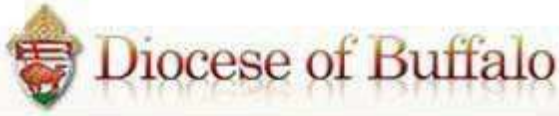
The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you "exercise control" over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.



Diocese of Buffalo

Diocese of Buffalo Defined Contribution Plan

Frequently Asked Questions



The following questions and answers are offered to help you understand the Diocese of Buffalo Defined Contribution Plan ("Plan").

1. Who is Corebridge Financial?

Corebridge Financial is one of the Nation's largest providers of employer sponsored retirement plans and has in-depth expertise in the needs of Diocesan employees and K-12 organizations. Corebridge Financials' local team of financial advisors will be available to assist you with your retirement planning needs. Local financial advisors will help you to understand your new plan and all of its advantages.

In addition to the personal retirement planning guidance, the Plan includes:

- Mutual fund options (lower cost investment options)
- Easy to understand quarterly participant statements
- A robust website for your use in monitoring your account and making investment changes
- Ongoing personalized service through a Western New York based financial advisor team

Corebridge Financial takes a personal approach to your retirement planning, offering customized solutions for individual needs.

2. What advantages does the Plan offer to employees?

The Plan offers:

- Ownership of a personal investment account in your name
- Employer contributions for eligible employees
- The option to make your own contributions, which are tax deferred until you withdraw the money
- The ability to choose from multiple investment options—to reflect your personal investment style and comfort level with risk
- Flexibility to use the money for certain emergencies, or to take a loan against your account
- The ability to manage your account online
- Access to one-on-one financial planning services

3. Who is eligible to participate in the Plan?

- Lay employees and active Diocesan priests
- Deacons in paid secular positions (e.g. Business Manager, Pastoral Administrator)

4. When do my contributions begin into the Plan with Corebridge Financial?

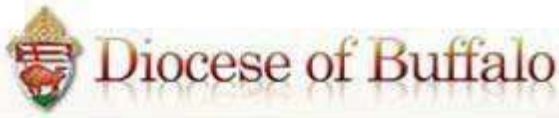
Contributions will generally be remitted to Corebridge Financial the Friday of the week after your pay date.

5. Do I need to complete a Beneficiary Designation Form?

Yes, you must complete your Beneficiary Designation during the enrollment process. This can be completed online or by completing a Beneficiary Designation form. Your beneficiary information will be maintained by Corebridge Financial.

6. How much can I contribute to the Plan?

You may elect to contribute as much as 100% of your annual includible compensation, up to \$24,500 in 2026. You may contribute an additional \$8,000 in 2026, if you are age 50-69 and 64 or older. Or \$11,250 in 2026 if age 60-63. Please note: Deferrals will only be accepted in whole percentages (%).



7. Does the Plan allow Roth contribution?

Yes, you may contribute your contributions on either a pre-tax (Traditional) or on an after-tax basis (Roth 403(b)).

8. Will my Employer make employer contributions into the Plan?

Yes, your employer will make employer contributions, as outlined below, for eligible employees. Full-time and part-time employees who regularly work an average of 20 hours or more per week over a 26 week look back period and have six months of service are considered "eligible employees." It includes an employer match and employer core contribution, if eligible.

Employer match is 100% of your deferral, up to 1% of compensation.

Employer Core Contribution is based on age and service.

Age + Service (points)	% of Pay Contribution by Employer
< 55	2%
55-64	3%
65-74	4%
75-84	5%
85+	6%

9. Is there a vesting schedule?

Employee contributions are immediately vested.

A five year "cliff" vesting applies to employer contributions. The death of an employee or a permanent disability (Social Security Disability) will result in immediate 100% vesting.

10. How often can I make changes to my Plan account?

You may change your contribution percentage and your investment options as often as you like. To make these changes, you can call Corebridge Financial at 1(800) 448-2542 or log into your account online or by mobile device at corebridgefinancial.com. You may also contact your financial advisor (see Question 17 for contact information). Your changes will take effect as soon as possible, generally within 15 business days of the change election.

11. What investment options will be available with Corebridge Financial?

There are 30 mutual funds and a VALIC Fixed Interest Option available*.

You can access additional information electronically on each available mutual fund through the ePrintSM website at <https://myaccount.valic.com/eprint/public/search>. Under the log-in section, you may click the "Access ePrint" link and enter your Group ID (71614001).

If you do not make an investment election for either your contribution or employer contribution, then the Plan will invest these contributions in a "default" investment - American Funds Target Date Retirement funds based on your age.

*(Policy Form GFUA-398, a group fixed annuity issued by The Variable Annuity Life Insurance Company, Houston ("VALIC"), TX.)

12. Are loans or hardship withdrawals available under the 403(b) Plan?

Yes. Loans and hardship withdrawals will be allowed by the Plan. You may have one active loan at any given time. A one-time fee of \$50.00 will be charged as an initial setup cost with a \$50.00 annual fee assessed for administration of each loan. Repayments are made by Automated Clearing House (ACH) debit agreement from your personal checking or savings account. At the time you request a loan, you will also be asked to complete an ACH debit agreement.

13. Can I roll over funds from another qualified savings plan to the 403(b) Plan account?

Yes, you may roll over funds from a 401(k), 403(b), IRA and other similar qualified plans. Contact your financial advisor for details (see Question 17 for contact information).

14. How do I enroll in the Plan?

You can enroll online, by phone or by contacting your financial advisor. Contact your employer or financial advisor to obtain the access codes.

15. How can I access my account information?

You can access this account information using the following methods:

- Corebridge Financial Mobile App — available on your mobile device's appstore
- Online - corebridgefinancial.com/rs
 - Current participants will receive a one-time code from Corebridge Financial in the mail; this code will allow you to register with corebridgefinancial.com as an online account user
 - Once you have received your one-time code visit corebridgefinancial.com and select "Register for online access" under the "Already a client?" section
- Phone — 1 (800) 448-2542
- Contact your financial advisor for more information, see Question 17 for contact information

16. Are there fees associated with the Plan?

Your administrative fee is a flat dollar amount of \$69 annually:

- ❖ You will be responsible for \$50 annually and your employer will pay \$19 annually.
- ❖ The deduction will be reflected on your quarterly statements

The mutual fund expenses vary depending on the mutual fund in which you invest. Information regarding the mutual fund expenses can be found on the fund fact sheets available through the ePrintSM website at <https://myaccount.valic.com/eprint/public/search> (log-in instructions provided in Question 15 above).

17. Whom can I contact if I have questions?

If you have questions, please contact a Corebridge Financial Client Service Professional at 1 (800) 448-2542 or your local financial advisor as follows:

- Kaitlyn Klemp Phone: 716-330-7635
Kaitlyn.Klemp@corebridgefinancial.com
- Michael Falitico Phone: 716-339-1099
Michael.Falitico@corebridgefinancial.com
- Stacie Diesfeld Phone: 716-383-5199
Stacie.Diesfeld@corebridgefinancial.com
- Shawn Barnum Phone: 716.361.6250
Shawn.Barnum@corebridgefinancial.com

18. What types of financial planning services are available?

At no additional cost to you, Corebridge Financial provides a range of on-site, individual Retirement planning services:

- Estimating your financial needs in retirement
- Determining your savings rate
- Planning for how long you want to work
- Diversifying your assets
- Selecting investment funds
- Monitoring and managing your portfolio

Corebridge Financial can also manage your portfolio through Guided Portfolio Services® (“GPS”), which is an optional service available to all participants in the Plan. GPS offers two different approaches to managing your portfolio:

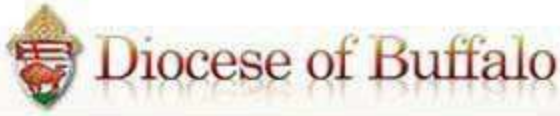
Portfolio Advisor—there is no cost for this service.

- Offers expert advice, including asset allocation, fund selection, retirement income forecasting, recommended savings rates and ongoing portfolio optimization.
- Portfolio Advisor is for the highly involved participant (“do-it-yourself”).
- Enroll online at <https://corebridgefinancial.com/rs>

Portfolio Manager—there is a fee for this service.

- Offers all of the advice and services of Portfolio Advisor, plus it automatically implements the investment advice and provides ongoing asset management.
- Portfolio Manager is for the uninvolved participant (“do-it-for-me”).
- This service is available at an additional cost; please contact your financial advisor for more information (see Question 17 for contact information).

These Questions & Answers are intended to provide you with general information on the benefits offered by the Diocese of Buffalo Defined Contribution Plan. Every effort has been made to provide an accurate summary of such benefits. However, if there is a conflict between the material in this document and the actual Plan documents, the terms of the Plan document will control. Notwithstanding anything to the contrary contained in this document, the Diocese of Buffalo reserves the right to amend, modify or terminate any benefit at any time.



List of Available Funds

Effective January 2026

	Fund Name	Asset Category	Ticker Symbol
1	American Funds 2010 Trgt Date Retire R6	Target Date 2000-2010	RFTTX
2	American Funds 2015 Trgt Date Retire R6	Target Date 2011-2015	RFJTX
3	American Funds 2020 Trgt Date Retire R6	Target Date 2016-2020	RRCTX
4	American Funds 2025 Trgt Date Retire R6	Target Date 2021-2025	RFDTX
5	American Funds 2030 Trgt Date Retire R6	Target Date 2026-2030	RFETX
6	American Funds 2035 Trgt Date Retire R6	Target Date 2031-2035	RFFTX
7	American Funds 2040 Trgt Date Retire R6	Target Date 2036-2040	RFGTX
8	American Funds 2045 Trgt Date Retire R6	Target Date 2041-2045	RFHTX
9	American Funds 2050 Trgt Date Retire R6	Target Date 2046-2050	RFITX
10	American Funds 2055 Trgt Date Retire R6	Target Date 2051-2055	RFKTX
11	American Funds 2060 Target Date Ret R6	Target Date 2056+	RFUTX
12	American Funds American Balanced R6	Moderate Allocation	RLBGX
13	American Funds Europacific Growth R6	Foreign Large Growth	RERGX
14	SEI Catholic Values Equity F	Large Blend	CAVAX
15	Putnam Small Cap Growth R6	Small Growth	PLKGX
16	Calvert US Large Cap Core Rspnb Idx I	Large Growth	CISIX
17	DFA Inflation-Protected Securities I	Inflation-Protected Bond	DIPSX
18	DFA US Targeted Value I	Small Value	DFVFX
19	Janus Flexible Bond N	Intermediate-Term Bond	JDFNX
20	SEI Catholic Values Fixed Income (SCVT)	Intermediate Core-Plus Bond	CFVAX
21	JPMorgan Mid Cap Growth R6	Mid-Cap Growth	JMGMX
22	JPMorgan Large Cap Growth R6	Large Growth	JLGMX
23	Vanguard 500 Index Admiral	Large Blend	VFIAX
24	Vanguard Mid Cap Index Adm	Mid-Cap Blend	VIMAX
25	Vanguard Selected Value Inv	Mid-Cap Value	VASVX
26	Vanguard Small Cap Index Adm	Small Blend	VSMAX
27	Vanguard Total Intl Stock Index Admiral	Foreign Large Blend	VTIAX
28	Vanguard Windsor™ II Admiral™	Large Value	VWNAX
29	Vanguard Federal Money Market Fund	Money Market	VMFXX
30	VALIC Fixed Interest Option*		N/A

*(Policy Form GFUA-398, a group fixed annuity issued by The Variable Annuity Life Insurance Company, Houston ("VALIC"), TX.)

You could lose money by investing in the Money Market Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

The principal value of an investment in a target date fund is not guaranteed at any time including at or after the target maturity date. The target date is the approximate date when investors plan to start withdrawing their money. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date.

Generally, high potential returns involve greater risk and short-term volatility. Investing involves risk, including the possible loss of principal. Investment values will fluctuate and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than their original cost.