



PURSUING THE FUTURE YOU IMAGINE

Your plan overview



We believe in retirement

Empower is the second-largest retirement services company in the country.¹ We are committed to helping you live for today while saving for tomorrow.

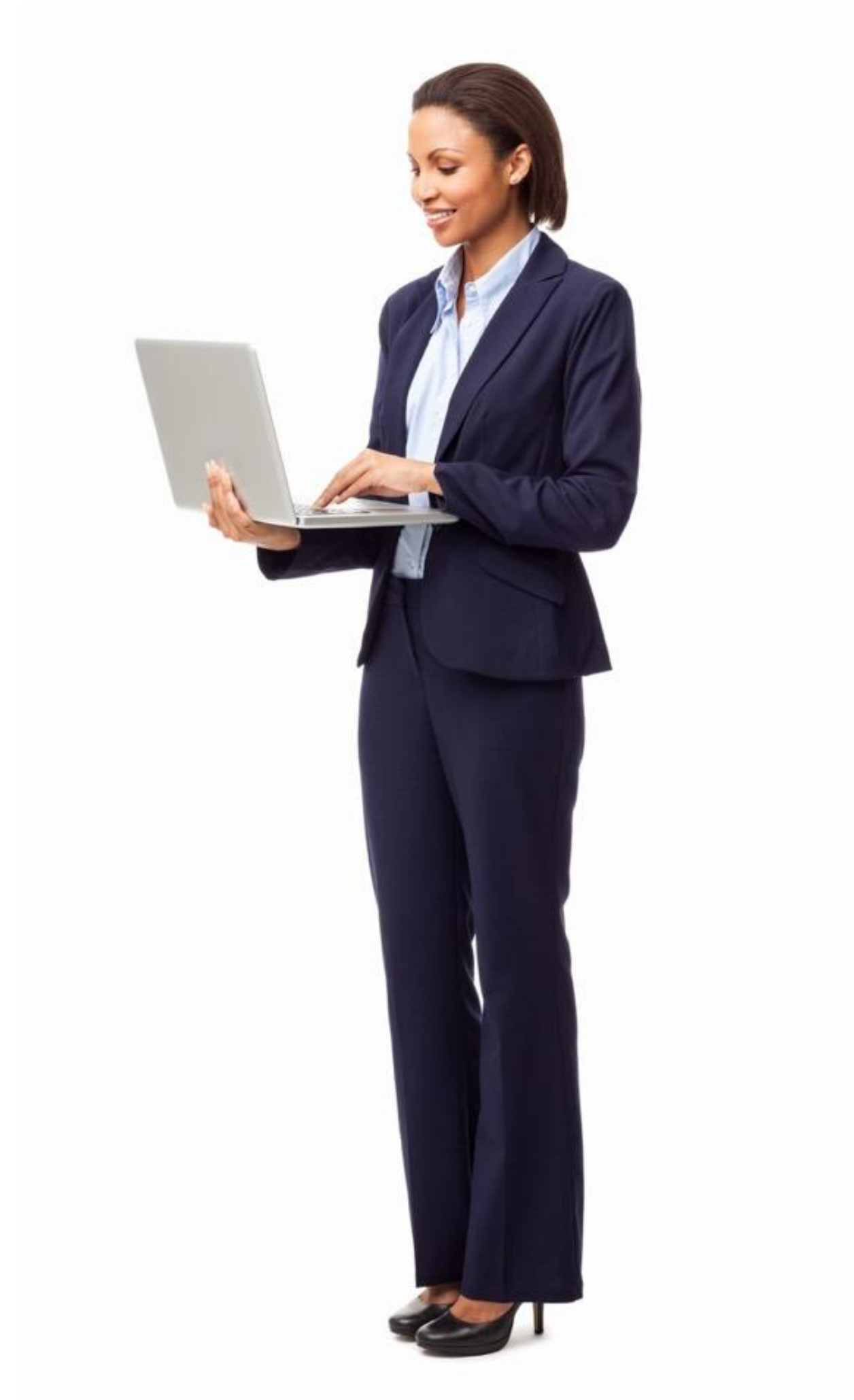
1. Pensions and Investments DC Recordkeepers ranking survey as of April 2020.

What we do and why we do it

Our goal is to help you replace — for life — the income you made while working.

As partners, we're here to:

- ▶ Help you reach your financial goals.
- ▶ Give you a better view of your financial picture.
- ▶ Offer ongoing support and guidance.
- ▶ Help you plan for the retirement you imagine.



PURISNG THE FUTURE YOU IMAGINE

Key takeaways

Your retirement income

Getting to know Empower Retirement

Benefits of saving through your plan

Investing choices

How to enroll



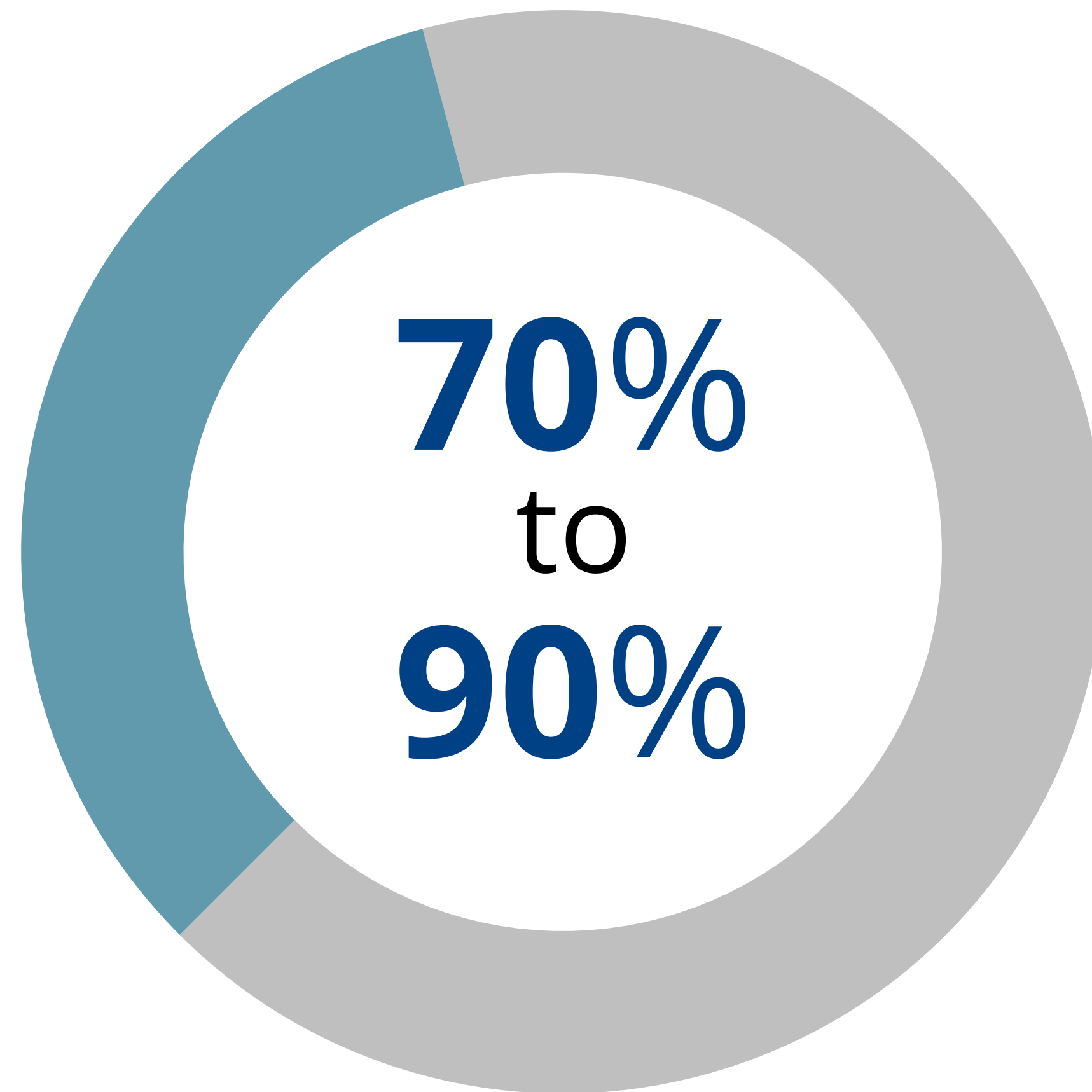
Your retirement income

Where can your money come from after you retire, and will you have enough to live the retirement you imagine?



How much does it take to retire?

Many financial advisors recommend saving enough to cover 70% to 90% of your pre-retirement annual income to maintain your standard of living.



Where your income in retirement can come from

Social Security may not be enough. For many, Social Security will only replace a portion of income in retirement.



Social Security



Pensions and retirement plans



Income from assets



Income from earnings



Other

Many financial planners say you'll need between 70% and 90% of your pre-retirement income to live comfortably in retirement.
(Your workplace savings plan could be a good source for replacing that income.)

Benefits of your plan

Here are some of the reasons
why enrolling in your plan is a
great idea.

One of the easiest ways to save for your future

After you sign up, your employer automatically deducts the amount you specify from your paycheck and puts it into your plan account. You don't have to write a check or move money around yourself.

- ▶ Consider increasing your contribution each year — even if it's by just a little.
- ▶ Financial professionals recommend that you gradually work your way up to saving 10-15% of your pay.



■ When you can get started

City of Lindsay Deferred Compensation Plan
eligibility:

Regular full time employees

Contribution Rate 1.0% or \$10 per pay

You can start, stop or change your contribution
level throughout the year.



■ The different ways to add to your account

One account, many ways to help it grow



Pretax



Roth



Matching contributions



Rollover

Consider all your options and their features and fees before moving money between accounts.

How pretax contributions work

Contributions are made before taxes are taken out.

On the plus side

- ▶ Any growth is tax-deferred.
- ▶ You get extra take-home pay.
- ▶ You may pay lower taxes later.



How Roth contributions work

Roth contributions are deducted from your paycheck after taxes are taken out, and any earnings are also tax-free for qualifying withdrawals.

On the plus side

- ▶ May be a good option if you expect to be in the same tax bracket you are in now, or higher, when you retire.
- ▶ Money you save today has the potential for long-term growth if you don't plan to access it for many years.



A side-by-side comparison

	PRETAX PAYCHECK CONTRIBUTIONS	ROTH PAYCHECK CONTRIBUTIONS
EFFECT OF CONTRIBUTIONS ON PAYCHECK	Prior to tax withholding	After taxes withheld
TAXATION ON DISTRIBUTIONS	Contributions taxed as ordinary income	Contributions not taxed with qualified withdrawals*
	Any earnings taxed as ordinary income	Any earnings not taxable with qualified withdrawals*

Note: When choosing between contribution types, participants must take into consideration their complete personal financial situation.

*If a distribution is not qualified, the earnings are taxed as ordinary income and may be subject to early withdrawal penalties. The 10% federal early withdrawal penalty does not apply to 457 plan withdrawals except for withdrawals attributable to rollovers from another type of plan or account.



Investing in your retirement accounts

Different investment
strategies may impact how
your savings potentially grow.



What kind of investor are you?

Knowing your investing style can help you determine how you want to manage your retirement plan account — and how.

- › Do-it-for-me investor
- › Help-me-do-it investor
- › Do-it-myself investor

Consider all your options and their features and fees before moving money between accounts.



Your investment options

Here are the self-directed investment options available to you.

Core funds

16 core funds

Target date funds

9 funds funds

To learn more about the investment options in the plan
or to make changes:

empowermyretirement.com

800-701-8255



Becoming a smarter investor starts by understanding the language

Understanding the terminology and principles of investing, as well as how they work together, may help set you up for success.

Terms you need to know

Asset classes

- ▶ A grouping of similar types of investments such as stocks, bonds and cash alternatives.

Asset allocation

- ▶ Choosing how much to invest in each asset class to create your portfolio.

Diversification

- ▶ Mixing your investments among the different asset classes or within an asset class.

Rebalancing

- ▶ Adjusting your asset allocation to align with your evolving investment strategy.



Asset allocation, diversification, dollar-cost averaging and/or rebalancing do not ensure a profit or protect against loss.



Why diversification matters

Asset allocation, diversification, dollar-cost averaging and/or rebalancing do not ensure a profit or protect against loss.

Sample of diversified investments

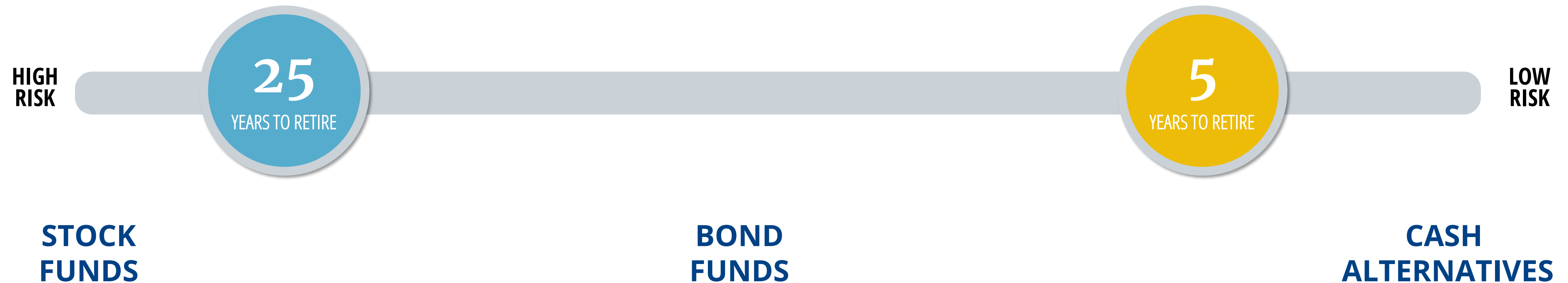


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How your age and risk tolerance influence your investment strategy

Generally speaking, the further people are from retirement, the more aggressive they are able to invest.



Building your portfolio on your own

You can choose from the individual core funds included as part of your plan to create a diversified mix of investments to match your risk tolerance.

- ▶ Select your own mix of individual funds.
- ▶ Decide how much to invest in each fund.
- ▶ Manage and monitor your account accordingly.



Help-me-do-it investors

Take advantage of Empower Retirement's team of specially trained and licensed consultants to get help along the way.

- ▶ Investing options in your plan.
- ▶ Savings and financial wellness.
- ▶ Rolling outside assets into your plan.
- ▶ Guidance on your options if you change jobs or retire.

The date in the name of the target date investment option is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed.

Asset allocation investment options and models are subject to the risks of their underlying investments.



Online advice and the managed account service are part of the Empower Retirement Advisory Services suite of services offered by Advised Assets Group, LLC, a registered investment adviser.



How target date investment options work

These investment options provide a diversified mix of investments from different asset classes or investment categories that align with an expected retirement date.

- ▶ Professionally managed
- ▶ Provide diversification through a single fund
- ▶ Adjust over time to become more conservative

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Risk-based funds

These funds are made up of multiple asset classes created based on the risk you want to take.

- ▶ Are professionally managed
- ▶ Provide a diversified investment in a single option
- ▶ Include risk ranging from low to high
- ▶ Have return potential ranges from low to high



My Total Retirement™

An investment strategy created just for you

You may want to look into a professionally managed account that offers a personalized approach to planning for the future you want.

Personalized

- ▶ We develop an investment strategy that fits your needs and goals.

Simple

- ▶ We do the work for you to help you stay on track for your future.

Comprehensive

- ▶ We look at your saving, investing and retirement income needs.

One-to-one

- ▶ You have ongoing access to investment adviser representatives.

There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

<Online Advice and My Total Retirement are part of the Empower Retirement Advisory Services suite of services offered by Advised Assets Group, LLC, a registered investment adviser.>

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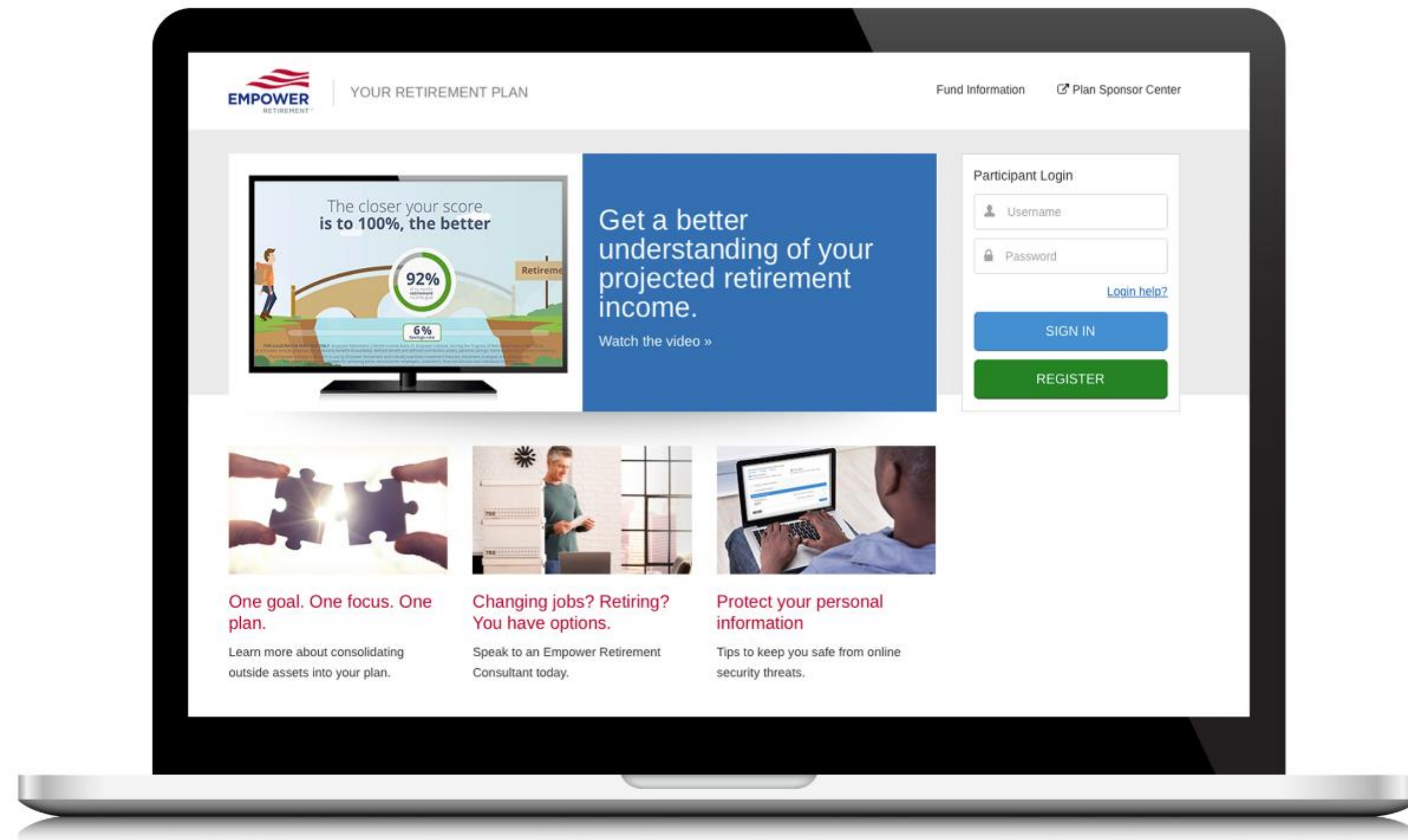


How to enroll

The sooner you enroll, the sooner you can start saving for your future.



Ways to enhance your savings journey



Provide your email address



Select your beneficiary

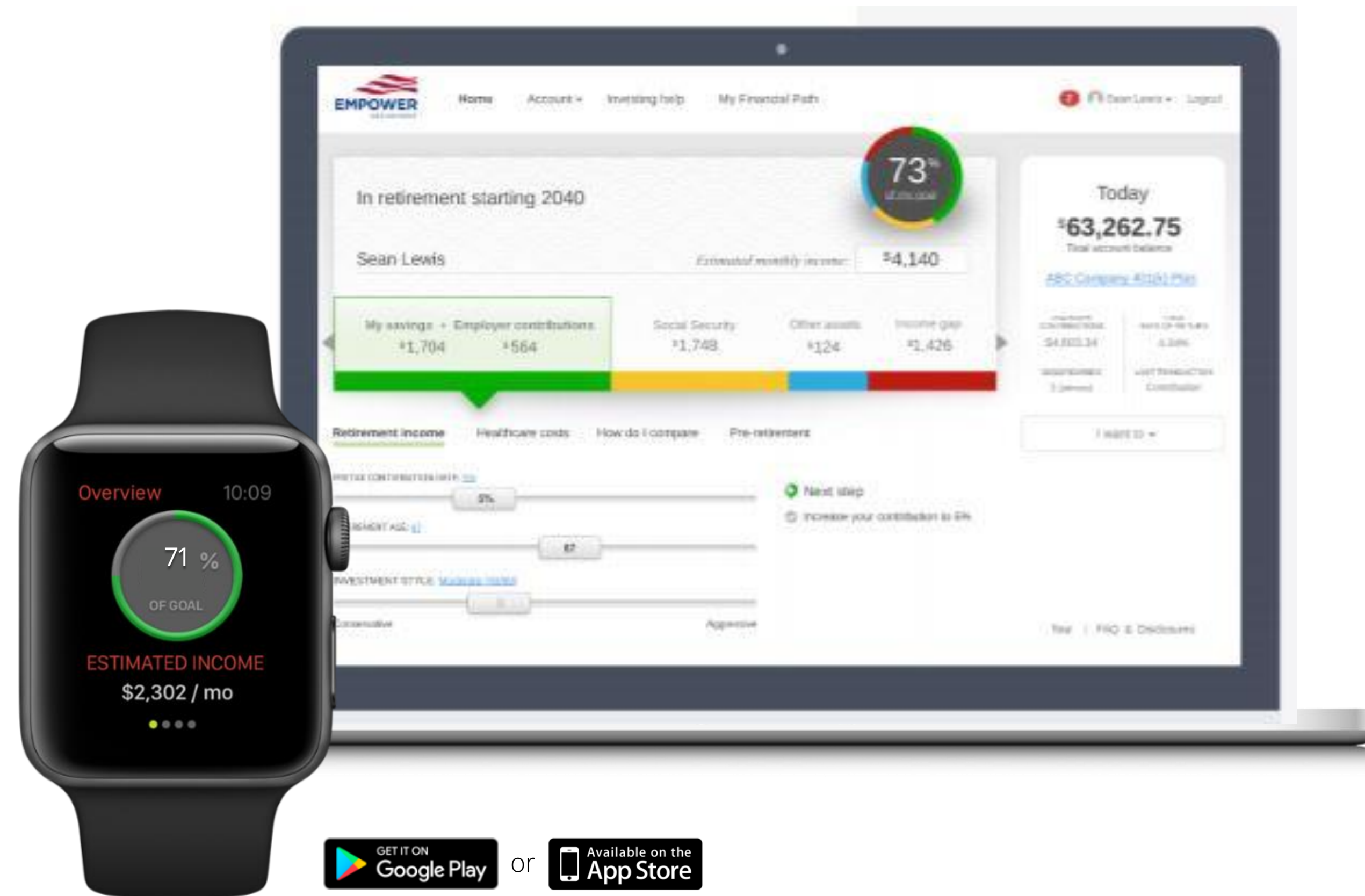
A peek at your website experience
We make it easy to manage every aspect of your account in one place.

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See where your retirement savings stand

Log in to your account to see your estimated monthly retirement income and what percent of your retirement income goal you're on track to reach. Plus enjoy access wherever you are with the mobile app or on your Apple Watch®.

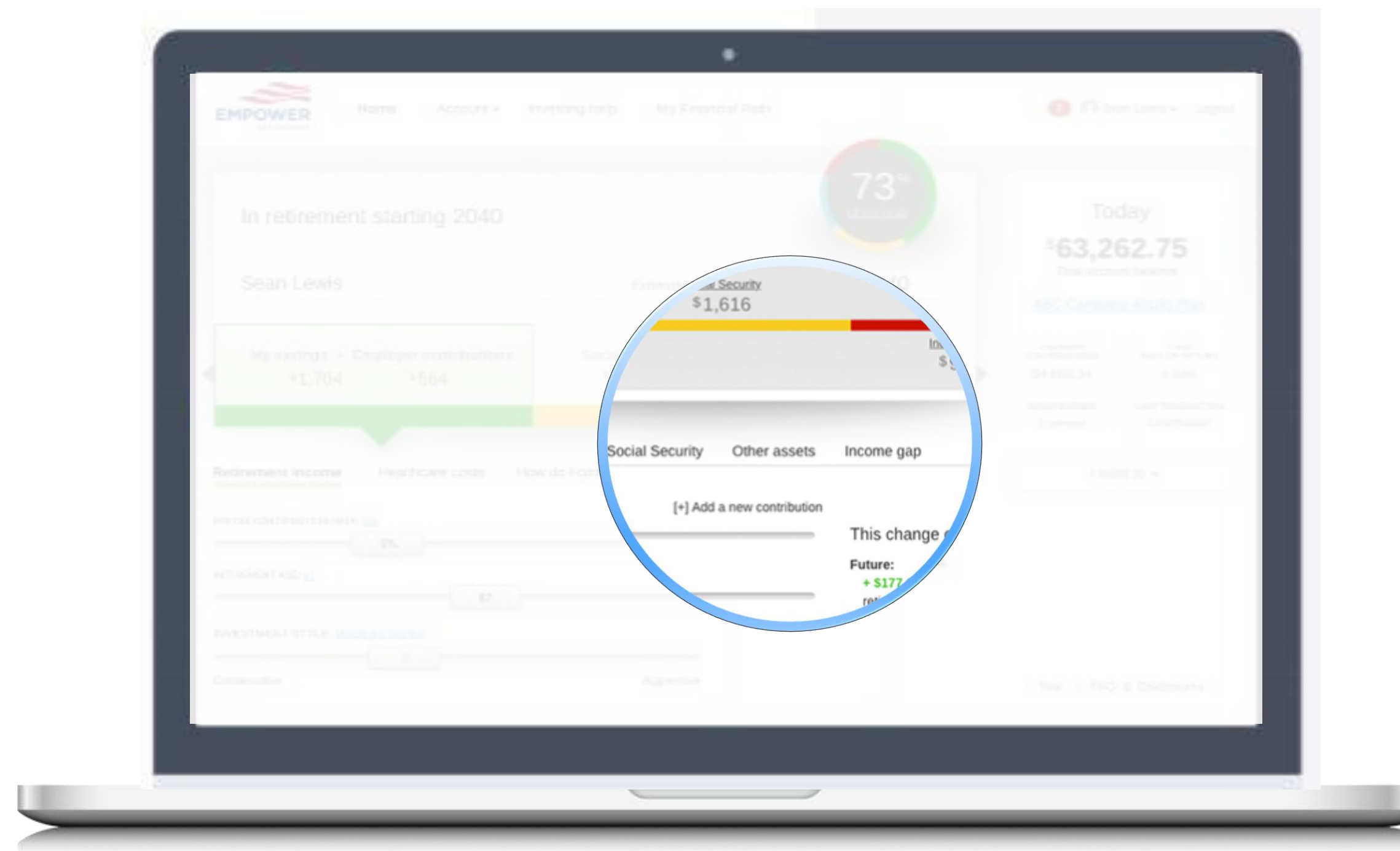


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Get the most accurate view of your retirement picture

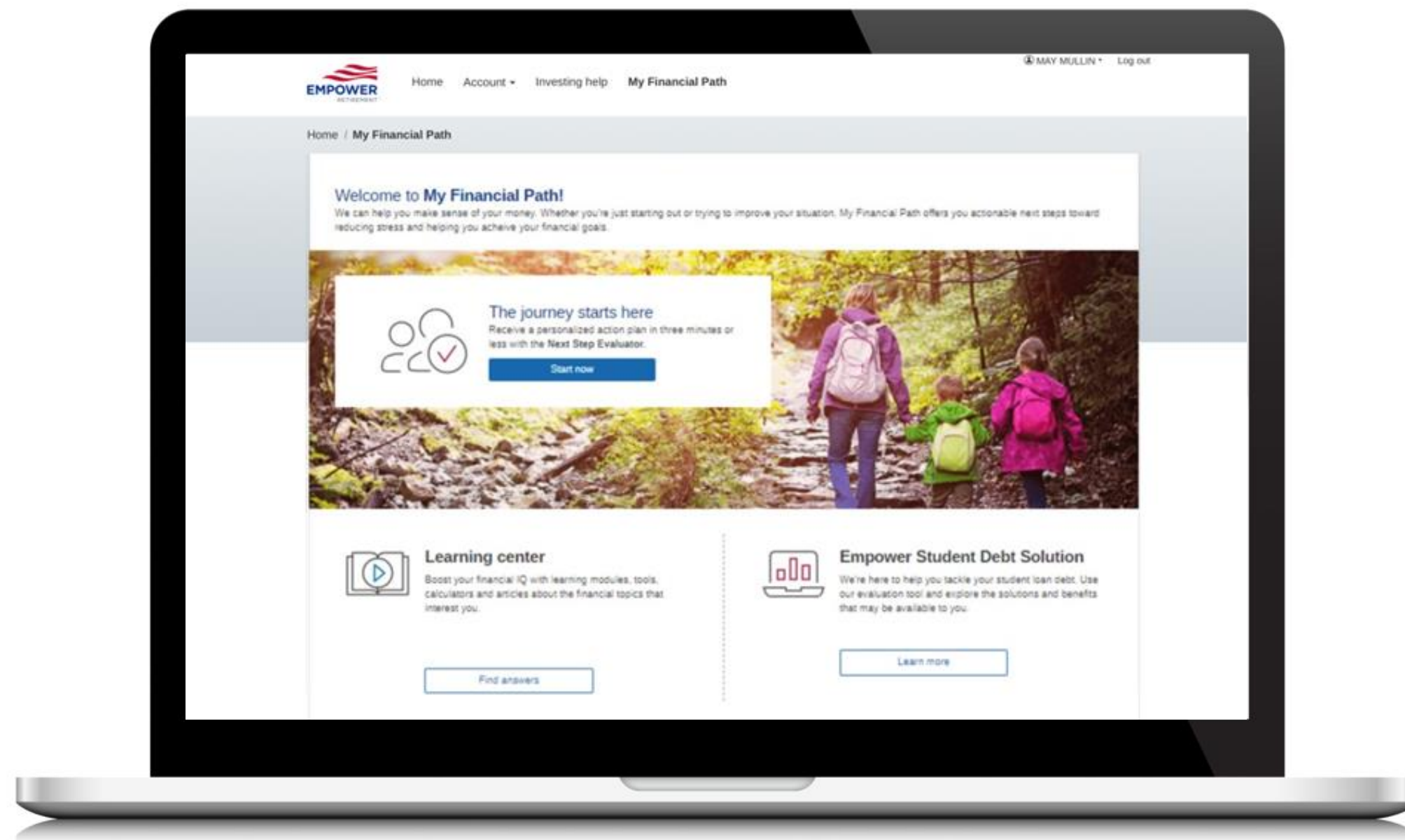
Adding any outside assets to your profile will give you a more precise estimate of your monthly retirement income.



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Take the next step to financial freedom



- ▶ Make better sense of your money.
- ▶ Get information about spending, saving, investing, retirement and life's big events.

Just click on *My Financial Path* after logging in to your account.

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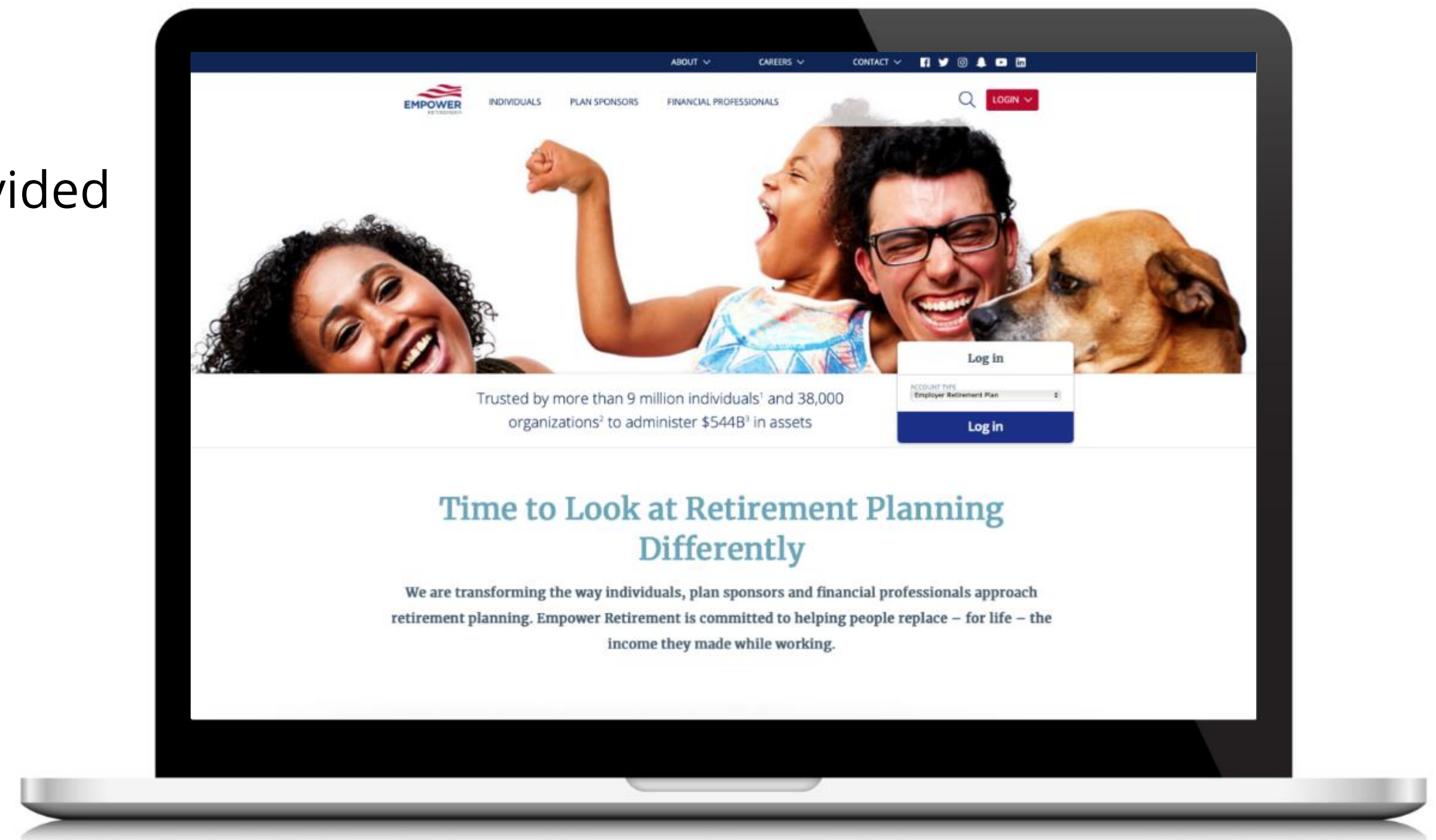


We're here when you need us

- › Go to **empowermyretirement.com**
- › Click on the *Register* button.
- › Follow the system instructions or instructions provided by your employer.
- › Designate your beneficiary.
- › See where you stand and explore resources.

Your feedback matters!

- › Go to **empower.questionpro.com**.
- › 800-701-8255



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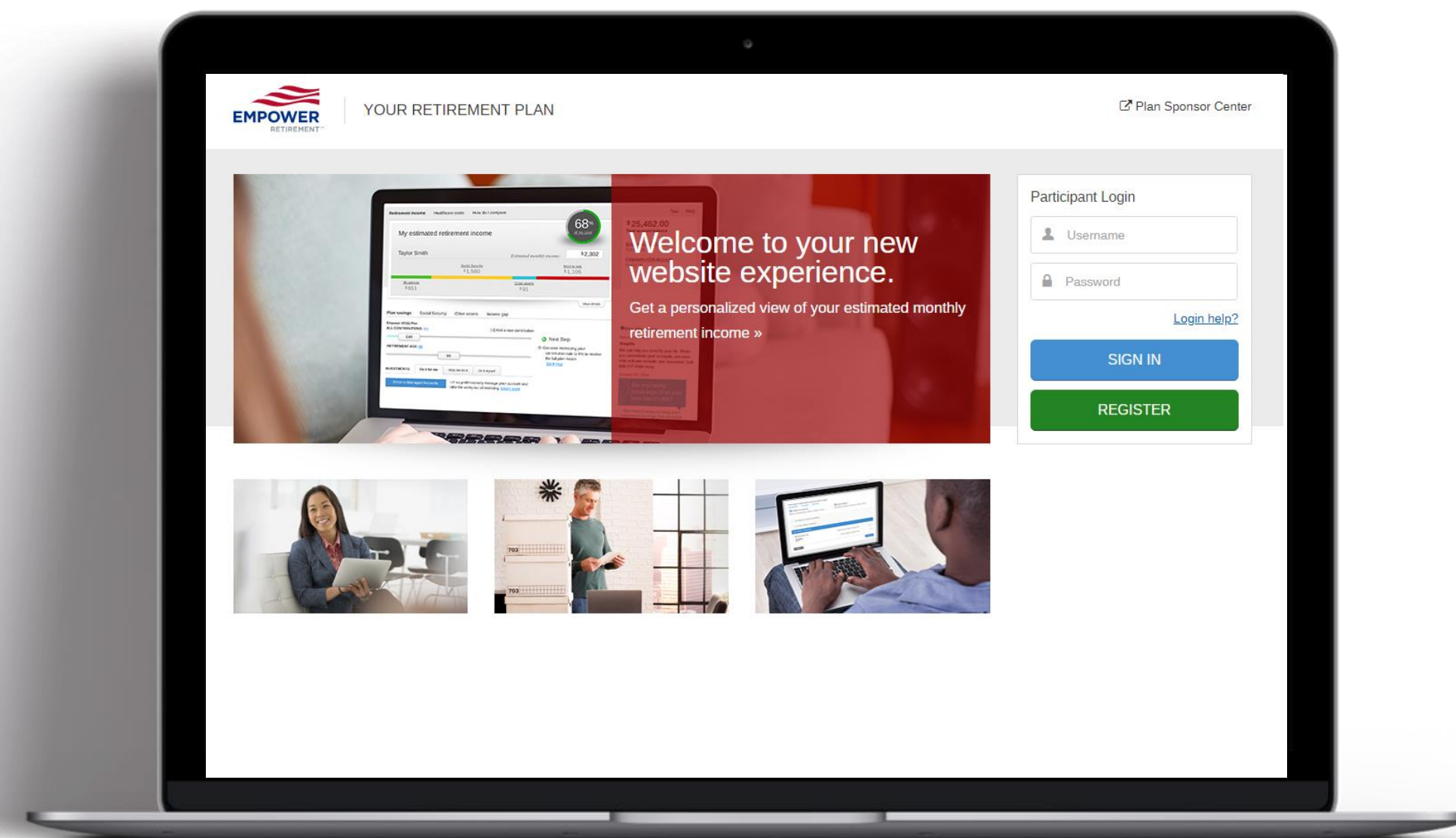
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Go to **empower.questionpro.com**.

Automated system available 24/7. Password required.

TTY: 800-345-1833

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NOW IS A GOOD TIME

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower Retirement for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

Investing involves risk, including the potential loss of principal.

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Not Insured by Any Federal Government Agency**