

April 21, 2026

Dear SPARK Member,

Thank you for your interest in the **Defined Contribution Retirement Income Solutions Evaluation Framework**, a joint initiative by the Institutional Retirement Income Council (IRIC) and the SPARK Institute. The Framework is attached to this message.

About the Framework. The Framework compiles standardized, side-by-side profiles of in-plan guaranteed retirement income solutions currently available in the defined contribution marketplace. It was developed through a collaborative effort between IRIC and SPARK's Retirement Income Committee, drawing on direct submissions from leading product providers. It is designed to provide plan sponsors, advisors, consultants, and fiduciaries with a consistent, objective basis for comparing retirement income options across key dimensions, including product structure, fees, guarantee features, liquidity, and portability.

Each product profile covers:

- Offering eligibility — plan types supported, market segment, and access method
- Fee structure — explicit guarantee fees, investment management fees, and total cost
- Accumulation characteristics — principal protection, equity participation, benefit base mechanics, and liquidity rules
- Income phase — payout rates at age 65 (single and joint life), guarantee provisions, and excess withdrawal treatment
- Guarantee backing and portability — insurer financial strength ratings, options when a participant leaves the plan, and recordkeeper transition provisions

How to Use the Framework. The profiles are organized with consistent headings throughout, making it easy to compare providers side by side. We recommend identifying the features most important to your plan —cost, principal protection, liquidity, portability, or payout rate—and using those headings as your primary filters. The “Typical Annual Income Payout Rate at Age 65” field is provided as an illustrative benchmark only; actual rates vary with market conditions. Insurer financial strength ratings and portability provisions are noted for each product and warrant careful attention during any fiduciary review.

Important Note. Data in the Framework are based on information provided directly by participating product distributors and are current as of April 2026. The Framework is a living document and will be updated as market conditions evolve and as new products enter or are revised in the marketplace. It is intended solely for informational and comparative purposes and does not constitute investment, fiduciary, or legal advice. Plan sponsors and fiduciaries should consult their advisors and conduct appropriate due diligence before selecting any retirement income option.

Future Editions. Product providers interested in submitting information for future editions of the Framework are encouraged to contact IRIC or SPARK directly using the contact details below.

We hope you find the Framework a valuable resource. IRIC and SPARK are committed to supporting the industry's continued progress toward making lifetime income a practical reality for defined contribution plan participants. Please do not hesitate to reach out with any questions.

Sincerely,

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The Defined Contribution Retirement Income Solutions Evaluation Framework is available at iricouncil.org and sparkinstitute.org.

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Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	Non-propriety only
Segment Targeted	Large Market
Plan Types	Other
Access Via	Directly accessible
Investment Structure: Underlying Investment Options	Custom Target Date Funds
When Does Participant Begin Paying for Lifetime Income Guarantees	The fee to guarantee begins when we allocate to the guaranteed income sleeve, typically at age 50. Note they would only see a small increase in fee at age 50 as the allocations begin as a small % of their portfolio and gradually increase over 15 years. The additional costs to provide secure income are assessed on account value only, not the benefit base.

FEES

Fee Structure	Fee based
Explicit Guarantee Fee	<p>Guaranteed Lifetime Withdrawal Benefit Premium (only on secured assets): 100 bps*</p> <p>*The fee to guarantee begins when we allocate to the guaranteed income sleeve, typically at age 50. Note they would only see a small increase in fee at age 50 as the allocations begin as a small % of their portfolio and gradually increase over 15 years. The additional costs to provide secure income are assessed on account value only, not the benefit base.</p>
Explicit Investment Management Fee	<p>LIS Program Cost (custom glide path, participant experience, implementation, and servicing): 7 bps on first \$500m, 6 bps on next \$1,500m, 5 bps thereafter on all assets. This fee is applied to all assets in the LIS program, non-guaranteed and guaranteed.</p> <p>Investment Management (only on secured assets): 4.25 bps (investment management and operating expenses)</p> <p>Benefit Administration and Insurer Fiduciary Services (only on secured assets): 13 bps</p>
Explicit Total Fees	5-126 bps

ACCOUNT CHARACTERISTICS

Characteristics of Account During Accumulation: Principal Protection	No
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AllianceBernstein

GLWB

Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Increases it (Contributions only allowed before beginning income)
Liquidity Available	Yes
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Reduces future income in an amount proportional to the percentage of the account MV that you took in the early withdrawal
Penalty/Fee/Restriction associated with transfers out or withdrawals	No. But if you move money out you will not be allowed to transfer money back in for 90 days
Other Benefit Base Recalibration During Accumulation (Frequency)	Greater of annual birthday High Watermark or actual MV on day you set income amount.
Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	Withdrawal Rate for contributions remitted each quarter is bid out to multiple insurers and is based on then current interest rate environment as well as the amount of the guarantee fee. Actual payout is weighted average withdrawal rates optimized across individual rates submitted by the insurers
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	Yes. Rates are typically higher for younger buyers.
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Yes, but all things equal, it will reduce future lifetime income payments
Other Information or Special Payout Options (e.g., COLA, etc.)	Payouts can be structured as single or joint.
Principal Protection	No
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	N/A – Contributions not allowed after beginning income
Impact of Excess Withdrawals on Benefit Base After Beginning Income	Reduces future income in an amount proportional to the percentage of the account MV that you took in the excess withdrawal

AllianceBernstein

GLWB

Other Benefit Base Recalibration (Frequency)	Greater of annual birthday High Watermark or actual MV on day you set income amount.
Effect of Increases in Benefit Base After Income Has Begun	Increases withdrawal amount by (change in benefit base * withdrawal %)
Timing of Spousal Income Benefit Election	At activation, participant selects single or joint election.
Spousal Income Options	100% to a surviving spouse
Effect of Spousal Income Benefit Election	Income amount is initially based on the age of the participant and then adjusted by a certain percentage based on difference in age between the covered annuitants.
Life with Guarantee Periods Available	No
Primary Portfolio Support Guarantees	General Account of GLWB issuers
Single or Multiple Issuer	Multiple
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	Varies by issuer
Options When Participant Leaves the Plan	Participants can take their market value or rollover their market value and accumulated guarantees to their respective IRAs with each individual insurer
Options When Plan Sponsor Changes Recordkeepers	If sponsor wishes to continue offering LIS to its participants, AB will work with new recordkeeper to keep the investments and guarantees available
Rollover Product Available	Yes- IRA
More Information on this product, program or service is available at	https://www.alliancebernstein.com/us/en-us/investments/home.html
Date of Product/Program Establishment	5/31/12

AllianceBernstein

Secure Income Portfolio (SIP)/GLWB

Andrew Stumacher
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Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	Non–propriety only
Segment Targeted	Large Market
Plan Types	Other
Access Via	Directly Accessible
Investment Structure: Underlying Investment Options	Balanced Fund
When Does Participant Begin Paying for Lifetime Income Guarantees	The fee to guarantee begins when we allocate to the guaranteed income sleeve, typically at age 50. Note they would only see a small increase in fee at age 50 as the allocations begin as a small % of their portfolio and gradually increase over 15 years. The additional costs to provide secure income are assessed on account value only, not the benefit base.

FEES

Fee Structure	Fee based
Explicit Guarantee Fee	Guaranteed Lifetime Withdrawal Benefit Premium (only on secured assets): 100 bps* *The fee to guarantee begins when we allocate to the guaranteed income sleeve, typically at age 50. Note they would only see a small increase in fee at age 50 as the allocations begin as a small % of their portfolio and gradually increase over 15 years.
Explicit Investment Management Fee	On secured assets only: Administrative Fees: 20 bps Trustee Fees: 3 bps Acquired Fund Fees: 5 bps
Explicit Total Fees	Total Expense Ratio: 128 bps

ACCOUNT CHARACTERISTICS

Characteristics of Account During Accumulation: Principal Protection	No
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Increases it (Contributions only allowed before beginning income)

AllianceBernstein

Secure Income Portfolio (SIP)/GLWB

Liquidity Available	Yes
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Reduces future income in an amount proportional to the percentage of the account MV that you took in the early withdrawal
Penalty/Fee/Restriction associated with transfers out or withdrawals	No. But if you move money out you will not be allowed to transfer money back in for 90 days
Other Benefit Base Recalibration During Accumulation (Frequency)	Greater of annual birthday High Watermark or actual MV on day you set income amount.
Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	Withdrawal Rate for contributions remitted each quarter is bid out to multiple insurers and is based on then current interest rate environment as well as the amount of the guarantee fee. Actual payout is weighted average withdrawal rates optimized across individual rates submitted by the insurers
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	Yes. Rates are typically higher for younger buyers
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Yes, but all things equal, it will reduce future lifetime income payments
Other Information or Special Payout Options (e.g., COLA, etc.)	Payouts can be structured as single or joint.
Principal Protection	No
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	N/A - Contributions not allowed after beginning income
Impact of Excess Withdrawals on Benefit Base After Beginning Income	Reduces future income in an amount proportional to the percentage of the account MV that you took in the excess withdrawal.
Other Benefit Base Recalibration (Frequency)	Greater of annual birthday High Watermark or actual MV on day you set income amount.
Effect of Increases in Benefit Base After Income Has Begun	Increases withdrawal amount by (change in benefit base * withdrawal %)

AllianceBernstein

Secure Income Portfolio (SIP)/GLWB

Timing of Spousal Income Benefit Election	At activation, participant selects single or joint election.
Spousal Income Options	100% to a surviving spouse
Effect of Spousal Income Benefit Election	Income amount is initially based on the age of the participant and then adjusted by a certain percentage based on difference in age between the covered annuitants.
Life with Guarantee Periods Available	No
Primary Portfolio Support Guarantees	General account of GLWB issuers
Single or Multiple Issuer	Multiple
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	Varies by insurer
Options When Participant Leaves the Plan	Participants can take their market value or rollover their market value and accumulated guarantees to their respective IRAs with each individual insurer
Options When Plan Sponsor Changes Recordkeepers	If sponsor wishes to continue offering SIP to its participants, AB will work with new recordkeeper to keep the investments and guarantees available
Rollover Product Available	Yes - IRA
More Information on this product, program or service is available at	AB Defined Contribution Home Page
Date of Product/Program Establishment	5/31/2012

ALLIANZ LIFE**Deferred; Guaranteed Lifetime Withdrawal Benefit,
Fixed Index Annuity**Danielle Kelso
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Offering/Eligibility: Associated With Institution	No
Recordkeeping	Non–propriety only
Segment Targeted	Small, Mid, Large, and Mega–Market
Plan Types	401(a)/(k), 403(b), 457
Access Via	Directly accessible and through another vehicle.
Investment Structure: Underlying Investment Options	<p>Because Allianz Lifetime Income+® is an FIA it does not directly participate in any stock, equity or bond investments, so participants are not subject to market risk. Rather, the participant and/or fiduciary has the optionality to choose between fixed interest and/or indexed interest crediting options and their contributions are invested into Allianz’s general account. The indexed interest tracks the changes in an external market index such as the S&P 500® index. The indexed interest options include caps or participation rates determined monthly based on the general account investment yield, the market environment, hedge costs and other factors. To facilitate the indexed interest option, our investment team utilizes an options and futures–based derivative approach to capture a structured target return range while simultaneously limiting the down–side risk for the portfolios. The indexed interest will be credited annually on the participant’s contract anniversary, which is their birthday. The fixed interest rate option is also determined monthly based on the general account investment yield and market environment. The fixed interest is credited daily. The cap, participation rate and fixed rate are guaranteed for the participant’s full contract year.</p>
When Does Participant Begin Paying for Lifetime Income Guarantees	Upon contract issue.

FEES

Fee Structure	Spread and Fee based
Explicit Guarantee Fee	0.50%
Explicit Investment Management Fee	0%
Explicit Total Fees	0.50%

ALLIANZ LIFE**Deferred; Guaranteed Lifetime Withdrawal Benefit,
Fixed Index Annuity****ACCOUNT CHARACTERISTICS**

Characteristics of Account During Accumulation: Principal Protection	Yes
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Increase dollar for dollar.
Liquidity Available	Yes during both accumulation and after lifetime income has started.
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Reduce accumulation value dollar for dollar by withdrawals; withdrawals may be subject to a market value adjustment. Withdrawals reduce the benefit base proportionately.
Penalty/Fee/Restriction associated with transfers out or withdrawals	Withdrawals or transfers out may be subject to a Market Value Adjustment (MVA) that can be positive or negative depending on the change in interest rates from when contributions went in and when they came out. The MVA does not apply to lifetime withdrawals, requirement minimum distributions or the death benefit. The MVA only applies to contributions that have not been in the contract for at least 10 years and the MVA will never cause the annuity's value to increase or decrease by more than 10%.
Other Benefit Base Recalibration During Accumulation (Frequency)	The benefit base has two bonuses that accelerate interest credits each year. With the Lifetime Income Benefit, any interest earned is multiplied by 150% and added to the lifetime income value on the participant's contract anniversary. We call this feature the Income Accelerator. Through the Income Accelerator, Lifetime Withdrawals can increase each year for life throughout accumulation and retirement and it can help participants mitigate the loss of purchasing power. The Income Accelerator is guaranteed for the life of the contract and continues even after the lifetime withdrawals begin. The lifetime income value will also grow by an annual 2% credit, which we call the Income Builder. The Income Builder rate is guaranteed for the life of the contract and begins at age 50 and ends when the participant starts the lifetime withdrawals.
Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	5%, but subject to change monthly.
Assets Remain In-Plan After Income Begins	Recordkeeper dependent. Asset can remain in-plan after income begins but most recordkeepers have chosen to move it out.

ALLIANZ LIFE**Deferred; Guaranteed Lifetime Withdrawal Benefit,
Fixed Index Annuity**

Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	Lifetime income payments have a greater opportunity to grow, but there is no explicit increase for longer participation.
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Yes, but future lifetime income payments will be reduced.
Other Information or Special Payout Options (e.g., COLA, etc.)	Income continues to increase with the 150% income accelerator bonus.
Principal Protection	Yes
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Increase benefit base dollar for dollar.
Impact of Excess Withdrawals on Benefit Base After Beginning Income	Reduces future income proportionately.
Other Benefit Base Recalibration (Frequency)	Income continues to increase with interest and 150% income accelerator bonus.
Effect of Increases in Benefit Base After Income Has Begun	Income increases
Timing of Spousal Income Benefit Election	When commencing lifetime income.
Spousal Income Options	Joint payment (100%)
Effect of Spousal Income Benefit Election	Reduces payout percentage by 0.50%.
Life with Guarantee Periods Available	No
Primary Portfolio Support Guarantees	Allianz general account
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	Fitch - AAA(idn), Moody's - Aa3, S&P - AA, AM Best - A+

ALLIANZ LIFE

Deferred; Guaranteed Lifetime Withdrawal Benefit, Fixed Index Annuity

Options When Participant Leaves the Plan

Roll into an IRA administered by Allianz; withdrawal some or all of their funds, subject to MVA; roll into an IRA of the participant's choosing if we're connected there; transfer to new employer plan if they offer ALI+; or leave the annuity in the current plan. Regardless, all the benefits, guarantees, and pricing that they had prior to a rollover or new plan remain.

Options When Plan Sponsor Changes Recordkeepers

The plan can choose to liquidate the allocations to Allianz Lifetime Income+® or all participants can be rolled into an IRA administered by Allianz or an IRA of the participant's choosing if we are connected there and preserve all of the prior benefits, guarantees and pricing they had while in plan. If the plan changes recordkeepers, the participant allocations can continue with the new recordkeeper if it is connected to a middleware provider we are connected to.

Rollover Product Available

No - the same product is available upon a rollover.

More Information on this product, program or service is available at

<https://www.allianzlife.com/what-we-offer/annuities/fixed-index-annuities/lifetime-income-plus/how-the-product-works>

Date of Product/Program Establishment

June 2022

ARS**Target Date Fund with Lifetime Income**Jacob Adams
Sr. Regional Consultant

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Offering/Eligibility: Associated With Inst	Yes
Recordkeeping	Non–propriety only
Segment Targeted	Mid–Market
Plan Types	401(a)/(k)
Access Via	Directly accessible
Investment Structure: Underlying Investment Options	This strategy utilizes the following investments in its glidepath: State Street S&P 500 Index Fund, State Street Small / Mid Cap Index Fund, State Street Global All Cap Equity Ex U.S. Index Fund, State Street Global Real Estate Securities Index Fund, State Street Bloomberg Roll Select Commodity Index Fund, State Street U.S. Bond Index Fund, State Street Intermediate U.S. Government Bond Index Fund, State Street U.S. Long Government Bond Index Fund, State Street U.S. Short–Term Government/Credit Bond Index Fund, State Street U.S. High Yield Bond Index Fund, State Street 1–10 Year U.S. Treasury Inflation Protected Securities (TIPS) Index Fund, Lifetime Income Builder
When Does Participant Begin Paying for Lifetime Income Guarantees	Allocations to Lifetime Income Builder begin 18 years prior to the targeted retirement date (approximately age 47). There are no additional fees added for lifetime income.
FEES	
Fee Structure	Fee Based
Explicit Guarantee Fee	Current fee structure reflects the entire target date series, rather than just Lifetime Income Builder, and begins at 9 bps for longer–dated vintages before age 47, increasing to 20 bps after age 47, when Lifetime Income Builder enters the glidepath. For larger plan sizes, there is an ability to negotiate this to a level that offers fee parity with current target date products on plan sponsors’ menu, thus not charging an explicit fee for the guarantee.
Explicit Investment Management Fee	The expense ratio for the target date series begins at 9 bps for CIT vintages before age 47 and increases to 20 bps CIT vintages after 47 with no additional fee beyond that for the guarantee. For large and mega plans, there is an ability to negotiate fees.
Explicit Total Fees	The expense ratio for the target date series begins at 9 bps for CIT vintages before age 47 and increases to 20 bps CIT vintages after 47 with no additional fee beyond that for the guarantee. For large and mega plans, there is an ability to negotiate fees.

ARS

Target Date Fund with Lifetime Income

ACCOUNT CHARACTERISTICS

Characteristics of Account During Accumulation: Principal Protection	Yes
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Additional contributions will have a direct increase to the benefit base, as the product is unit-based.
Liquidity Available	Yes. This strategy is fully liquid to and through retirement, even after income distributions begin.
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Excess distributions will have a proportional impact on future income payments.
Penalty/Fee/Restriction associated with transfers out or withdrawals	None, the product is fully liquid to and through retirement, without any penalties/fees/restrictions for transfers.
Other Benefit Base Recalibration During Accumulation (Frequency)	Beginning 18 years prior to each vintage's target retirement date, this strategy locks in quarterly high-water marks that protect future guaranteed income. Even if the account's market value declines, the participant's retirement income will not.
Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	6% of the total account value high-water mark.
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	Yes
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	No
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	The entire account value is fully liquid, even after income begins. Participants may take excess withdrawal above the 6% with no restrictions; however, excess withdrawals will have a prorated effect on future income payments.
Other Information or Special Payout Options (e.g., COLA, etc.)	Joint life payout options are available.
Principal Protection	Yes

ARS

Target Date Fund with Lifetime Income

Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Additional contributions will increase the benefit base, as the product is unit-based.
Impact of Excess Withdrawals on Benefit Base After Beginning Income	The entire account value is fully liquid, even after income begins. Participants may take excess withdrawal above the 6% with no restrictions; however, excess withdrawals will have a prorated effect on future income payments.
Other Benefit Base Recalibration (Frequency)	Beginning 18 years prior to each vintage's target retirement date, this strategy locks in quarterly high-water marks that protect future guaranteed income. Even if the account's market value declines, the participant's retirement income will not.
Effect of Increases in Benefit Base After Income Has Begun	Once income begins, the guarantees are locked in for life and will not increase or decrease; however, the target date fund is still invested in the market and the account value has growth potential.
Timing of Spousal Income Benefit Election	Plan participants wishing to elect the Joint Income Option must do so during an election period that 130 Business Days before the Contribution Cut-off Date of each vintage. The Election Period ends 10 Business Days prior to the Contribution Cut-Off Date.
Spousal Income Options	This strategy offers joint payout options at income activation. Selecting this option will reduce lifetime income payments depending on the spouse's age difference relative to the primary participant.
Effect of Spousal Income Benefit Election	Joint life election will pay 90% of single life guaranteed payouts if the spouse is less than 10 years younger than the primary participant. For spouses more than 10 years younger, the payout is 80% of single life.
Life with Guarantee Periods Available	N/A. If a participant passes away at any time, the entire target date fund account value is fully liquid and passed on to the beneficiaries with no additional fees or restrictions.
Primary Portfolio Support Guarantees	Guarantees are supported by the insurance carriers' general accounts.
Single or Multiple Issuer	Multiple
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	A.M. Best & Company: Nationwide: A+, Athene: A+; Fitch, Inc.: Nationwide: N/A, Athene: A+; Moody's: Nationwide: A1, Athene: A1; Standard & Poor's: Nationwide: A+, Athene: A+

ARS

Target Date Fund with Lifetime Income

Options When Participant Leaves the Plan

Participants may rollover their account value to an IRA or individual annuity to maintain the guaranteed income benefit. The target date fund allows participants to leave assets in plan after separation, subject to plan rules.

Options When Plan Sponsor Changes Recordkeepers

By our integrated CIT design, when a plan moves to a new recordkeeper, the platform can offer the Retirement Income Builder target date series to the incoming plan by adding the CUSIP to its platform and connecting to ARDX, a middleware platform developed by ARS. This is a much more record-keeper friendly design than many other in-plan guarantee solutions.

Rollover Product Available

Yes

More Information on this product, program or service is available at

<https://s3gagtc.s3.us-west-2.amazonaws.com/sponsorandconsultantbrochure>

Date of Product/Program Establishment

Q4 2024

INCOME AMERICA

GMWB

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Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	Available on multiple recordkeeping platforms
Segment Targeted	Mega Market
Plan Types	All
Access Via	Directly Accessible
Investment Structure: Underlying Investment Options	Target Date and Balanced Fund
When Does Participant Begin Paying for Lifetime Income Guarantees	Upon Investment

FEES

Fee Structure	Fee Based
Explicit Guarantee Fee	The cost of the GMWB, at all benefit stages, is 0.95% and covers contribution protection, annual step-ups and when elected anytime after turning age 65, 5% of the income base per year for life.
Explicit Investment Management Fee	Income America 5forLife net expense ratios ex GMWB range from 0.33% to 0.37% (as of 12/31/2025) and cover investment and glide path management as well as trustee, middleware and other advisory expenses.
Explicit Total Fees	Income America 5forLife net expense ratios range from 1.28% to 1.32% (as of 12/31/2025) and cover investment and glide path management, the explicit cost of the GMWB (0.95%) as well as trustee, middleware and other advisory expenses. There are no additional costs or purchase requirements for the participant at any benefit stage to receive their guaranteed lifetime income.

ACCOUNT CHARACTERISTICS

Characteristics of Account During Accumulation: Principal Protection	Yes
Characteristics of Account During Accumulation: Equity Market Participation	Income America 5ForLife is a GLWB solution, offered as off-the-shelf collective trusts. Once a participant turns 65, they can elect to begin receiving payments of 5% of the income (benefit) base, per year for life. All of the fees including the cost of the guarantee are known upfront. The fees are embedded into the net expense ratio of the collective trust, which gives plan sponsors and participants full transparency on the total solution cost.

INCOME AMERICA

GMWB

The first contribution into Income America 5forLife establishes an initial income base which will be used to determine the amount of guaranteed lifetime income. Each year on the participant's birthday, the income base is increased to equal the current Investment balance if such balance is greater than the current income base.

During the accumulation phase (prior to starting the income payment phase), contributions are immediately counted under the income base; withdrawals, including loans, will reduce the income base.

Once a participant turns 65, they can elect to begin receiving payments of 5% of the income (benefit) base, per year for life. During the income payment phase, any additional contributions are immediately counted under the income base and may positively impact the guaranteed lifetime income payments calculated on the participant's next birthday; withdrawals, including loans, will reduce the income base and payments proportionately.

Impact of Additional Contributions on Benefit Base	During the accumulation AND income payment phase contributions are immediately counted under the income base. If additional contributions are made during the payment phase they may positively impact the guaranteed lifetime income payments calculated on the participant's next birthday
Liquidity Available	Yes
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Withdrawals, including loans, will reduce the income base on a pro-rata basis.
Penalty/Fee/Restriction associated with transfers out or withdrawals	Participants can withdraw from their account balance at any time, with no surrender fees or penalties. Any withdrawal will reduce the benefit (income) base on a pro-rata basis.
Other Benefit Base Recalibration During Accumulation (Frequency)	Each year on the participant's birthday, the income base is increased to equal the current Investment balance if such balance is greater than the current income base.
Portion of Income Guaranteed for Life	Yes (100%)
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	5% of the income base, per year, for life.
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	No

INCOME AMERICA

GMWB

Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Yes
Other Information or Special Payout Options (e.g., COLA, etc.)	Joint & Survivor rates are as follows based on the participant's age being 65: If the spouse is 65+, the guarantee is 4.5%. If the spouse is 60-64, the guarantee is 4.0%. If the spouse is 55-59, the guarantee is 3.5%. If the spouse is <age 55 the joint & survivor benefit is not available.
Principal Protection	Yes
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	During the accumulation AND income payment phase contributions are immediately counted under the income base.
Impact of Excess Withdrawals on Benefit Base After Beginning Income	Any withdrawal will reduce the benefit (income) base on a pro-rata basis.
Other Benefit Base Recalibration (Frequency)	Each year on the participant's birthday, the income base is increased to equal the current Investment balance if such balance is greater than the current income base.
Effect of Increases in Benefit Base After Income Has Begun	Each year on the participant's birthday, the income base is increased to equal the current Investment balance if such balance is greater than the current income base. These step-ups continue even after the participant has elected to begin receiving income.
Timing of Spousal Income Benefit Election	Joint & Survivor election must be done at the time of income election.
Spousal Income Options	Joint & Survivor rates are as follows based on the participant's age being 65: If the spouse is 65+, the guarantee is 4.5%. If the spouse is 60-64, the guarantee is 4.0%. If the spouse is 55-59, the guarantee is 3.5%. If the spouse is <age 55 the joint & survivor benefit is not available.
Effect of Spousal Income Benefit Election	Joint & Survivor rates are as follows based on the participant's age being 65: If the spouse is 65+, the guarantee is 4.5%. If the spouse is 60-64, the guarantee is 4.0%. If the spouse is 55-59, the guarantee is 3.5%. If the spouse is <age 55 the joint & survivor benefit is not available.
Life with Guarantee Periods Available	5% Guarantee, no changes by period

INCOME AMERICA

GMWB

Primary Portfolio Support Guarantees	5% income guarantee during the income period
Single or Multiple Issuer	Lincoln National Life Insurance Company (Lincoln) and Nationwide Life Insurance Company (Nationwide) are co-insurers.
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	<p>S&P: Lincoln's rating is A+ and Nationwide's rating is also A+.</p> <p>Moody's: Lincoln's rating is A2 and Nationwide's rating is A1.</p> <p>Fitch: Lincoln's rating is A+. Nationwide does not subscribe to Fitch.</p> <p>AM Best: Lincoln's rating is A. Nationwide's rating is A+</p>
Options When Participant Leaves the Plan	If the participant leaves the Plan prior to or post exercise of income payments, and does not have access to Income America upon moving to a new plan sponsor, then they have the option to keep their assets in their current Plan or (per the SECURE Act) can roll out their guarantees to IRAs issued by Lincoln and Nationwide, which preserve their accumulated guarantees. However, if moved elsewhere, the participant retains only the market value at the time of the withdrawal.
Options When Plan Sponsor Changes Recordkeepers	If the plan sponsor is unable to continue offering Income America upon moving to a new record keeper, then participants (per the SECURE Act) can roll out their guarantees to IRAs issued by Lincoln and Nationwide, which preserve their accumulated guarantees. However, if moved elsewhere, the participant retains only the market value at the time of the withdrawal.
Rollover Product Available	Yes
More Information on this product, program or service is available at	Income America 5ForLife Guaranteed Retirement Income Plan
Date of Product/Program Establishment	Income America 5ForLife's target date collective trusts went live in May 2022 and the In Retirement to 2060 vintages were funded by the end of 2022, other vintages and share classes funded in subsequent periods. The Income America 5forLife Balanced Fund launched and funded in November 2023.

LINCOLN FINANCIAL

PathBuilder Income

Guaranteed Lifetime Withdrawal Benefit

Jeff Rudloff
 AVP Product Development & Innovation
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 Jeffrey.Rudloff@lfg.com

Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	Proprietary Only
Segment Targeted	Mid Market, Large Market
Plan Types	403(b), 401(k), 401(a), 457
Access Via	Directly Accessible
Investment Structure: Underlying Investment Options	Balanced Fund
When Does Participant Begin Paying for Lifetime Income Guarantees	Upon Investment
FEES	
Fee Structure	Fee Based
Explicit Guarantee Fee	0.90%
Explicit Investment Management Fee	0.64%
Explicit Total Fees	1.54%
ACCOUNT CHARACTERISTICS	
Characteristics of Account During Accumulation: Principal Protection	Yes
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Dollar for dollar increase
Liquidity Available	Yes
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Proportional reduction in benefit base
Penalty/Fee/Restriction associated with transfers out or withdrawals	None
Other Benefit Base Recalibration During Accumulation (Frequency)	Annual step-up
Portion of Income Guaranteed for Life	Yes

LINCOLN FINANCIAL

PathBuilder Income

Guaranteed Lifetime Withdrawal Benefit

Typical Annual Income Payout Rate at Age 65 for Single Life Payout	5%
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	No
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Yes
Other Information or Special Payout Options (e.g., COLA, etc.)	N/A
Principal Protection	Yes
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Dollar for dollar increase
Impact of Excess Withdrawals on Benefit Base After Beginning Income	Proportional reduction
Other Benefit Base Recalibration (Frequency)	Annually
Effect of Increases in Benefit Base After Income Has Begun	Increase in Guaranteed Annual Income
Timing of Spousal Income Benefit Election	At income election
Spousal Income Options	Single/Joint
Effect of Spousal Income Benefit Election	4.5% guaranteed rate at age 65
Life with Guarantee Periods Available	N/A
Primary Portfolio Support Guarantees	Lincoln GA
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	A+/A2/A+/A
Options When Participant Leaves the Plan	Rollover IRA
Options When Plan Sponsor Changes Recordkeepers	SS&C's RICC System & SPARK file format

LINCOLN FINANCIAL

PathBuilder Income

Guaranteed Lifetime Withdrawal Benefit

Rollover Product Available	Yes
More Information on this product, program or service is available at	https://www.lincolffinancial.com/public/employers/products/employerretirementplans/whatweoffer/innovativesolutions/guaranteedretirementincome
Date of Product/Program Establishment	2013

LINCOLN FINANCIAL

PathBuilder Income Powered By Yourpath

Guaranteed Lifetime Withdrawal Benefit

Jeff Rudloff
AVP Product Development & Innovation
Jeffrey.Rudloff@lfg.com

Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	Proprietary Only
Segment Targeted	Small Market, Mid Market, Large Market
Plan Types	403(b), 401(k), 401(a), 457
Access Via	Through another vehicle.
Investment Structure: Underlying Investment Options	Target Date Series or Balanced Fund
When Does Participant Begin Paying for Lifetime Income Guarantees	15 years from target date.
FEES	
Fee Structure	Fee based
Explicit Guarantee Fee	1%
Explicit Investment Management Fee	Fees vary based on underlying investments.
Explicit Total Fees	Total fees vary based on underlying investments.
ACCOUNT CHARACTERISTICS	
Characteristics of Account During Accumulation: Principal Protection	Yes
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Dollar for dollar increase.
Liquidity Available	Yes
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Proportional reduction in benefit base.
Penalty/Fee/Restriction associated with transfers out or withdrawals	None
Other Benefit Base Recalibration During Accumulation (Frequency)	Annual step-up

LINCOLN FINANCIAL

PathBuilder Income Powered By Yourpath

Guaranteed Lifetime Withdrawal Benefit

Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	5%
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	no
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Yes
Other Information or Special Payout Options (e.g., COLA, etc.)	N/A
Principal Protection	Yes
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Dollar for dollar increase.
Impact of Excess Withdrawals on Benefit Base After Beginning Income	Proportional reduction
Other Benefit Base Recalibration (Frequency)	Annually
Effect of Increases in Benefit Base After Income Has Begun	Increase in Guaranteed Annual Income
Timing of Spousal Income Benefit Election	At income election
Spousal Income Options	Single/Joint
Effect of Spousal Income Benefit Election	4.5% guaranteed rate at age 65.
Life with Guarantee Periods Available	N/A
Primary Portfolio Support Guarantees	Lincoln GA
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	A+/A2/A+/A
Options When Participant Leaves the Plan	Rollover IRA

LINCOLN FINANCIAL

PathBuilder Income Powered By Yourpath

Guaranteed Lifetime Withdrawal Benefit

Options When Plan Sponsor Changes Recordkeepers	SS&C's RICC System & SPARK file format
Rollover Product Available	Yes
More Information on this product, program or service is available at	https://www.lincolnfinancial.com/public/employers/products/employerretirementplans/whatweoffer/innovativesolutions/guaranteedretirementincome
Date of Product/Program Establishment	2021

METLIFE

MetLife Guaranteed Income Program[®] (MGIP),
Retirement Income Insurance Qualifying Longevity Annuity Contract[®] (RII QLAC)

Chris Maarberg
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Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	Non-Proprietary
Segment Targeted	Large/Mega Market
Plan Types	401(a), 401(k), 403(b), 457
Access Via	Qualified Plan Distributed Annuity (QPDA), directly accessible and recordkeeping partnerships
Investment Structure: Underlying Investment Options	Immediate, Deferred Fixed Annuities
When Does Participant Begin Paying for Lifetime Income Guarantees	At the point of purchase at retirement.

FEES

Fee Structure	Spread
Explicit Guarantee Fee	N/A*
Explicit Investment Management Fee	N/A*
Explicit Total Fees	N/A*

ACCOUNT CHARACTERISTICS

Characteristics of Account During Accumulation: Principal Protection	N/A*
Characteristics of Account During Accumulation: Equity Market Participation	N/A*
Impact of Additional Contributions on Benefit Base	N/A*
Liquidity Available	No
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	N/A*
Penalty/Fee/Restriction associated with transfers out or withdrawals	N/A *
Other Benefit Base Recalibration During Accumulation (Frequency)	N/A*

METLIFE

MetLife Guaranteed Income Program[®] (MGIP),
Retirement Income Insurance Qualifying Longevity Annuity Contract[®] (RII QLAC)

Portion of Income Guaranteed for Life	Yes, entire product.
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	7.4% (single life immediate annuity), as of 9/1/25.
Assets Remain In-Plan After Income Begins	N/A*
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	N/A*
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	COLA adjustment is an option.
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	N/A*
Other Information or Special Payout Options (e.g., COLA, etc.)	COLA adjustment; return of premium guarantee options.
Principal Protection	Yes
Equity Market Participation	N/A*
Impact of Additional Contributions on Benefit Base	N/A*
Impact of Excess Withdrawals on Benefit Base After Beginning Income	N/A*
Other Benefit Base Recalibration (Frequency)	N/A*
Effect of Increases in Benefit Base After Income Has Begun	N/A*
Timing of Spousal Income Benefit Election	At time of purchase.
Spousal Income Options	Joint & Survivor
Effect of Spousal Income Benefit Election	Lower payout rate for additional guarantees.
Life with Guarantee Periods Available	Yes
Primary Portfolio Support Guarantees	MetLife General Account
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	A+ (Best); AA- (Fitch); Aa3 (Moody's); AA- (S&P), as of 9/1/25. For current ratings, visit: www.metlife.com/about-us/corporate-profile/ratings/?WT_ac=GN_about_corporate_profile_ratings

METLIFE

MetLife Guaranteed Income Program[®] (MGIP),
Retirement Income Insurance Qualifying Longevity Annuity Contract[®] (RII QLAC)

Options When Participant Leaves the Plan	N/A*
Options When Plan Sponsor Changes Recordkeepers	Fully portable since individual annuities.
Rollover Product Available	N/A – products are qualified plan distributed annuities (QPDA's).
More Information on this product, program or service is available at	https://www.metlife.com/retirement-and-income-solutions
Date of Product/Program Establishment	MGIP: 1951; QLAC: 2015

*MetLife's products are utilized at the point of retirement, or decumulation phase, and not during the savings phase.

NUVEEN LIFECYCLE INCOME

Target Date CIT series

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Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	N/A
Segment Targeted	N/A
Plan Types	401(a)/(k)
Access Via	Directly accessible.
Investment Structure: Underlying Investment Options	Nuveen Lifecycle Income is a Target Date CIT series that allocates to underlying equity and fixed income funds, as well as a deferred fixed annuity issued by TIAA (i.e., the "Secure Income Account").
When Does Participant Begin Paying for Lifetime Income Guarantees	N/A, the participant pays a TDF net expense ratio.
FEES	
Fee Structure	The NLI Index Founders Share Class is priced at 2 bps, all-in. There is no explicit fee for the underlying Secure Income Account allocation.
Explicit Guarantee Fee	N/A
Explicit Investment Management Fee	2 bps for the NLI Index Founders Share Class.
Explicit Total Fees	2 bps for the NLI Index Founders Share Class.
ACCOUNT CHARACTERISTICS	
Characteristics of Account During Accumulation: Principal Protection	Yes
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	N/A. We do not utilize a GLWB.
Liquidity Available	Yes
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	N/A. We do not utilize a GLWB.

NUVEEN LIFECYCLE INCOME

Target Date CIT series

Penalty/Fee/Restriction associated with transfers out or withdrawals	N/A. NLI is a Target Date Fund and allows for complete participant flexibility with respect to transfers and withdrawals.
Other Benefit Base Recalibration During Accumulation (Frequency)	N/A. we do not utilize a GLWB.
Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	7.38% for new contributors beginning January 2026. Potential for higher initial income for long-term contributors and all contributor may receive raises in retirement after annuitization.
Assets Remain In-Plan After Income Begins	N/A
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	Yes
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Participants always have full liquid access to assets invested in the Target Date Fund.
Other Information or Special Payout Options (e.g., COLA, etc.)	<p>Two distinctive and exclusive benefits not found in other fixed annuity solutions include:</p> <ol style="list-style-type: none"> 1. Potential for a TIAA Loyalty Bonus®: Typically, the longer a participant contributes to the account, the higher lifetime income they can receive per dollar annuitized. For example, for retirements over the last decade ending 1/1/2026, participants who made recurring monthly contributions (over periods ranging from 5 to 30 years) to a similar TIAA fixed annuity have received between 3% and 15% more lifetime income, on average, than participants annuitizing the same amount as a new money contribution. 2. Potential for escalating payment in retirement: TIAA may periodically declare increases in annuity payment amounts. For example, TIAA has increased in-flight fixed annuity payments 18 times since 1996 at an average of over 1% per increase, including a 5% increase in 2022 and 3% increase in 2023. When declared, these increases can help offset some of the negative effects of inflation.
Principal Protection	Yes
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	N/A. We do not utilize a GLWB.

NUVEEN LIFECYCLE INCOME

Target Date CIT series

Impact of Excess Withdrawals on Benefit Base After Beginning Income	N/A. We do not utilize a GLWB.
Other Benefit Base Recalibration (Frequency)	N/A. We do not utilize a GLWB.
Effect of Increases in Benefit Base After Income Has Begun	N/A. We do not utilize a GLWB.
Timing of Spousal Income Benefit Election	Any time up to age 90.
Spousal Income Options	Joint Life Annuity — pays income as long as the participant or their designated survivor is living, including 50% to second annuitant (QJSA if spouse), 66% to last survivor, 75% to second annuitant, and 100% to last survivor.
Effect of Spousal Income Benefit Election	Adjusted payout rate
Life with Guarantee Periods Available	Yes, 10, 15, and 20 year options available.
Primary Portfolio Support Guarantees	TIAA General Account
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	A.M. Best (A++ rating affirmed as of July 25, 2024), Fitch (AAA rating affirmed as of August 26, 2024), Standard & Poor's (AA+ rating affirmed as of May 29, 2024) and Moody's Investors Service (Aa1 rating affirmed as of May 21, 2025).
Options When Participant Leaves the Plan	NLI is always fully liquid to participants. If the plan allows, the participant could retain their balance in-plan and receive all the benefits of the in-plan structure. If the plan does not allow terminated participants to remain in-plan, then participants have the option to rollover their TIAA Secure Income Account balance to a similar TIAA fixed annuity within a TIAA IRA.
Options When Plan Sponsor Changes Recordkeepers	NLI is fully portable to any recordkeeper who supports the solution.
Rollover Product Available	Yes, with respect to the underlying allocation to the Secure Income Account.
More Information on this product, program or service is available at	https://www.nuveen.com/en-us/investments/retirement/nuveen-lifecycle-income-index-series
Date of Product/Program Establishment	March 2024

PACIFIC LIFE

Deferred Income

Chris Stout
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 chris.stout@pacificlife.com

Offering/Eligibility: Associated With Inst	Yes
Recordkeeping	Non-propriety only
Segment Targeted	Mid Market
Plan Types	401(a)/(k)
Access Via	Directly accessible
Investment Structure: Underlying Investment Options	Pacific Life General Account
When Does Participant Begin Paying for Lifetime Income Guarantees	At retirement, participants can elect to allocate a portion of their account balance to a QLAC.
FEES	
Fee Structure	Spread
Explicit Guarantee Fee	N/A
Explicit Investment Management Fee	N/A
Explicit Total Fees	N/A
ACCOUNT CHARACTERISTICS	
Characteristics of Account During Accumulation: Principal Protection	N/A; only available for purchase at retirement.
Characteristics of Account During Accumulation: Equity Market Participation	N/A; only available for purchase at retirement.
Impact of Additional Contributions on Benefit Base	N/A; only available for purchase at retirement.
Liquidity Available	Cash refund option is available on all benefit forms elected at retirement.
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	N/A; only available for purchase at retirement as a single sum purchase.
Penalty/Fee/Restriction associated with transfers out or withdrawals	N/A
Other Benefit Base Recalibration During Accumulation (Frequency)	N/A

PACIFIC LIFE

Deferred Income

Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	Please contact Pacific Life for annuity quotes.
Assets Remain In-Plan After Income Begins	No
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	Deferring income to later ages will typically result in a higher income benefit amount.
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	No
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	N/A
Other Information or Special Payout Options (e.g., COLA, etc.)	J&S (50-100%) and COLA options available.
Principal Protection	No
Equity Market Participation	No
Impact of Additional Contributions on Benefit Base	N/A
Impact of Excess Withdrawals on Benefit Base After Beginning Income	N/A
Other Benefit Base Recalibration (Frequency)	N/A
Effect of Increases in Benefit Base After Income Has Begun	N/A
Timing of Spousal Income Benefit Election	At time of purchase.
Spousal Income Options	J&S 50-100%
Effect of Spousal Income Benefit Election	Reduced income benefit amount covering two lives vs. single life.
Life with Guarantee Periods Available	No
Primary Portfolio Support Guarantees	Pacific Life General Account
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	A.M Best & Company A+ / Fitch, Inc. AA- / Moody's Aa3 / Standard & Poor's AA-

PACIFIC LIFE

Deferred Income

Options When Participant Leaves the Plan	N/A; remains with participant outside of plan once purchased.
Options When Plan Sponsor Changes Recordkeepers	N/A; remains with participant outside of plan once purchased.
Rollover Product Available	N/A
More Information on this product, program or service is available at	https://www.pacificlife.com/home/institutions/retirement-solutions/lifetime-income-solutions/lifetime-income-for-tomorrow.html
Date of Product/Program Establishment	2021

PACIFIC LIFE INSURANCE COMPANY

Deferred Income; Product Name: Income Horizon

Chris Stout
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Offering/Eligibility: Associated With Inst	Yes
Recordkeeping	Non-propriety only
Segment Targeted	All markets
Plan Types	401(a)/(k)
Access Via	Through another vehicle.
Investment Structure: Underlying Investment Options	Available as an asset class through Target Date Funds, Managed Accounts and Personalized Target Date Funds.
When Does Participant Begin Paying for Lifetime Income Guarantees	Age 50

FEES

Fee Structure	Spread
Explicit Guarantee Fee	N/A
Explicit Investment Management Fee	Yes
Explicit Total Fees	Varies based upon the investment vehicle through which the product is being allocated to.

ACCOUNT CHARACTERISTICS

Characteristics of Account During Accumulation: Principal Protection	No
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	N/A, Each contribution purchases income units, which equate to guaranteed income.
Liquidity Available	Yes
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Decrease of income units, which decreases amount of guaranteed income that can be elected.
Penalty/Fee/Restriction associated with transfers out or withdrawals	No penalties or fees; participants must transfer out of the entire solution where the product is being allocated to

PACIFIC LIFE INSURANCE COMPANY

Deferred Income; Product Name: Income Horizon

Other Benefit Base Recalibration During Accumulation (Frequency)	None
Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	Each income unit equals \$1 per month of income beginning at age 70.
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	No
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	No
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	The portion of the investment portfolio that has not been converted into guaranteed income payments remains fully liquid and available for participant withdrawals.
Other Information or Special Payout Options (e.g., COLA, etc.)	The calculation of income units assume the participant will begin receiving income at age 70 and electing a Single life with Return of Premium benefit form. Participants can begin taking income as early as 59.5 and defer it to RMD age, and also can take J&S benefit forms (and benefit forms without Return of Premium included). These can be modeled by the participant prior to income election.
Principal Protection	No
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Additional contributions will purchase addition income units. Participants can elect income more than once (but must do so by age 70).
Impact of Excess Withdrawals on Benefit Base After Beginning Income	N/A
Other Benefit Base Recalibration (Frequency)	N/A
Effect of Increases in Benefit Base After Income Has Begun	N/A
Timing of Spousal Income Benefit Election	Spousal Income benefit election occurs at the same time the participant elects income.
Spousal Income Options	Joint & Survivor 50% and Joint and Survivor 75%.

PACIFIC LIFE INSURANCE COMPANY

Deferred Income; Product Name: Income Horizon

Effect of Spousal Income Benefit Election	Results in a lower monthly benefit amount than the single life option that is assumed when calculating income units.
Life with Guarantee Periods Available	Not at this time.
Primary Portfolio Support Guarantees	Separate Account
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	AA- (S&P), A+ (A.M. Best), Aa3 (Moody's), AA- (Fitch)
Options When Participant Leaves the Plan	Portion not converted into income continues to be invested broader in plan investments.
Options When Plan Sponsor Changes Recordkeepers	Port the funds to the new recordkeeper (if the CITs are supported), liquidate, elect to receive income.
Rollover Product Available	No
More Information on this product, program or service is available at	https://www.pacificlife.com/home/institutions/retirement-solutions/lifetime-income-solutions/income-horizon.html
Date of Product/Program Establishment	January 1, 2026

PACIFIC LIFE

Fixed Income

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Offering/Eligibility: Associated With Inst	Yes
Recordkeeping	Non-propriety only
Segment Targeted	All Markets
Plan Types	401(a)/(k)/457
Access Via	Directly accessible and through another vehicle.
Investment Structure: Underlying Investment Options	Pacific Life General Account
When Does Participant Begin Paying for Lifetime Income Guarantees	Upon Retirement.
FEES	
Fee Structure	Spread
Explicit Guarantee Fee	Factored into annuity payout rate.
Explicit Investment Management Fee	Factored into annuity payout rate.
Explicit Total Fees	Factored into annuity payout rate.
ACCOUNT CHARACTERISTICS	
Characteristics of Account During Accumulation: Principal Protection	N/A. SPIA is an at-retirement solution with immediate payout.
Characteristics of Account During Accumulation: Equity Market Participation	N/A. SPIA is an at-retirement solution with immediate payout.
Impact of Additional Contributions on Benefit Base	N/A. SPIA is an at-retirement solution with immediate payout.
Liquidity Available	Not liquid.
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	N/A. SPIA is an at-retirement solution with immediate payout.
Penalty/Fee/Restriction associated with transfers out or withdrawals	N/A. SPIA is an at-retirement solution with immediate payout.
Other Benefit Base Recalibration During Accumulation (Frequency)	N/A. SPIA is an at-retirement solution with immediate payout.

PACIFIC LIFE

Fixed Income

Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	\$100,000 premium, straight life at 65 will pay \$664/month for life.
Assets Remain In-Plan After Income Begins	No
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	N/A. SPIA is an at-retirement solution with immediate payout.
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	No
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	N/A
Other Information or Special Payout Options (e.g., COLA, etc.)	N/A
Principal Protection	No
Equity Market Participation	No
Impact of Additional Contributions on Benefit Base	N/A
Impact of Excess Withdrawals on Benefit Base After Beginning Income	N/A
Other Benefit Base Recalibration (Frequency)	N/A
Effect of Increases in Benefit Base After Income Has Begun	N/A
Timing of Spousal Income Benefit Election	At time of annuity contract issuance.
Spousal Income Options	Joint and 100% survivor, Joint and 75% survivor, Joint and 50% survivor.
Effect of Spousal Income Benefit Election	Reduction in the amount of monthly payments.
Life with Guarantee Periods Available	No
Primary Portfolio Support Guarantees	N/A
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	Fitch - 1+, Moody's - A1, S&P - A+, A.M. Best - A+

PACIFIC LIFE

Fixed Income

Options When Participant Leaves the Plan	SPIA is an at retirement immediate annuity that can be purchased at age 59 1/2.
Options When Plan Sponsor Changes Recordkeepers	The Pacific Life SPIA contract is portable to new recordkeeper.
Rollover Product Available	No
More Information on this product, program or service is available at	https://www.pacificlife.com/home/institutions/retirement-solutions/lifetime-income-solutions.html
Date of Product/Program Establishment	=

PACIFIC LIFE

Fixed Income

PACIFIC LIFE**Guaranteed Lifetime Withdrawal Benefit**

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Offering/Eligibility: Associated With Inst	Yes
Recordkeeping	Non-propriety only
Segment Targeted	Mega Market
Plan Types	401(a)/(k)
Access Via	Through another vehicle
Investment Structure: Underlying Investment Options	Separate Account and CIT
When Does Participant Begin Paying for Lifetime Income Guarantees	Lifetime Income fees start when they start allocating to Secure Income Portfolio, which commonly starts at age 50 for most plans, assuming a normal retirement age of 65.

FEES

Fee Structure	Fee based
Explicit Guarantee Fee	Yes, explicit Insurer Guarantee fee of 1.00%
Explicit Investment Management Fee	Yes, explicit Investment Management Fee, custom based on plan design.
Explicit Total Fees	Explicit fees when participant is old enough to allocate to Guaranteed Lifetime Income solution is based on plan design Lifetime Income Strategy is 1.235% and Secure Income Portfolio is 1.235%-1.275%.

ACCOUNT CHARACTERISTICS

Characteristics of Account During Accumulation: Principal Protection	The Secure Income Portfolio offers a GLWB Rider, offering dollar cost averaging with weighted average withdrawal rate calculation and downside market projection with benefit base floor.
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Participants always receive credit for contributions, additional contributions will increase the Benefit Base.
Liquidity Available	Yes

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Guaranteed Lifetime Withdrawal Benefit

Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Any withdrawals (except fees) taken prior to activation of the guaranteed withdrawal benefit will reduce the participant's guaranteed annual withdrawal pro-rata to the secure income portfolio value.
Penalty/Fee/Restriction associated with transfers out or withdrawals	There are no surrender charges for fees for liquidity.
Other Benefit Base Recalibration During Accumulation (Frequency)	Increases in benefit base and corresponding increase in guaranteed withdrawal amounts are calculated and applied automatically on the participant's birthday and on the participant's benefit activation date. On the participant's birthday, the secure income portfolio value per insurer is compared against the participant's benefit base per insurer. If the secure income portfolio value is greater than the benefit base, then the benefit base is increased to the account value. The corresponding increase in guaranteed withdrawal amounts are equal to the benefit base increase multiplied by the guaranteed lifetime withdrawal rate at the time of the step up.
Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	Rate is unique to each participant based on the time of participation in the Lifetime Income Strategy with Secure Income Portfolio exposure.
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	Yes. This product does not offer a participation bonus rate like TIAA. However, its Withdrawal Rate calculation process may result in a higher weighted average withdrawal rate than the point in time rate typically offered to participants at the time of benefit activation.
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Yes, Any withdrawals (except fees and required minimum distributions) taken after activation above the participant's guaranteed annual withdrawal amount will reduce the participant's FUTURE guaranteed annual withdrawal amount pro-rata to the participant's secure income portfolio value.
Other Information or Special Payout Options (e.g., COLA, etc.)	N/A
Principal Protection	No
Equity Market Participation	Yes

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Guaranteed Lifetime Withdrawal Benefit

Impact of Additional Contributions on Benefit Base	The Guaranteed Lifetime Withdrawal Base for a participant is initially equal to the amount of the initial contribution or transfer to the participant account. Additional contributions and transfers before the Activation Date automatically increase the Guaranteed Lifetime Withdrawal Base.
Impact of Excess Withdrawals on Benefit Base After Beginning Income	Proportional reduction of Guaranteed Lifetime Withdrawal Base; Weighted Average Guaranteed Lifetime Withdrawal Rate remains unchanged.
Other Benefit Base Recalibration (Frequency)	Guaranteed Lifetime Withdrawal Benefit Base Review – Annually, as of the Close of Business on the Business Day prior to the Participant’s birthday, and on the Business Day prior to the Activation Date, the Company will increase the Guaranteed Lifetime Withdrawal Base to equal the current Participant Account Value if the Participant Account Value then exceeds the most recently determined Guaranteed Lifetime Withdrawal Base. This increase is referred to as a Ratchet. The increase to the Guaranteed Annual Withdrawal Amount will be determined by multiplying the Ratchet by the Weighted Average Guaranteed Lifetime Withdrawal Rate as of the Close of Business on the Business Day prior to the Participant’s Activation Date or the Participant’s birthday, as appropriate.
Effect of Increases in Benefit Base After Income Has Begun	The contract does not allow increases in the benefit base after income has begun (Activation Date). Only reductions (due to excess withdrawals) or new calculations (if employment resumes and new contributions are made) are permitted.
Timing of Spousal Income Benefit Election	The election must be made when requesting an Activation Date (i.e., before income begins). Spouse must be at least 45 years old at the time of election.
Spousal Income Options	Joint and Survivor is the only spousal option.
Effect of Spousal Income Benefit Election	The withdrawal rate is reduced for this option, and the spouse must meet the age requirement.
Life with Guarantee Periods Available	No
Primary Portfolio Support Guarantees	N/A
Single or Multiple Issuer	Multiple
Fitch/Moody’s/S&P/A.M. Best Financial Strength Ratings of Guarantors	AA-/Aa3/AA-/A+ (for Pacific Life) we do not have the ratings for Jackson, Nationwide, Equitable, Lincoln Financial

PACIFIC LIFE

Guaranteed Lifetime Withdrawal Benefit

Options When Participant Leaves the Plan

Participant can request a direct rollover of their account to an individual annuity contract.

Options When Plan Sponsor Changes Recordkeepers

If the plan sponsor transitions to a record keeper where Alliance Bernstein's Lifetime Income Platform is integrated, they can keep the product. Otherwise, Participant can request a direct rollover of their account to an individual annuity contract.

Rollover Product Available

Yes

More Information on this product, program or service is available at

More information on Alliance Bernstein Lifetime Income Platform can be found on <https://www.alliancebernstein.com/campaign/us/en/lifetime-income-strategy/index.html>

Date of Product/Program Establishment

Alliance Bernstein's Lifetime Income Platform was first established in 2012. Pacific Life was added to the multi-insurer platform in July 2025.

PRINCIPAL FINANCIAL GROUP**Deferred Income**

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Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	Proprietary Only
Segment Targeted	Mid-Market
Plan Types	401(a)/(k)
Access Via	Directly Accessible
Investment Structure: Underlying Investment Options	General Account
When Does Participant Begin Paying for Lifetime Income Guarantees	At time of purchase.
FEES	
Fee Structure	Spread
Explicit Guarantee Fee	N/A
Explicit Investment Management Fee	N/A
Explicit Total Fees	N/A
ACCOUNT CHARACTERISTICS	
Characteristics of Account During Accumulation: Principal Protection	Income is locked in at time of purchase.
Characteristics of Account During Accumulation: Equity Market Participation	No
Impact of Additional Contributions on Benefit Base	Each contribution locks in income based on purchase rates in effect at that time.
Liquidity Available	Yes. 90-day free look. Surrender value thereafter.
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	90-day free look. Surrender value thereafter.
Penalty/Fee/Restriction associated with transfers out or withdrawals	May be subject to a surrender charge based on changes in interest rate.
Other Benefit Base Recalibration During Accumulation (Frequency)	None

PRINCIPAL FINANCIAL GROUP

Deferred Income

Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	Blended payout on purchase rates at time of contribution.
Assets Remain In-Plan After Income Begins	No
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	No
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	No
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	No
Other Information or Special Payout Options (e.g., COLA, etc.)	Purchase based on 10 year period certain fixed annuity beginning at age 65. Flexibility to adjust income start date (1x) and form of annuity (Single/Joint, COLA, Period Certain, Death Benefit, etc.) at Income Start Date.
Principal Protection	Yes
Equity Market Participation	No
Impact of Additional Contributions on Benefit Base	Additional contributions not allowed once annuitized.
Impact of Excess Withdrawals on Benefit Base After Beginning Income	N/A
Other Benefit Base Recalibration (Frequency)	N/A
Effect of Increases in Benefit Base After Income Has Begun	N/A
Timing of Spousal Income Benefit Election	At point of annuitization.
Spousal Income Options	50% or 100% joint and survivor annuity.
Effect of Spousal Income Benefit Election	Income is adjusted to actuarial equivalent amount.
Life with Guarantee Periods Available	Yes
Primary Portfolio Support Guarantees	General Account
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	Fitch AA-/Moody's A1/S&P A+/A.M. Best A+

PRINCIPAL FINANCIAL GROUP

Deferred Income

Options When Participant Leaves the Plan	Leave in plan, request a deferred certificate, or surrender/liquidate.
Options When Plan Sponsor Changes Recordkeepers	May remain in plan with only a few static data points to communicate or may be removed from plan, opening up a benefit event window to participants to elect deferred certificates.
Rollover Product Available	Yes (deferred certificate)
More Information on this product, program or service is available at	Principal.com or contact your Principal representative.
Date of Product/Program Establishment	October 20, 2015

PRINCIPAL FINANCIAL GROUP**Fixed Indexed Annuity with GMWB Rider**

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Offering/Eligibility: Associated With Inst	Yes
Recordkeeping	Proprietary Only
Segment Targeted	Mid-Market
Plan Types	401(a)/(k)
Access Via	Through another vehicle
Investment Structure: Underlying Investment Options	Target Date CIT: Underlying funds are passive strategies with a Fixed Indexed Annuity introduced around age 47.
When Does Participant Begin Paying for Lifetime Income Guarantees	Around age 47.
FEES	
Fee Structure	Spread
Explicit Guarantee Fee	10 bps
Explicit Investment Management Fee	7 bps
Explicit Total Fees	7 bps increasing to 17 bps when the annuity is added (18 years prior to the Target Date)
ACCOUNT CHARACTERISTICS	
Characteristics of Account During Accumulation: Principal Protection	No
Characteristics of Account During Accumulation: Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	Benefit base increases \$ for \$ with each contribution.
Liquidity Available	Yes, at market value.
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Liquidated at market value. Projected income reduced pro-rata.
Penalty/Fee/Restriction associated with transfers out or withdrawals	None

PRINCIPAL FINANCIAL GROUP

Fixed Indexed Annuity with GMWB Rider

Other Benefit Base Recalibration During Accumulation (Frequency)	Each quarter the market value and benefit base are compared and the higher of the two sets a “high-water mark.”
Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	6%
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	No
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	No
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	Yes, however income will reduce pro-rata based on the number of units sold.
Other Information or Special Payout Options (e.g., COLA, etc.)	Joint payout option with spouse is available at a reduced payout. Reduction differs if age gap is more or less than 10-years.
Principal Protection	No
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	The CIT is closed to new contributions at the stated target date. Additional contributions will be redirected to the In-retirement CIT.
Impact of Excess Withdrawals on Benefit Base After Beginning Income	Benefit base will reduce pro-rata based on the number of units sold.
Other Benefit Base Recalibration (Frequency)	None
Effect of Increases in Benefit Base After Income Has Begun	Benefit base is locked in at the CIT’s target date. Market appreciation will extend the higher payout rate of 6%.
Timing of Spousal Income Benefit Election	A 120-day window will open before the CIT’s target date for participants to elect single or joint payout.
Spousal Income Options	Single or Joint with Spouse
Effect of Spousal Income Benefit Election	Payout rate is reduced. Reduction differs if age gap is more or less than 10-years.
Life with Guarantee Periods Available	No

PRINCIPAL FINANCIAL GROUP

Fixed Indexed Annuity with GMWB Rider

Primary Portfolio Support Guarantees	Guarantees are a general obligation of the insurers.
Single or Multiple Issuer	Multiple
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	N/A
Options When Participant Leaves the Plan	Participant can leave their balance in the plan, rollover to an IRA portability option offered through Nationwide, or liquidate.
Options When Plan Sponsor Changes Recordkeepers	Sponsor can map balances to a similar product if offered by the new recordkeeper or open a distributable event for participants to rollover to an IRA portability option offered through Nationwide.
Rollover Product Available	Yes
More Information on this product, program or service is available at	Principal.com or contact your Principal representative.
Date of Product/Program Establishment	Expected 2Q2026

TIAA

Secure Income Account

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Offering/Eligibility: Associated With Institution	Yes
Recordkeeping	Non-propriety only
Segment Targeted	Mega Market
Plan Types	401(a)/(k)
Access Via	Through another vehicle
Investment Structure: Underlying Investment Options	Deferred fixed annuity within an asset allocation such as a target date CIT or managed account.
When Does Participant Begin Paying for Lifetime Income Guarantees	During accumulation

FEES

Fee Structure	Spread based
Explicit Guarantee Fee	N/A
Explicit Investment Management Fee	N/A
Explicit Total Fees	N/A

ACCOUNT CHARACTERISTICS

Characteristics of Account During Accumulation: Principal Protection	Yes
Characteristics of Account During Accumulation: Equity Market Participation	Designed as part of an asset allocation service that typically includes allocations to equities.
Impact of Additional Contributions on Benefit Base	N/A
Liquidity Available	Yes. During accumulation
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Fully liquid to participant transactions
Penalty/Fee/Restriction associated with transfers out or withdrawals	None
Other Benefit Base Recalibration During Accumulation (Frequency)	N/A

TIAA

Secure Income Account

Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	7.38% for new contributors beginning January 2026. Potential for higher initial income for long-term contributors and all contributor may receive raises in retirement after annuitization.
Assets Remain In-Plan After Income Begins	Yes
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	Yes
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	No
Other Information or Special Payout Options (e.g., COLA, etc.)	<p>Two distinctive and exclusive benefits not found in other fixed annuity solutions include:</p> <ol style="list-style-type: none"> 1. Potential for a TIAA Loyalty Bonus®: Typically, the longer a participant contributes to the account, the higher lifetime income they can receive per dollar annuitized. For example, for retirements over the last decade ending 1/1/2026, participants who made recurring monthly contributions (over periods ranging from 5 to 30 years) to a similar TIAA fixed annuity have received between 3% and 15% more lifetime income, on average, than participants annuitizing the same amount as a new money contribution. 2. Potential for escalating payment in retirement: TIAA may periodically declare increases in annuity payment amounts. For example, TIAA has increased in-flight fixed annuity payments 18 times since 1996 at an average of over 1% per increase, including a 5% increase in 2022 and 3% increase in 2023. When declared, these increases can help offset some of the negative effects of inflation.
Principal Protection	Yes
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	N/A
Impact of Excess Withdrawals on Benefit Base After Beginning Income	N/A
Other Benefit Base Recalibration (Frequency)	N/A

TIAA

Secure Income Account

Effect of Increases in Benefit Base After Income Has Begun	N/A
Timing of Spousal Income Benefit Election	Any time up to age 90
Spousal Income Options	Joint Life Annuity – pays income as long as the participant or their designated survivor is living, including 50% to second annuitant (QJSA if spouse), 66% to last survivor, 75% to second annuitant, and 100% to last survivor.
Effect of Spousal Income Benefit Election	Reduced Payout Rate
Life with Guarantee Periods Available	Yes. 10-yrs, 15-yrs and 20-yrs
Primary Portfolio Support Guarantees	General Account
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	A.M. Best (A++ rating affirmed as of July 2025), Fitch (AAA rating affirmed as of August 2025), Standard & Poor's (AA+ rating affirmed as of November 2025) and Moody's Investors Service (Aa1 rating affirmed as of May 2025).
Options When Participant Leaves the Plan	TIAA Secure Income Account is fully liquid for participant-initiated transactions. The Account is always benefit-responsive to participant-initiated withdrawals and transfers. If the plan allows, the participant could retain their balance in-plan and receive all the benefits of the in-plan structure. If the plan does not allow terminated participants to remain in-plan, then participants have the option to rollover their TIAA Secure Income Account balance to a similar TIAA fixed annuity within a TIAA IRA.
Options When Plan Sponsor Changes Recordkeepers	TIAA can work with the new recordkeeper to build the integration and experience in order to maintain the Secure Income Account on the new platform.
Rollover Product Available	Yes
More Information on this product, program or service is available at	https://www.nuveen.com/en-us/investments/retirement/secure-income-account
Date of Product/Program Establishment	3/31/2022

T. ROWE PRICE

Managed Payout and Managed Payout
paired with a QLAC

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Offering/Eligibility: Associated With Inst	Yes
Recordkeeping	Non–propriety only
Segment Targeted	Large Market
Plan Types	401(a)/(k)
Access Via	CIT
Investment Structure: Underlying Investment Options	At retirement
When Does Participant Begin Paying for Lifetime Income Guarantees	At retirement
FEES	
Fee Structure	Spread based
Explicit Guarantee Fee	N/A
Explicit Investment Management Fee	N/A
Explicit Total Fees	N/A
ACCOUNT CHARACTERISTICS	
Characteristics of Account During Accumulation: Principal Protection	N/A – Purchased at retirement
Characteristics of Account During Accumulation: Equity Market Participation	N/A – Purchased at retirement
Impact of Additional Contributions on Benefit Base	N/A
Liquidity Available	Managed Payout as standalone or when paired with the QLAC is 100% liquid.
Effect of Transfers Out and Withdrawals Prior to Income Payments Beginning	Managed payout is based on the number of shares of the trust owned. Therefore, a withdrawal will reduce the income.
Penalty/Fee/Restriction associated with transfers out or withdrawals	No
Other Benefit Base Recalibration During Accumulation (Frequency)	N/A

T. ROWE PRICE

Managed Payout and Managed Payout paired with a QLAC

Portion of Income Guaranteed for Life	Yes
Typical Annual Income Payout Rate at Age 65 for Single Life Payout	7.5%
Assets Remain In-Plan After Income Begins	The non-QLAC portion
Possibility for Lifetime Income Payments to Be Higher for Longer Participation Based on Company Experience	No
Possibility for Lifetime Income Payments to Increase After Income Has Begun Based on Performance of the Underlying Account and Annuity Additional Liquidity	Yes
Ability to Request Excess Withdrawal After Lifetime Income Has Begun	No
Other Information or Special Payout Options (e.g., COLA, etc.)	—
Principal Protection	No
Equity Market Participation	Yes
Impact of Additional Contributions on Benefit Base	N/A - Only available to terminated participants
Impact of Excess Withdrawals on Benefit Base After Beginning Income	N/A
Other Benefit Base Recalibration (Frequency)	N/A
Effect of Increases in Benefit Base After Income Has Begun	N/A
Timing of Spousal Income Benefit Election	At retirement when QLAC is purchased
Spousal Income Options	50% or 75% J&S
Effect of Spousal Income Benefit Election	J&S will decrease the participant benefit
Life with Guarantee Periods Available	No
Primary Portfolio Support Guarantees	—
Single or Multiple Issuer	Single
Fitch/Moody's/S&P/A.M. Best Financial Strength Ratings of Guarantors	AM Best A+, Moody's, Aa3

T. ROWE PRICE

Managed Payout and Managed Payout
paired with a QLAC

Options When Participant Leaves the Plan	QLAC continues
Options When Plan Sponsor Changes Recordkeepers	QLAC Continues
Rollover Product Available	No
More Information on this product, program or service is available at	Return of premium rider
Date of Product/Program Establishment	Managed Payout Program started in 6/2019 and the Managed Payout with the QLAC started in December 2024