

Get to Know Your

401(a) Money Purchase Plan

A money purchase plan can be your primary source of retirement income or play a key supporting role. The more you know about how it works, the better you can plan for your retirement.

A Retirement Plan You Control

An account in your employer's 401(a) Money Purchase Plan will help you build retirement savings. Your account is funded by contributions made by you and/or your employer.

- The value of your account fluctuates based on the performance of the investments you select.
- You don't pay any taxes on the money in your account until you withdraw it.
- You have flexible withdrawal options upon separation from service.
- In the event of your death, your designated beneficiaries will receive the money in your account.





Contributions

You and your employer contribute to your account each year based on a set formula, which is determined by your employer.

See retirement savings contribution limits at:

www.missionsq.org/contributionlimits



Guided Pathways®

MissionSquare can help you decide how much to save and how to invest through **Guided Pathways®**.*

Find more information at:

www.missionsq.org/guidedpathways

Vesting

Your ownership in employer contributions to the plan (if applicable) is determined by the plan's vesting schedule.



You're vested (fully own) 100% of all contributions you make, as well as any associated earnings.



Your ownership of employer contributions is based on a vesting schedule in which you have to work a certain number of years before being vested 100%.

Manage Your Investments

You control how the money in your account is invested and can make changes at any time. Review the available investments and the online resources MissionSquare Retirement offers to help you decide how to invest contributions.

Access to Your Money

Based on your employer's plan rules, withdrawals may also be allowed while you're still working.

When you leave your employer, you can withdraw assets regardless of the reason and your years of service.

Enjoy flexible withdrawal options for vested assets like:

- Withdrawal of your entire balance
- Periodic, partial withdrawals as you see fit
- Installment payments of a certain dollar amount and frequency, such as monthly or quarterly, that you can change at any time
- Lifetime income payments

After you reach age 73 or separate from service, whichever is later, you'll be required to withdraw at least a minimum amount from your account each year, per IRS rules.

If plan rules and/or IRS rules allow, you can also borrow against your vested assets through a loan.

Unlike with 457 plans, withdrawals prior to age 59½ are subject to the IRS 10% penalty tax unless an exception applies, such as separation from service in the year you turn age 55 or later.

* Investment advice and analysis tools are offered to participants through MissionSquare Retirement, a federally registered investment adviser. Investment advice is the result of methodologies developed, maintained, and overseen by the Independent Financial Expert, Morningstar Investment Management LLC. Morningstar Investment Management LLC is a registered investment adviser and subsidiary of Morningstar, Inc. Morningstar, Inc. and Morningstar Investment Management LLC are not affiliated with MissionSquare Retirement. All rights reserved. The Morningstar name and logo are registered marks of Morningstar, Inc. For additional information on our Guided Pathways® Advisory Services, refer to Form ADV Part 2A Brochure available at www.adviserinfo.sec.gov.

Roll-Ins



After leaving your employer, assets can be transferred – or rolled in – to another eligible retirement plan without being taxed.

Designate Beneficiaries

You designate a beneficiary, or beneficiaries, to receive any remaining assets upon your death.

- Most plans require that if you're married, your spouse is automatically your beneficiary for 100% of your account, unless they waive this right.
- If you don't designate beneficiaries, your estate is the default beneficiary, in which case:
 - Assets may not be distributed per your wishes.
 - Assets are subject to probate costs, potential delays, and creditor claims.
 - Non-spouse heirs may receive fewer tax benefits.

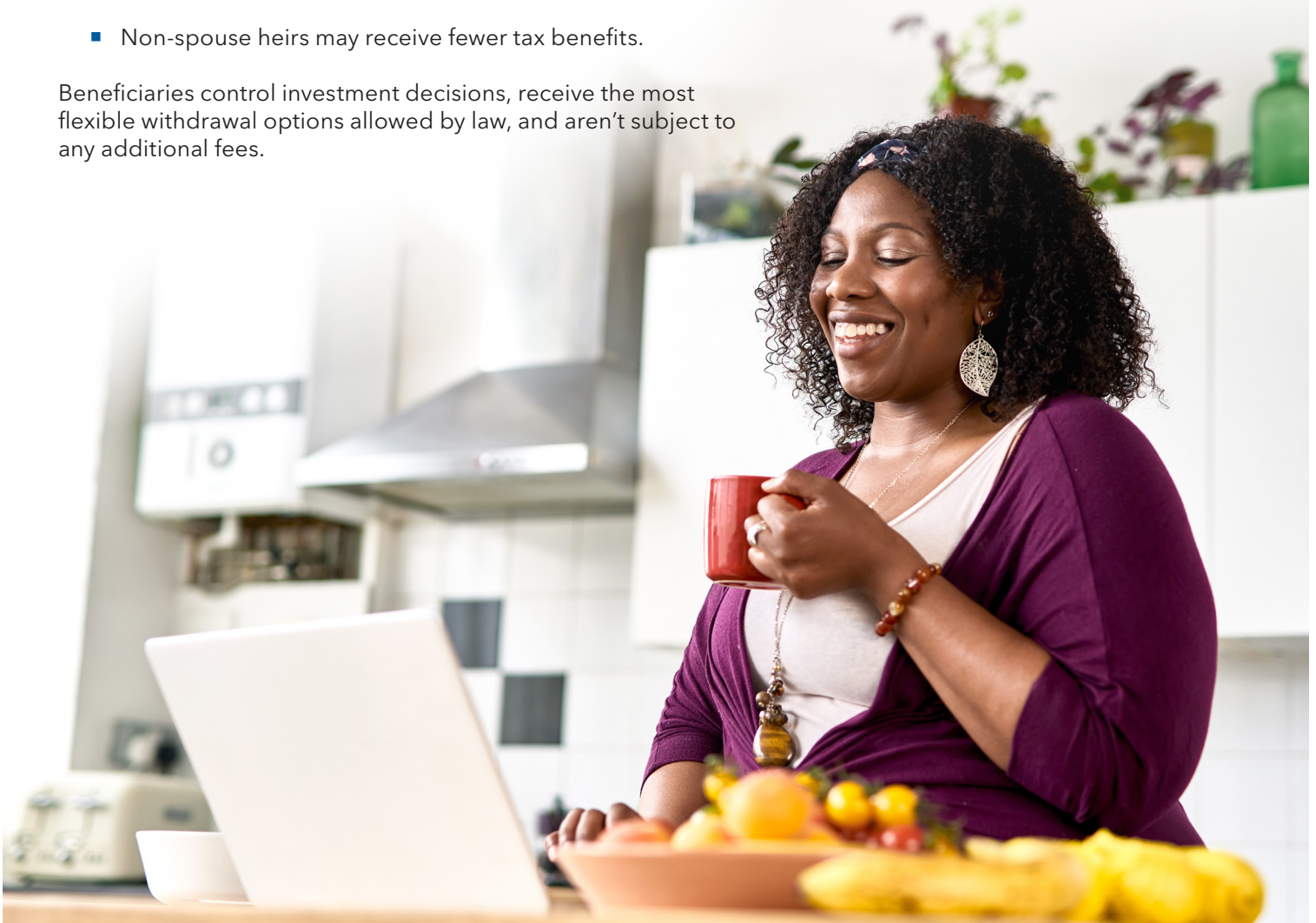
Beneficiaries control investment decisions, receive the most flexible withdrawal options allowed by law, and aren't subject to any additional fees.

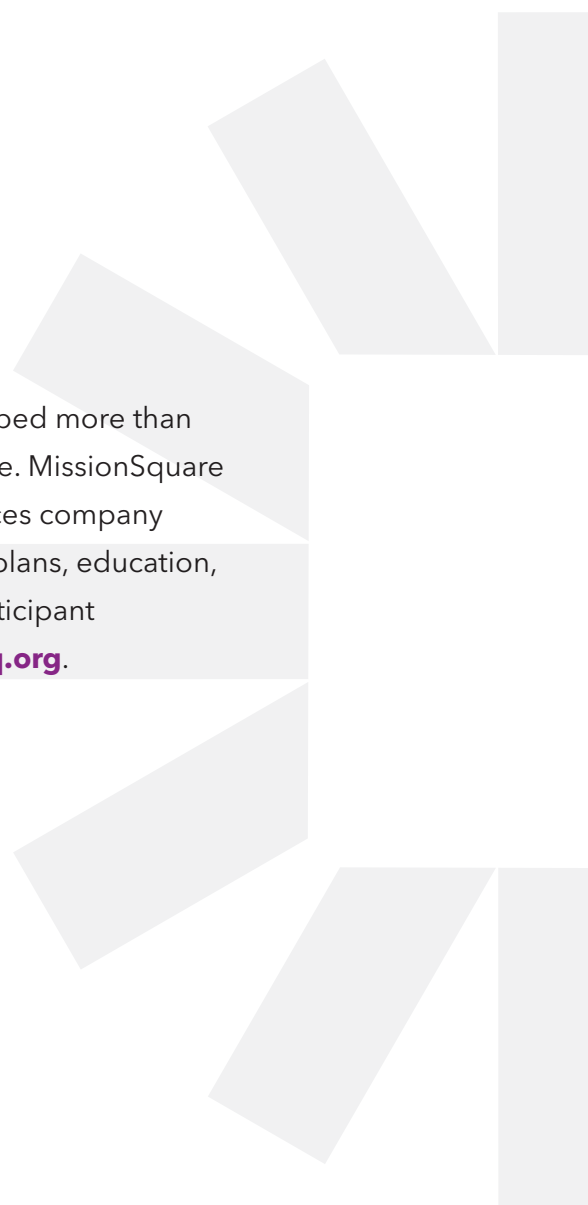
Learn More

Get to know your 401(a) plan:
www.missionsq.org/401a

Log in to your account to manage your savings
www.missionsq.org

Check out tips and tools to help you save, invest, and retire:
www.missionsq.org/learn





Founded in 1972, **MissionSquare Retirement** has helped more than 3 million people in public service retire with confidence. MissionSquare is a mission-based, nonstock, nonprofit, financial services company that focuses on delivering results-oriented retirement plans, education, investments, and advice for over 1.7 million public participant accounts.* For more information, visit www.missionsq.org.



*As of December 31, 2022