PLAN OVERVIEW

The Massachusetts Defined Contribution CORE Plan (CORE Plan) is a powerful tool to help you reach your retirement goals. Through the CORE Plan, you can save for your future retirement needs in a convenient, uncomplicated and tax-advantageous way. When combined with Social Security and any other personal savings you may have, the money you may accumulate through the CORE Plan can help you work toward a comfortable and enjoyable retirement.

GETTING STARTED

WHAT IS THE CORE PLAN?
The CORE Plan is a 401(k) retirement planning solution that leverages the knowledge and best practices used today in many large retirement plans while striving to keep costs low for employers and employees.

WHAT ARE THE ADVANTAGES OF BEFORE-TAX SAVINGS?
With before-tax savings, you pay no income taxes on any contributions or any earnings until you withdraw the money. This leads to the benefit of compounding — that is to say, generating returns on money that you would pay in taxes if those taxes were not deferred. Any earnings are reinvested in your account, where they have the potential for continued growth because they are not reduced by taxes each year.

WHAT ARE THE ADVANTAGES OF ROTH SAVINGS?
Roth contributions are made with after-tax dollars. The Roth option reduces your take-home pay dollar for dollar and offers the following benefits:

- It essentially “locks” in today’s tax rate on all contributions.
- If you expect to be in a higher tax bracket when you retire, the Roth option allows you to pay taxes on your contributions when they are contributed (presumably at a lower tax rate than you would expect to pay at retirement).
- Distributions are withdrawn on a tax-free basis as long as they were contributed at least five years prior and you have reached age 59½.

HOW DO I ENROLL?
All common-law employees of a participating employer are eligible to participate in the CORE Plan. Unless you elect otherwise, you will be automatically enrolled in the Plan no sooner than 60 days after receiving the CORE Plan’s auto-enrollment notice. Specifically, you will be automatically enrolled to defer 6% of your pay on a pretax basis into the CORE Plan, with annual increases of 1% or 2% (based on your employer’s election) up to a maximum contribution rate of 12%. You can increase or decrease your savings rate at any time. You do not need to wait 60 days and can activate your CORE Plan account as soon as you receive your enrollment notification letter.

CAN I OPT OUT?
Should you choose not to be enrolled in the CORE Plan at this time, you may opt out either online or by calling a participant services representative at 844-365-CORE (2673). Opt-out requests must be received within 60 days of receiving the auto enrollment notice.

WHAT ARE THE CONTRIBUTION LIMITS?
In 2019, the maximum total contribution into either a before-tax or Roth account (or a combination of both) is 90% of your gross income (for federal income tax purposes) or $19,000, whichever is less.

Also, if you turn age 50 or older in 2019, you may contribute an additional $6,000.
WILL MY EMPLOYER MAKE ANY MATCHING OR NON-ELECTIVE CONTRIBUTIONS?

Your employer may elect to contribute a safe harbor contribution.

Safe Harbor Employer-matching Contribution
If this contribution type is selected by a participating employer, the following employer-matching contribution formula will be applied to your account.

- One hundred percent (100%) of your Elective Deferrals that do not exceed the first three percent (3%) of your compensation for the Plan year plus fifty percent (50%) of your Elective Deferrals that do not exceed the next two percent (2%) of your compensation for the Plan year.

The chart at right shows how the matching contributions would work with your contributions to help your account grow.

Assume you make $30,000 a year and contribute 6% of compensation each payroll period to the CORE Plan. In one year of participation, your account would accumulate pretax deferrals and matching contributions totaling $3,000, calculated as shown in the chart:

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<tr>
<th>IF EMPLOYEE CONTRIBUTES...</th>
<th>THEN THE EMPLOYER MUST CONTRIBUTE...</th>
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</thead>
<tbody>
<tr>
<td>1% of compensation</td>
<td>1% of compensation</td>
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<tr>
<td>2% of compensation</td>
<td>2% of compensation</td>
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<tr>
<td>3% of compensation</td>
<td>3% of compensation</td>
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<tr>
<td>4% of compensation</td>
<td>3.5% of compensation</td>
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<tr>
<td>5% of compensation</td>
<td>4% of compensation</td>
</tr>
<tr>
<td>Anything over 5% of compensation</td>
<td>4% of compensation</td>
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FOR ILLUSTRATIVE PURPOSES ONLY.

Contributions are made on a per-payroll basis, based on the gross compensation paid during that period.

Safe Harbor Non-elective Contribution
If this option is selected by a participating employer, the participating employer will make non-elective contributions to the account of each eligible employee in an amount not less than 3% of each participant’s compensation regardless of whether the eligible employee makes elective deferrals to the CORE Plan.

The maximum combined contribution limit of employee and employer contributions cannot exceed $56,000 for 2019.

THREE PATHS TO INVESTING FOR RETIREMENT

When it comes to investing, people have different comfort levels and experience. To make the investment process as simple as possible, the CORE Plan offers two paths to investing for retirement.

PATH 1 – TARGET DATE FUNDS

If you are automatically enrolled in the CORE Plan, you will be defaulted into a CORE target date fund based on your date of birth and expected retirement age of 65. The CORE target date funds are a diversified mix of underlying funds whose asset allocations change over time to become more conservative as you near retirement.

Generally, the further away from your target retirement year you are, the greater your target date fund’s allocation to stocks and diversifying investments. This emphasizes the growth potential you need to help build savings over the long term.

As you move closer to your target retirement year, your asset allocation adjusts to a mix expected to experience lower volatility under a broad range of market conditions. By the time you move into retirement, your target date fund will be invested in a mix of stocks, bonds and diversifiers focused on preserving your savings and producing income. This asset allocation happens automatically over time. The principal value of the fund(s) is not guaranteed at any time, including at the time of the target date and/or withdrawal.
PATH 2 – EMPOWER RETIREMENT ADVISORY SERVICES*

Empower Retirement Advisory Services, offered by Advised Assets Group, LLC, a registered investment adviser, is available to meet the unique needs of diverse participants. AAG has teamed with Morningstar Investment Management, LLC, a recognized industry leader in asset allocation and investment analytics tools, to provide the underlying investment advice and portfolio management methodology that power Advisory Services.

MY TOTAL RETIREMENT™

If you prefer to have your account professionally managed, you may elect My Total Retirement. My Total Retirement provides ongoing professional asset management. Your My Total Retirement portfolio will be constructed using one or more investments that comprise the CORE Plan investment lineup and may also use additional investments that are not otherwise available to CORE Plan participants.

Upon selecting My Total Retirement, you will be asked to supply information about your retirement time frame, life stages, risk tolerance and overall financial picture—including any assets held outside the CORE Plan—for consideration in constructing a portfolio suitable for your retirement goals (if you elect to supply this information). The annual fee for this service is based on a percentage of your account balance and is assessed quarterly:

<table>
<thead>
<tr>
<th>ACCOUNT BALANCE</th>
<th>ANNUAL FEE</th>
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<tbody>
<tr>
<td>First $100,000</td>
<td>0.45%</td>
</tr>
<tr>
<td>Next $150,000</td>
<td>0.35%</td>
</tr>
<tr>
<td>Next $150,000</td>
<td>0.25%</td>
</tr>
<tr>
<td>Greater than $400,000</td>
<td>0.15%</td>
</tr>
</tbody>
</table>

ONLINE ADVICE

This option may be right for you if you want help choosing your specific investments based on your personal goals and financial situation, at no additional cost to you. You can choose to implement the recommended strategy with a single click. Your portfolio will be constructed using one or more investments available in the CORE Plan Investment lineup, and may also use additional investments that are not otherwise available to CORE Plan participants. If you enroll in Online Advice, you must periodically review and update your personal goals and financial situation, and generate new recommendations when your situation changes. You are responsible for establishing a scheduled re-balancer to help ensure you are on track with your recommended portfolio.

PATH 3 – CORE OBJECTIVE-BASED FUNDS

The intuitively named objective-based funds help you mix four diversified investment options based on your savings goals. For example, are you trying to grow savings? Preserve savings? We have options tailored to meet those objectives.

- **CORE Growth Fund** – The CORE Growth Fund’s primary objective is long-term capital appreciation for participants with longer savings horizons and a higher risk tolerance.
- **CORE Income Fund** – The CORE Income Fund’s primary objective is to provide participants with a consistent level of income in retirement with a secondary goal of capital preservation.
- **CORE Inflation Fund** – The CORE Inflation Fund’s primary objective is to enhance investors’ purchasing power by seeking returns in excess of U.S. inflation over a full business cycle.
- **CORE Capital Preservation Fund** – The CORE Capital Preservation Fund’s primary objective is the preservation of principal.

The manager seeks to achieve the stated objectives. There can be no guarantee the objectives will be met. Investing in these strategies carries a certain amount of risk. There can be no guarantee that investing in these strategies will prevent loss of an investment.

INVESTMENT OVERSIGHT

The investment structure of the CORE Plan CORE funds is developed and monitored by Aon Hewitt Investment Consulting, Inc. (AHIC), acting as an independent investment consultant and 3(38) fiduciary under ERISA. The CORE Plan’s CORE target date funds and objective-based funds leverage the experience of many investment professionals specializing in U.S., global and alternatives investment management and asset allocation.

The funds incorporate the following key design elements:

- **Professional design, construction and oversight:** The CORE target date funds and objective-based funds are designed, constructed and overseen by the CORE Plan’s investment consultant AHIC, acting as a 3(38) fiduciary.
- **Open-architecture design:** The open architecture of the objective-based and CORE target date funds allow AHIC to select complementary managers to build and tailor the funds to the CORE Plan’s participant demographics.
- **Active/passive blends:** All CORE funds may combine both active and passive management, controlling fees while focusing on active management in areas AHIC believes most likely to add value.
A list of investment options available through the CORE Plan can be found by going to www.ma-core.com.

Carefully consider the investment objectives, risks, fees and expenses of the annuity and/or the investment options. Contact us for a prospectus, a summary prospectus and disclosure document, as available, containing this information. Read them carefully before investing.

**ROLLOVERS**

**CAN I COMBINE ASSETS FROM MY OTHER RETIREMENT PLANS INTO MY CORE PLAN ACCOUNT?**

Yes, rollovers from an eligible governmental 457(b), 401(k), 403(b), 401(a) or Traditional IRA may be rolled over to the CORE Plan.

**DO I HAVE TO ROLL OVER MY ACCOUNT IF I LEAVE EMPLOYMENT WITH MY CURRENT EMPLOYER?**

You have the option to keep your money in the CORE Plan and retain all the benefits that are part of the CORE Plan, including online account access and one-on-one consultations with a CORE Plan representative.

As with any financial decision, you are encouraged to discuss moving money between accounts, including rollovers, with a financial advisor and to consider costs, risks, investment options and limitations prior to investing.

**VESTING**

**WHAT IS VESTING AND WHEN AM I VESTED IN THE PLAN?**

Vesting refers to the percentage of your account you are entitled to receive upon the occurrence of a qualified distribution event. Your contributions (including rollovers from previous employers) and any earnings are always 100% vested.

Any employer contribution is also immediately 100% vested.

**DISTRIBUTIONS**

**WHEN CAN I WITHDRAW MONEY?**

Qualified distribution events from non-Roth assets are as follows:

- Retirement
- Permanent disability
- Financial hardship (as defined by Internal Revenue Code and CORE Plan provisions)
- Severance of employment
- Attainment of age 59½
- Death (your beneficiary receives your benefits)

Ordinary income tax will apply to each distribution from non-Roth funds. Distributions received prior to reaching age 59½ may also be assessed a 10% early withdrawal federal tax penalty.

**Roth Qualified Distributions:** Any distribution is made on an income tax-free basis if you are eligible for a distribution from the CORE Plan and you withdraw your Roth contributions and any earnings after holding the account for at least five tax years and after one of the following occurs:

- You reach age 59½
- You become disabled
- You die (in which case, your beneficiaries will take a withdrawal)

Refer to your Summary Plan Description for more information about distributions.

**WHAT ARE MY DISTRIBUTION OPTIONS?**

1. Leave the value of your account in the CORE Plan until you are ready to receive a distribution.
2. Receive payment in one of the following forms:
   - Periodic payments
   - Partial lump sum
   - A lump sum
3. Roll over your account balance to a 401(k), 401(a), 403(b) or an eligible governmental 457(b) plan or to an IRA.

Because Roth contributions are taxed in the year in which they are made, qualified Roth distributions are not taxed.

**WHAT HAPPENS TO MY ACCOUNT WHEN I DIE?**

Your designated beneficiary(ies) will receive the remaining value of your account, if any. Your beneficiary(ies) must contact a CORE Plan representative to request a distribution.
FEES
ARE THERE ANY RECORDKEEPING OR ADMINISTRATIVE FEES TO PARTICIPATE IN THE CORE PLAN?
There is a $65 annual fee for participation in the CORE Plan that is automatically deducted from your account. There may be other administrative service fees that apply to elective Plan features used by a participant.

Each investment option has an administrative, advisory and investment management fee that varies by investment option.* These fees are deducted before the daily price or performance is calculated. Fee ratios are posted on the CORE Plan’s website at www.ma-core.com. To learn more please contact us at 844-365-CORE (2673).

*Taxes, including administrative and other service fees, may be assessed over time.

TAXES
HOW DOES MY PARTICIPATION IN THE PLAN AFFECT MY TAXES?
Because non-Roth contributions are taken out of your paycheck before taxes are calculated, you pay less in current income tax. You do not report any current earnings or losses on your account on your current income tax return, either. Your account funds are tax deferred until you withdraw money, usually at retirement. Withdrawals are taxable in the year in which they are distributed.

DO I PAY TAXES WHEN I TAKE A DISTRIBUTION FROM MY ROTH ACCOUNT?
Your distribution is income tax-free if you are eligible for a distribution from the CORE Plan and you withdraw your Roth contributions and any earnings after holding the account for at least five tax years and:
• You are at least age 59½; or
• You become disabled; or
• You die (in which case, your beneficiaries will take a withdrawal).

If a distribution is made from your Roth account before you reach age 59½ and it is not due to death or disability, or reaching the five-tax-year holding period, you will pay income taxes on any earnings that are distributed. Otherwise, there is no income tax due on the Roth contributions distributed because contributions are made with after-tax dollars.

LOANS
CAN I TAKE A LOAN FROM MY ACCOUNT?
Currently, your Plan does not allow loans.

MANAGING YOUR ACCOUNT
HOW DO I KEEP TRACK OF MY ACCOUNT?
You may access your account online at www.ma-core.com or by calling 844-365-CORE (2673).

After the end of each calendar quarter, Empower Retirement will make your account statement available online. You may also choose to have your statements mailed to you directly.

HOW DO I MAKE INVESTMENT OPTION CHANGES?
Log on to your account online at www.ma-core.com or call 844-365-CORE (2673). You can move all or a portion of your existing balances among investment options (subject to Plan rules), change the amount of your payroll deduction and change how your payroll contributions are invested.

HOW DO I MAKE CONTRIBUTION CHANGES?
You can increase, decrease or stop your contribution at any time via the website or voice response system. Any changes shall become effective beginning with either the first or second pay period of the subsequent month.

HOW DO I ADD OR UPDATE A BENEFICIARY?
Complete a Beneficiary Designation form to assign or update your beneficiary(ies). Log on to your account at www.ma-core.com, then click on My Accounts. Under PLAN INFORMATION, click on Plan Forms > Beneficiary Designation. Print and complete the form, then mail or fax it per the instructions on the form.

If you are married, your spouse is automatically designated as your primary beneficiary under the CORE Plan. If you would like to assign someone other than your spouse as the primary beneficiary, your spouse must also sign the form in the presence of either a notary or your employer.
WHAT'S NEXT?

SERVICE YOU CAN COUNT ON!

CORE Plan participants can access account information 24 hours a day, seven days a week via the website or by phone. The CORE Plan’s approach to service is based on convenience — service is a call or click away.

CALL

CORE Plan Service Center
844-365-CORE (2673)

- Speak to a participant services representative
  Monday-Friday, 8 a.m. to 10 p.m. Eastern time, Saturday 9 a.m. to 5 p.m. Eastern time.
- Access your automated account information 24 hours a day, seven days a week.

Your PIN and Social Security number are required for account access by phone. If you don’t know your PIN, a participant services representative can assist you.

CLICK

www.ma-core.com
Log in to:

- Make account inquiries.
- Conduct investment option transfers/allocation changes.
- Obtain fund unit values and descriptions.
- Review fund performance. (Past performance does not guarantee future results.)
- Activate automatic account rebalancing.

Registration for first-time users and login are required for online account access.

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1 Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks/stock funds and bonds/bond funds. For more information, see the prospectus and/or disclosure documents.

2 Transfer requests made on business days prior to close of the New York Stock Exchange (4 p.m. Eastern time or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

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