



Brighten *Your Outlook*®



IT'S *YOUR* FUTURE

YOUR GUIDE TO IVY TECH COMMUNITY COLLEGE OF INDIANA 457(B) DEFERRED COMPENSATION PLAN





REWARD YOURSELF

Welcome to the Ivy Tech Community College of Indiana 457(b) Deferred Compensation Plan. You deserve to enjoy retirement! Transamerica can help you get there. When you participate in your retirement plan, you're taking advantage of one of the best ways to invest in your financial future. Get started by creating your retirement account and accessing tools and resources designed to help you achieve your long-term goals.

This guide is designed to provide you with information about your retirement plan. You'll find these sections and more:

Let's Get Started

A Healthy Strategy

Plan Highlights

Investments

LET'S GET STARTED

Follow the next steps that guide you through creating and managing your online account.

NEXT STEPS

So, what's next? We're going to highlight some of the powerful tools available to you, followed by some investment basics, then plan provisions specific to the Ivy Tech Community College of Indiana 457(b) Deferred Compensation Plan.



DISCOVER

Learn the basics in *A Healthy Strategy*. Find your plan's details in *Plan Highlights*. See what options are available in the *Investments* section.



GET STARTED

Create a secure online account by visiting transamerica.com/portal/ivyretirement and follow the on-screen instructions.



COMPLETE YOUR ACCOUNT

To take full advantage of your retirement plan, do your best to provide as much information as possible.



SIGN UP FOR ACCOUNT SECURITY ALERTS

Help safeguard your retirement assets by providing your mobile number and preferred email address. When you sign up for security alerts, Transamerica can notify you when changes are made to your account. This adds an extra layer of protection against online threats.



DESIGNATE YOUR BENEFICIARIES

Complete this simple but critical step to ensure your account assets will be distributed as you wish.



CONFIRM

Review your account details to ensure the information is correct.



SUPPORT

We are here for you. We're committed to providing the resources, guidance, and strategies along your journey to and through retirement. Call us at **800-755-5801** or log in to your account at transamerica.com/portal/ivyretirement.



A HEALTHY STRATEGY

EXPLORE. DISCOVER.

Explore transamerica.com/portal/ivyretirement and the website's full range of resources including webinars, articles, and the interactive features shown below.

COMMON TERMS

Understanding retirement-planning terms can be easier with Transamerica's comprehensive financial glossary. Visit transamerica.com/financial-glossary to browse the list.

FINANCIAL WELLNESS CENTER

Explore retirement savings options to help you set aside money for your future financial security. The portfolio builder at transamerica.com/portal/financial-wellness/ explains how you can maximize your retirement savings.

PERSONAL FINANCE CALCULATORS

Forecast your future with Transamerica's online calculators. The Retirement Planner Calculator can be especially helpful. It provides estimates based on your income, how much you're saving, and when you plan to retire. Log in to your online account at transamerica.com/portal/ivyretirement, click **VIEW DETAILS**, then hover over **Resources** in the top navigation bar and click **Calculators**.

DISCOVER YOUR RETIREMENT FORECAST WITH TRANSAMERICA'S ONTRACK® TOOL

Knowing how you're doing as you prepare for retirement should be as easy as checking the weather. Transamerica's OnTrack® tool is an online tool that uses straightforward weather icons to create *Your Retirement Outlook*®, making it easy to see if your retirement forecast is sunny, rainy, or somewhere in between.

You can help *Brighten Your Outlook*® by using the tool to increase your contribution rate, change your investment strategy, or add outside assets.

Important: The projections or other information generated by the OnTrack® engine (which produces Your Retirement Outlook®) 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 your plan website for more information regarding the criteria and methodology used, the engine's limitations and key assumptions, and other important information.



MAXIMIZE YOUR STRATEGY

CONTRIBUTION RATE

Increasing your contribution rate into a retirement plan may improve your overall retirement outlook and help to keep up with the average rate of inflation. Even a 1% or 2% contribution boost to your account can make a big difference over time.

Your plan provides the option to activate auto-increase, a recurring service that automatically adjusts your contribution rate annually in the month that you choose. If you would like to enable this service, log in to your account, select **VIEW DETAILS**, hover over **Contributions** and click **View or Update Contributions** in the drop-down menu.

CONSIDER YOUR OPTIONS

If you have money in a former employer's retirement plan, there are several options available that may simplify your financial life. These include cashing out, keeping the money where it is, or rolling the funds into an IRA or your employer plan with Transamerica. For more information about your options, call **800-275-8714** or email **consolidate@transamerica.com**.

When considering your options, be sure to review the fees and expenses associated with each option. Also, be sure to consider whether there are certain services, features, or benefits available through certain accounts that may be important to you.

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 by 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.

STAY CONNECTED

You're on the move, bring your information with you. Transamerica provides technology options that match your busy lifestyle.

ONLINE ACCOUNT

Your one-stop shop for tools and resources to help you navigate the road to and through retirement is available by logging in to your account at **transamerica.com/portal/ivyretirement**.

MOBILE APP

Check your balance, update your personal information, and manage your account — from the palm of your hand. The **Transamerica Retirement App** lets you do more for your retirement anytime, anywhere. Download it from the App Store or GooglePlay today!

ELECTRONIC DELIVERY OF DOCUMENTS

Sign up for e-documents and you'll receive an email when plan-related documents and notices are ready for online viewing. Log into **transamerica.com/portal/ivyretirement**, click **VIEW DETAILS**, hover over **Documents and Forms** in the top navigation bar, and click **E-documents**.

ACCOUNT SECURITY

Transamerica is dedicated to maintaining your account security. We employ sophisticated, multi-layered safety measures to protect your data, assets, and privacy.

PLAN HIGHLIGHTS FOR THE IVY TECH COMMUNITY COLLEGE OF INDIANA 457(B) DEFERRED COMPENSATION PLAN

These plan highlights represent an overview of your plan's provisions. For full details, please refer to the plan document or contact your benefits office.

YOUR CONTRIBUTIONS

EMPLOYEE 457 PRE-TAX

ROTH CONTRIBUTION

ELIGIBILITY

Your contributions will begin with the first pay period after the month in which you enroll in the plan.

CONTRIBUTION LIMITS

Your traditional contributions are deducted from your paycheck before taxes each pay period. Your Roth contributions are deducted from your paycheck after taxes each pay period.

Contribution limits (determined by the IRS) apply to all employee and employer contributions. Contributions to the plan are reported annually on your Form W-2, but are not included in the income subject to taxation.

UPDATING YOUR CONTRIBUTION RATE

You may elect to increase, decrease or stop your contributions at any time. Changes to your contributions will take effect in the month after the month you request them.

You may invest for retirement with traditional before tax dollars, after tax Roth dollars, or a combination, up to the overall limits noted in the following section. In general, choosing which one depends on whether you think your income will be subject to a higher or lower effective tax rate when you withdraw your money in retirement.

LEARN ABOUT ROTH CONTRIBUTIONS

Roth allows you to make after tax contributions to your plan. In most cases, these contributions will not be subject to future federal income taxes on qualified distributions, regardless of your income level (provided that you hold the contributions for at least five years and do not withdraw assets until at least age 59½). To learn more about this option, log in to transamerica.com/portal/ivyretirement and access the calculators under *Resources* in the Menu.

IRS CONTRIBUTION LIMITS

The IRS limits how much you can contribute each year. The maximum amount you may contribute to your account is \$22,500 in 2023.

Additionally, if you will be at *least* age 50 during the calendar year, you can make extra "catch-up" contributions of up to \$7,500. If you are within three years of "normal" retirement age (as defined in the plan), and you have not contributed the maximum allowed in any previous year(s), you can make up the difference with contributions of up to twice the regular IRS limit (\$45,000 in 2023). However, note that you may not take advantage of both catch-up limits in the same year. If you are within three years of normal retirement age, the higher limit will apply.

The above limits include all types of contributions.

These limits are updated annually by the IRS.

VESTING

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

ADDITIONAL PLAN DETAILS

LOANS AND DISTRIBUTIONS

Your plan offers a loan feature which allows you to borrow from your account based on certain provisions.

Distributions of before tax contributions, as well as earnings on any contributions, may be subject to income tax. Please check with your Plan Administrator and/or refer to your Summary Plan Description for details.

Hardship loan withdrawals are subject to plan provisions. You may be required to provide documentation in order to qualify.

DISCLOSURES

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.

Ivy Tech Community College of Indiana has selected Transamerica Retirement Solutions as your retirement plan provider, but there are no other affiliations between Ivy Tech Community College of Indiana and Transamerica or its affiliate, TISC.

IT'S TIME TO CREATE YOUR INVESTMENT STRATEGY

Your retirement plan is one of the most effective ways to prepare for the future you deserve.

Many financial professionals recommend saving 10% to 15% of each paycheck to your retirement account. If that's not possible right now, start small and consider making small increases over time.

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

For detailed, up-to-date information on the investment options in your plan, including possible trading restrictions, please visit transamerica.com/portal/ivyretirement.

If you fail to make an investment election, or your elections do not equal 100%, your contribution will be invested in a default investment option for all contributions.

Unless you choose otherwise, your account will be invested in, American Funds Trgt Date Retire R6 Series, which is a group of single target date funds; based on your assumed retirement age of 65.

Here are some helpful concepts to consider as you examine your investment strategy; Asset allocation, diversification, time horizon and risk tolerance. For further details, please visit Transamerica.com/financial-glossary.

ENGAGE WITH A PROFESSIONAL

ADVICE SERVICES

Transamerica's *Managed Advice*® is an easy-to-use, managed account and advice service that uses advanced research and technology to create a personalized retirement strategy just for you. This strategy is based on the pillars of professional retirement planning.

Based on the information you provide us, Advice Services offers the following features and benefits.

- Provides investment portfolios customized to your unique situation..
- One-on-one access to a team of Transamerica's retirement planning consultants.
- Periodic rebalancing, reallocation, and diversification to ensure your investments remain suited to match your retirement goals.
- Personalized reviews to measure how you're doing along the way to retirement.
- Holistic recommendations to achieve retirement income goals, including how much to contribute and when to retire.

After decades of investing for retirement, it's important to have a smart spending plan. Our advisors can help you create a strategy to navigate Social Security and draw a paycheck in retirement. Advice Services is there to provide assistance with the transition to life after work.

TAKE ADVANTAGE OF ADVICE SERVICES

If you haven't set up your account on your plan website, go to transamerica.com/portal/ivyretirement, click "New user?" and follow the instructions to create a username and password. Choose your contribution rate and investing strategy (Advice Services). Then click "Accept & Continue" and complete your retirement profile.

If you've already set up your account online, sign in, go to the Investments menu, click Advice Services, and follow the instructions to complete your retirement profile.

Need help? Call a Transamerica retirement planning consultant toll-free at 844-622-2133.

Currently the annual fee of 0.45% would be deducted from your account monthly. For example, no more than \$0.38 (\$4.50 annually) per month for every \$1,000 in your balance.

Fees charged by the underlying funds in which you invest will still apply. You can cancel anytime without penalty. See more about Advice Services in the Important Disclosure section that follows.

Transamerica's Advice Services includes *Managed Advice*[®] and *Advisor Managed Advice*SM. The *Managed Advice*[®] service is available within employer-sponsored plans or an IRA and is offered through Transamerica Retirement Advisors, LLC ("TRA"), an SEC registered investment advisor. In a retirement plan, the investment options used in *Managed Advice*[®] are selected by your plan sponsor/plan fiduciary. In an IRA, the investment options used in *Managed Advice*[®] have been selected by an independent, third-party registered investment advisor, who acts as a fiduciary for lineup selection. The *Advisor Managed Advice Service* is offered through your retirement plan's third-party registered investment advisor and TRA, and investment options are selected by your plan sponsor/plan fiduciary. TRA does not select or endorse any of the investment options available in a plan or in an IRA. Investment options may include Transamerica proprietary investment funds or stable value products offered by Transamerica affiliates.

Transamerica Retirement Solutions and TRA are affiliated companies. Morningstar Investment Management, LLC[®], a wholly owned subsidiary of Morningstar Inc. is an SEC registered investment advisor that serves as an independent financial expert and provides the underlying investment advice and portfolio management methodology for *Advice Services*. Neither Morningstar nor your plan's third-party registered investment adviser (as applicable) is affiliated with any Transamerica companies.

Please see the Advice Services agreement as applicable for more information on the terms and conditions that apply as well as the information provided to you in Form ADV Part 2A. Investment return and principal value will fluctuate with market conditions, and you may lose money.

Securities offered through Transamerica Investors Securities Corporation (TISC), member FINRA, 440 Mamaroneck Avenue, Harrison, NY 10528.

HELP ME DO IT

TARGET DATE FUNDS

Investing in a target date fund (TDF) can be a good option if you're seeking an easy way to diversify your retirement account. By making a single decision, a TDF allows you to enjoy asset diversification and allocation based on a target retirement year. The underlying investments in your chosen TDF become more conservative as you get closer to retirement.

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.

DO IT YOURSELF

BUILD YOUR OWN INVESTMENT MIX

Build your own investment mix by choosing from the "core" funds in your plan. Your plan offers a range of choices that enable you to diversify among various asset classes and investment styles. Prospectuses and fund information 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. To configure your investment mix log in to **transamerica.com/portal/ivyretirement**, access the *Future Allocations* under *Investments* in the Menu.

Fund prospectuses and other information can also be accessed from *Investments* in the Menu.

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), 6400 C. Street SW, Cedar Rapids, IA 52499 (includes SecurePath for Life®). Ivy Tech Community College of Indiana has selected Transamerica as your retirement plan provider, but there are no other affiliations between Ivy Tech Community College of Indiana and Transamerica, TISC, TCI, TAM, MFTC, TFLIC, or TLIC.



Ivy Tech Community College of Indiana 457(b) Deferred Compensation Plan

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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/ivyretirement. To help you save time, reduce clutter, and go green, you'll receive automatic email alerts when your account-related materials are available online.

To access your fee disclosure, visit transamerica.com/portal/ivyretirement, click "Fund Info" on the navigation heading, then "Learn More" under Your Retirement Plan Information. If you're not enrolled in the plan, enter the account number (found at the top of the page under the plan name) and click "Submit". If you're already enrolled, follow the instructions under Sign in to your account.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica 1-800-755-5801 marca nueve 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.



Ivy Tech Community College of Indiana 457(b) Deferred Compensation Plan

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IMPORTANT INFORMATION REGARDING YOUR PLAN

Disclosure Chart as of April 18, 2023

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 transamerica.com/portal/ivyretirement . |
| 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. |
| List of Investment Alternatives | For the listing of the plan's investment alternatives, please see the Investment Information section. |
| Investment Manager for Advice Services | Your plan offers the <i>Managed Advice</i> ® service. The service provides you with an asset allocation mix of funds available within your plan. <i>Managed Advice</i> rebalances and reallocates your account over time as your circumstances change. Transamerica Retirement Advisors, LLC serves as the investment manager for the <i>Managed Advice</i> service. Additional terms and conditions apply to the service, and more detailed information, including Form ADV of the investment manager, is available at transamerica.com/portal/ivyretirement by signing in to your account and selecting Advice Services in the Investments menu. In offering the <i>Managed Advice</i> service, Transamerica Retirement Advisors, LLC relies on the investment methodology developed by Morningstar Investment Management LLC as an independent financial expert. |

Potential General Administrative Fees and Expenses

| | |
|----------------------------------|--|
| Administrative Fee — Per Account | <p>The plan incurs annual general administrative fees for ongoing plan administrative services (e.g., recordkeeping) of \$44.00 per participant account (accrued monthly). On a quarterly basis, fees will be deducted as a fixed dollar amount from your account based on the total number of participant accounts at the time the deduction is taken, unless paid from other sources. All of the revenue (e.g., 12b-1 fees, administrative fees) that Transamerica Retirement Solutions or its affiliates receive from the plan's investment options is credited back to your account on a monthly basis as a Plan Service Credit.</p> <p>When applicable, general administrative fees other than the charge above, for administrative services (e.g., legal, accounting and auditing), may from time to time be deducted as a fixed dollar amount from 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> |
| Administrative Fee — Pro Rata | <p>When applicable, other general administrative fees for plan services (e.g., legal, accounting and auditing), may from time to time be deducted as a percentage of assets from 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 | <p>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.</p> |

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

| | |
|-----------------------------------|--|
| Birth/Adoption Administrative Fee | <p>A fee up to \$25.00 will be deducted from your account in the event you request a Qualified Birth/Adoption Distribution. 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 Birth/Adoption Distribution Processing Fee.</p> |
| Full Distribution Fee | <p>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.</p> |
| Hardship Withdrawal Fee | <p>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.</p> |
| Loan Maintenance Fee | <p>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.</p> |
| Loan Set-up Fee | <p>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.</p> |

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

| | |
|-------------------------------------|---|
| Advice Services Fee | An annual fee applies with respect to the <i>Managed Advice</i> service. The annual fee is 0.45% of your account balance invested under the <i>Managed Advice</i> service and is paid to Transamerica Retirement Advisors, LLC. 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 an Advice Services fee. |
| Manual Processing Fee | An additional fee of \$50.00 that is deducted from your account when you request a plan transaction using a form where the transaction can be requested online or over the phone with the Contact Center. Distribution or withdrawal requests submitted online or conducted over the phone with the Contact Center will not incur an additional fee. The amount deducted from your account will be reported on your quarterly benefit statement as a Manual Processing 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 \$600.00 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. |
| Terminated Participant Fee | An additional quarterly administration fee of \$2.50 that is deducted from your account following your termination of employment for each quarter there are funds in your account. The amount deducted from your account will be reported on your quarterly benefit statement as an Administration 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/ivyretirement, 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/ivyretirement.
- 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 12/31/2022 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Bonds

| | | | | | | |
|---|----------------------------|---------|----------|---------|--------|--------|
| Fidelity US Bond Index (03/90) <i>Index: Bloomberg Aggregate Bond Index</i> | Intermediate-Term Bonds | 0.03% G | \$0.25 G | -13.03% | -0.02% | 1.01% |
| | | 0.03% N | \$0.25 N | -13.01% | 0.02% | 1.06% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days. | | | | | | |
| Metropolitan West Total Return Bond Admin (03/97) <i>Index: Bloomberg Aggregate Bond Index</i> | Intermediate-Term Bonds | 0.77% G | \$7.70 G | -15.05% | -0.24% | 0.94% |
| | | 0.77% N | \$7.70 N | -13.01% | 0.02% | 1.06% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days. | | | | | | |
| Vanguard Inflation-Protected Secs Instl (06/00) <i>Index: Bloomberg US TIPS Index</i> | Government Bonds | 0.07% G | \$0.70 G | -11.90% | 1.98% | 1.04% |
| | | 0.07% N | \$0.70 N | -11.85% | 2.11% | 1.12% |
| 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. | | | | | | |
| Vanguard Total Intl Bond Idx Admiral (05/13) <i>Index: Bloomberg Global Aggregate Index</i> | World/Foreign Bonds | 0.11% G | \$1.10 G | -12.92% | -0.23% | 1.59% |
| | | 0.11% N | \$1.10 N | -16.25% | -1.66% | -0.07% |
| 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 12/31/2022 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Stocks

| | | | | | | |
|---|----------------------------|---------|-----------|---------|--------|--------|
| Vanguard Equity-Income Adm (03/88) <i>Index: Russell® 1000 Value Index</i> | Large-Cap Value Stocks | 0.19% G | \$1.90 G | 0.00% | 8.91% | 11.79% |
| | | 0.19% N | \$1.90 N | -7.54% | 6.67% | 10.29% |
| 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. | | | | | | |
| Fidelity 500 Index (02/88) <i>Index: S&P 500 Index</i> | Large-Cap Blend Stocks | 0.02% G | \$0.15 G | -18.13% | 9.41% | 12.55% |
| | | 0.02% N | \$0.15 N | -18.11% | 9.42% | 12.56% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days. | | | | | | |
| TIAA-CREF Social Choice Equity Advisor (07/99) <i>Index: S&P 500 Index</i> | Large-Cap Blend Stocks | 0.27% G | \$2.70 G | -17.85% | 9.14% | 11.98% |
| | | 0.27% N | \$2.70 N | -18.11% | 9.42% | 12.56% |
| American Century Ultra R6 (11/81) <i>Index: Russell® 1000 Growth Index</i> | Large-Cap Growth Stocks | 0.60% G | \$6.00 G | -32.23% | 11.44% | 14.40% |
| | | 0.58% N | \$5.80 N | -29.14% | 10.96% | 14.10% |
| Boston Trust Walden SMID Cap (06/12) <i>Index: Russell® MidCap Index</i> | Mid-Cap Blend Stocks | 1.01% G | \$10.10 G | -14.59% | 7.62% | 10.31% |
| | | 1.00% N | \$10.00 N | -17.32% | 7.10% | 10.96% |
| Fidelity Extended Market Index (11/97) <i>Index: Russell® MidCap Index</i> | Mid-Cap Growth Stocks | 0.04% G | \$0.35 G | -26.43% | 4.87% | 9.62% |
| | | 0.04% N | \$0.35 N | -17.32% | 7.10% | 10.96% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days. | | | | | | |
| TIAA-CREF Real Estate Sec Instl (10/02) <i>Index: MSCI REIT Index</i> | Real Estate | 0.47% G | \$4.70 G | -28.73% | 4.84% | 7.30% |
| | | 0.47% N | \$4.70 N | -24.51% | 3.69% | 6.48% |
| American Funds Europacific Growth R6 (05/09) <i>Index: MSCI All-Country World Ex-US Index</i> | World/Foreign Stocks | 0.46% G | \$4.60 G | -22.72% | 1.54% | 5.30% |
| | | 0.46% N | \$4.60 N | -15.57% | 1.36% | 4.28% |

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 12/31/2022 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Stocks

| | | | | | | |
|---|-------------------------|--------------------|----------------------|---------|-------|-------|
| Fidelity Total International Index (06/16) | World/Foreign Stocks | 0.06% G 0.06% N | \$0.60 G \$0.60 N | -16.28% | 0.96% | 4.62% |
| <i>Index: MSCI All-Country World Ex-US Index</i> | | | | -15.57% | 1.36% | 5.18% |
| Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days. | | | | | | |

Multi-Asset/Other

| | | | | | | |
|--|-------------|--------------------|----------------------|---------|-------|--------|
| American Funds 2010 Trgt Date Retire R6 (02/07) | Target Date | 0.28% G 0.28% N | \$2.80 G \$2.80 N | -9.15% | 3.80% | 5.47% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -13.01% | 0.02% | 1.06% |
| <i>Index: S&P 500 Index</i> | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2015 Trgt Date Retire R6 (02/07) | Target Date | 0.30% G 0.30% N | \$3.00 G \$3.00 N | -10.25% | 4.00% | 5.96% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -13.01% | 0.02% | 1.06% |
| <i>Index: S&P 500 Index</i> | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2020 Trgt Date Retire R6 (02/07) | Target Date | 0.30% G 0.30% N | \$3.00 G \$3.00 N | -11.01% | 4.21% | 6.55% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -13.01% | 0.02% | 1.06% |
| <i>Index: S&P 500 Index</i> | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2025 Trgt Date Retire R6 (02/07) | Target Date | 0.32% G 0.32% N | \$3.20 G \$3.20 N | -12.74% | 4.69% | 7.48% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -13.01% | 0.02% | 1.06% |
| <i>Index: S&P 500 Index</i> | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2030 Trgt Date Retire R6 (02/07) | Target Date | 0.33% G 0.33% N | \$3.30 G \$3.30 N | -14.50% | 5.09% | 8.25% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -13.01% | 0.02% | 1.06% |
| <i>Index: S&P 500 Index</i> | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2035 Trgt Date Retire R6 (02/07) | Target Date | 0.35% G 0.35% N | \$3.50 G \$3.50 N | -16.24% | 5.88% | 8.96% |
| <i>Index: Bloomberg Aggregate Bond Index</i> | | | | -13.01% | 0.02% | 1.06% |
| <i>Index: S&P 500 Index</i> | | | | -18.11% | 9.42% | 12.56% |

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 12/31/2022 | | |
|--|----------------|---|------------|---|------|--------------------------------|
| | | As % | Per \$1000 | 1Yr. | 5Yr. | 10yr. or Since Inception |

Multi-Asset/Other

| | | | | | | |
|---|-------------|--------------------|----------------------|---------|-------|--------|
| American Funds 2040 Trgt Date Retire R6 (02/07) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.36% G 0.36% N | \$3.60 G \$3.60 N | -17.55% | 6.10% | 9.23% |
| | | | | -13.01% | 0.02% | 1.06% |
| | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2045 Trgt Date Retire R6 (02/07) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.37% G 0.37% N | \$3.70 G \$3.70 N | -18.18% | 6.11% | 9.29% |
| | | | | -13.01% | 0.02% | 1.06% |
| | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2050 Trgt Date Retire R6 (02/07) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.38% G 0.38% N | \$3.80 G \$3.80 N | -18.89% | 6.04% | 9.28% |
| | | | | -13.01% | 0.02% | 1.06% |
| | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2055 Trgt Date Retire R6 (02/10) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.38% G 0.38% N | \$3.80 G \$3.80 N | -19.50% | 5.87% | 9.19% |
| | | | | -13.01% | 0.02% | 1.06% |
| | | | | -18.11% | 9.42% | 12.56% |
| American Funds 2060 Trgt Date Retire R6 (03/15) <i>Index: Bloomberg Aggregate Bond Index</i> <i>Index: S&P 500 Index</i> | Target Date | 0.38% G 0.38% N | \$3.80 G \$3.80 N | -19.66% | 5.82% | 7.34% |
| | | | | -13.01% | 0.02% | 0.68% |
| | | | | -18.11% | 9.42% | 10.41% |

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 |
|--|------------------------|-------------------------|-------|
| AUL Stable Value Account Stable Value | 1.25% | 01/01/2023 - 12/31/2023 | |
| Shareholder Type Fees: | | | |



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