



Light Up Your Retirement

IBEW LOCAL NO. 8 RETIREMENT
PLAN & TRUST



TOPICS WE WILL COVER TODAY

MassMutual Migration to Empower

The Big Picture

- Common Pre-retirement Questions
- Understanding Social Security
- Creating your Retirement Budget

The Details

- Pension Fund
- 401(k) Plan

Be a Confident Investor

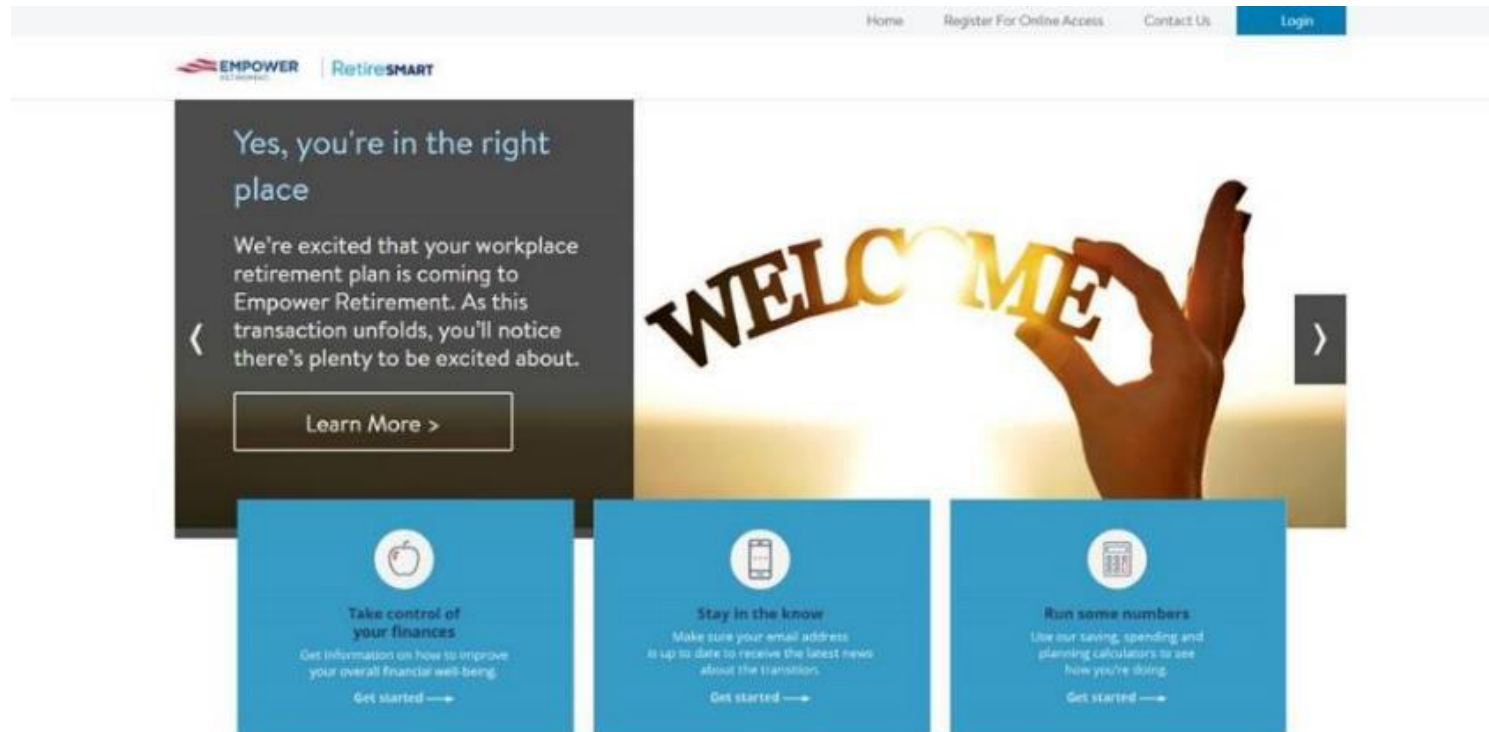
- Investment basics
- Determine your investing style
- Investment options and diversification

Empower Can Help

- Talk to a representative
- Online account access – making investment changes
- Mobile app

Pre-login updates

- Welcome to Empower – learn more about a pre-transition site, or watch this video.
- Articles, tools and more
- Stay up to date – make sure your email is on file and updated.
- Access helpful calculators



The benefit of an Empower transition

Your Empower transition

vs.

A conventional plan conversion

Retain investments and interest rate guarantees
Explore a large menu of additional funds

Fund mapping strategy and participant education
Potential market value adjustment
Potential pricing impact

Retain extensive plan and participant
History and records

Partial transfer of plan
history and records

Typically weekend transition/typically no
blackout

Blackout period/potential days out of market

Your service team's knowledge base and
essential insights transition with you

Start from scratch with a service team that may lack
critical understanding of your expectations,
needs and objective

Leading with a singular focus on retirement

#1
Recordkeeper ranking by
year-over-year asset
growth rate¹

2nd
Largest retirement
services company by
assets in the country²

2nd
Highest participant
growth rate¹

12M
Individuals in our plans³

\$884B
ASSETS UNDER
ADMINISTRATION⁴

OVER 67K
RETIREMENT PLANS
UNDER ADMINISTRATION³

#1
CHOICE OF
INDUSTRY
PROFESSIONALS⁵

29
BEST-IN-CLASS
AWARDS AND
16 SERVICE
COMMENDATIONS⁵

OVER 6K
ASSOCIATES
DEDICATED TO
OUR VALUES

¹ P&I Recordkeeper Survey April 2020 Empower had the highest asset growth rate (14.2%) and the second-highest participant growth rate (5.6%) among recordkeepers.

² Ranking based on Pensions and Investments 2020 Defined Contribution Survey Ranking as of April 2020.

³ As of January 4th, 2021.

⁴ Estimated joint assets under administration of Empower Retirement and its acquired business from MassMutual that closed January 4, 2021. As of December 31, 2020.

Information refers to the business of Great-West Life & Annuity Insurance Company and its subsidiaries, including Great-West Life & Annuity Insurance Company of New York and GWFS Equities, Inc. GWLA's consolidated total assets under administration (AUA) were \$971.6B. AUA is a non-GAAP measure and does not reflect the financial stability or strength of a company. GWLA's statutory assets total \$75.1B and liabilities total \$72.9B. GWLANY statutory assets total \$3.6B and liabilities total \$3.4B.

⁵ Based on top finishes in multiple categories from PLANADVISER retirement plan adviser survey, October 2019.

A modern technology platform...

- ▶ An innovative, responsive proprietary system
- ▶ Scale and flexibility that leverage cloud technology
- ▶ Immediate transaction updates and reporting
- ▶ Integrated recordkeeping and trust data
- ▶ Easier access to data and reporting

PROTECTING PARTICIPANT DATA



For more information regarding account security and the Security Guarantee's conditions, visit empowermyretirement.com and click on *Security Guarantee* at the bottom of the page.

THE BIG PICTURE
COMMON
PRE-RETIREMENT
QUESTIONS



COMMON PRE-RETIREMENT QUESTIONS

Have I saved enough?

What kind of lifestyle do I want?

What expenses do I need to consider?

What about Social Security?

When do I get it?

How do I get it?

Who do I contact?

How do I plan for future medical expenses?



COMMON PRE-RETIREMENT QUESTIONS

Is my current investment strategy appropriate?

Can I keep all/most of my retirement money together in one place?

What do I do with my money when I retire?

What tools/services does Empower provide to help me plan for retirement?



Retirement Readiness



Financial Planning

Your plan should account for your entire financial picture. Decisions on these may affect your plans for retirement.

It may include:

- Anticipated retirement lifestyle
- Healthcare expenses
- Retirement savings
- College planning
- Disability income insurance
- Life insurance
- Long-term care insurance
- Estate and/or tax planning

Retirement Readiness



Retirement Reality

- Pre-retiree population is growing and living longer
- Research shows large numbers of pre-retirees are financially under prepared

Did you know?

An individual reaching age 65 today will likely live until age 84.0 (men) or 86.5 (women). About one out of every three persons 65 years old today will live past age 90, and about one out of seven will live past age 95.

Social Security Administration, April 2019

Retirement Readiness

How much will you need?



Retirement Formula

Example

80% of preretirement income

80% of \$100,000 = \$80,000

x years in retirement

x 30 years

Amount needed to maintain
same lifestyle

\$1,600,000
(or \$6,666/month)

Retirement Readiness

WHERE YOUR INCOME IN RETIREMENT WILL COME FROM

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



Annuity and 401(k)
retirement plan
and pensions



Income from
assets



Income from
earnings



Other

THE BIG PICTURE
UNDERSTANDING
SOCIAL SECURITY



RETIREMENT READINESS



SOCIAL SECURITY

Retirement **healthcare costs** are expected to keep going up.

- When can I start to receive Social Security?
- How much can I expect?
- When and how do I apply for it?

Did you know?

- As of January 2019 the estimated average Social Security benefit payable for all retired workers \$1,404 per month or \$16,848 per year.

RETIREMENT READINESS



SOCIAL SECURITY

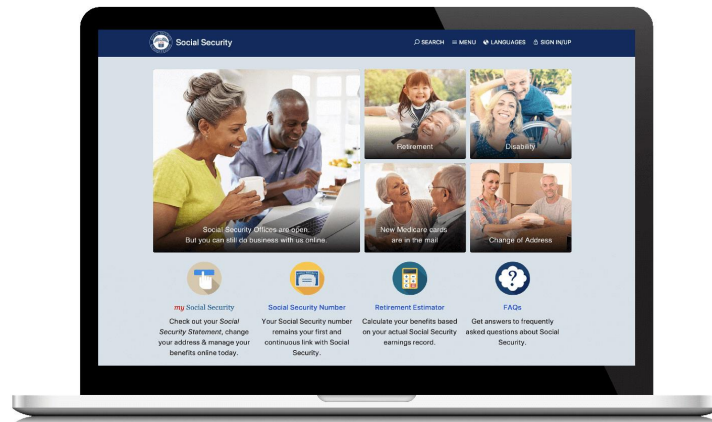
What is full retirement age?

| Year of Birth | Full Retirement Age |
|-----------------|---------------------|
| 1937 or earlier | 65 |
| 1938 | 65 & 2 months |
| 1939 | 65 & 4 months |
| 1940 | 65 & 6 months |
| 1941 | 65 & 8 months |
| 1942 | 65 & 10 months |
| 1943 - 1954 | 66 |
| 1955 | 66 & 2 months |
| 1956 | 66 & 4 months |
| 1957 | 66 & 6 months |
| 1958 | 66 & 8 months |
| 1959 | 66 & 10 months |
| 1960 or later | 67 |

RETIREMENT READINESS

SOCIAL SECURITY

How your benefit is determined



Step 1: Social Security Administration looks at your lifetime earnings

Step 2: Takes a monthly average of your 35 highest earnings

Step 3: Apply a formula to arrive at your basic benefit

Step 4: Result is benefit you would receive at full retirement age

To get an estimate visit: ssa.gov/benefits/retirement/estimator

RETIREMENT READINESS



SOCIAL SECURITY

Consider delaying social security

Example: Person born in 1965 earned \$80,000 today:

- Retire at age 62: \$2,108/month
- Retire at age 67 = \$3,631/month (an extra \$1,523 per month for life)
- Retire at age 70 = \$4,970/month (an additional \$1,339 more)

Benefit shown in future (inflated) dollars, www.SSA.gov/estimator, April 2019

RETIREMENT READINESS

SOCIAL SECURITY

How do I apply for retirement benefits?



Online: www.socialsecurity.gov

Call: 1-800-772-1213 (TTY 1-800-325-0778)

Visit: apply at your local Social Security office

THE BIG PICTURE
CREATING YOUR
RETIREMENT
BUDGET



CREATING YOUR RETIREMENT BUDGET

THE FOUNDATION OF YOUR RETIREMENT BUDGET

It doesn't have to be complicated. In fact, the basis for your retirement budget can be made up with just **three main components**.



YOUR CURRENT MONTHLY EXPENSES

Fixed and variable
needs vs. wants



YOUR RETIREMENT EXPECTATIONS

The kind of retirement
lifestyle you'd like to have



YOUR EXPECTED MONTHLY INCOME

Fixed and variable
(Social Security vs. retirement
plan withdrawals)

CREATING YOUR RETIREMENT BUDGET

YOUR EXPENSES

Know how much you spend on **fixed** expenses (those that cost the same amount each month).



YOUR FIXED EXPENSES

Mortgage or rent | **Insurance** | **Auto loan**

CREATING YOUR RETIREMENT BUDGET

YOUR EXPENSES

Know how much you spend on **variable** expenses (expenses that vary from month to month).



YOUR VARIABLE EXPENSES

Groceries | **Gas** | **Utilities**

CREATING YOUR RETIREMENT BUDGET

ADDITIONAL RETIREMENT EXPENSES THAT COULD BE ON YOUR RADAR



RELOCATION



HOME
IMPROVEMENTS



VACATION



HOBBIES



CARING FOR
AGING
PARENTS



GRANDCHILDREN



A SECOND HOME

CREATING YOUR RETIREMENT BUDGET

IT ALL STARTS WITH YOUR CURRENT BUDGET

You'll need to create a **budget for today** before you can create your **retirement budget**. It's important to keep in mind that your current expenses will likely change in retirement. For example, maybe you'll no longer have a mortgage by the time you retire.



- Use your current budget to create a potential retirement spending plan.
- Plan for unexpected expenses in retirement.

THE DETAILS
UNDERSTANDING
YOUR OPTIONS
PENSION FUND



UNDERSTANDING YOUR OPTIONS

BENEFIT ELIGIBILITY – PENSION FUND

- **Normal retirement:** Age 60 and retired from electrical industry (all employers)
- **In-Service Withdrawal:** Age 60. You do not need to be retired from service to elect this option.
- **Rule of 85 Retirement Benefit:** After reaching age 55 years with 30 years of industry service, you are entitled to restricted payments from your account. Must be retired from electrical industry (all employers).
- **Death Benefit:** Upon death, the full value of your account is assigned to the designated beneficiary on file with the Fund Office.
- **Permanent/Total Disability Benefit:** a physical or mental condition for which you receive a Social Security disability award or completely prevents you from performing duties as an employee. Condition is permanent and continuous for the remainder of your life.

UNDERSTANDING YOUR OPTIONS

BENEFIT ELIGIBILITY CONTINUED

- Termination of Employment:

- 6 month termination - If no employer contributions are made on your behalf for 6 consecutive months and you have not engaged in any electrical industry work in Local 8's jurisdiction during those 6 months, you are eligible for a monthly distribution of \$3,500 or less. Distributions will stop after 12 installments unless you elect to discontinue earlier. If you are still unemployed, you may qualify for the Full Termination
- Full termination - If no employer contributions are made on your behalf for 12 consecutive months and you have not engaged in any electrical industry work in Local 8's jurisdiction during those 12 months, you are eligible for a complete distribution of your account.

Please contact the Fund office to discuss your particular circumstances.

An Application for Benefits must be completed and approved by the Board of Trustees before any payment can be processed.

UNDERSTANDING YOUR OPTIONS

PENSION FUND - DISTRIBUTION OPTIONS

If you are married, your spouse must agree to the method of payment selected.

Please contact the Fund office to discuss your particular circumstances

- **Installment Payments:** (Age 60+ only): You elect a monthly payment amount. Payments are taxable. The IRS early withdrawal penalty does not apply.
- **Rule of 85 Installment Payments:** This is the only payment option available to participants retiring under the Rule of 85 (at least age 55 plus at least 30 years of service.) Payments are taxable. The IRS early withdrawal penalty does not apply. Annual payment limit is 10% of your account balance. Account balance is measured as of any one of the prior 12 months. The annual limit is then divided by 12 to calculate the monthly payment amount. One additional payment is allowed each year equal to 20% of your annual limit. For example:

Account Balance = \$120,000

Multiply balance by 10% = \$12,000 annual limit

\$12,000 divided by 12 = \$1,000 monthly payments

\$12,000 x 20% = \$2,400 additional payment allowed per year if elected by participant

UNDERSTANDING YOUR OPTIONS

DISTRIBUTION OPTIONS CONTINUED

- **Lump Sum and Partial Payments:** You may request all or part of your account balance be paid directly to you. This payment is taxable income. The Fund is required by law to withhold 20% income tax in most cases. If you are under age 59 at the time of payment, the Internal Revenue Service will also assess a 10% penalty for early withdrawal on your next tax return. (There are a few exceptions, check with your tax preparer or financial advisor.)
- **Direct Rollovers:** You may request all or part of your account balance be paid directly to an IRA or other Qualified Plan. Direct rollovers are not subject to the IRS early withdrawal penalty, are not considered taxable income, and no tax is withheld.

UNDERSTANDING YOUR OPTIONS

DISTRIBUTION OPTIONS CONTINUED

- **Single Life Annuity:** A Single Life Annuity is the automatic form of payment unless you are married, or you elect to waive this option. Your account balance will be used to purchase an annuity from an insurance company. The annuity will provide you with a fixed monthly payment for the rest of your life. Payment amounts depend on your age and life expectancy. Upon death no further payments will be made to your estate or your designated beneficiary.
- **Joint and Survivor Annuity:** If you are married, this is the automatic form of payment from the plan unless you and your spouse elect to waive this option. Your account balance will be used to purchase an annuity from an insurance company. The annuity will provide you with a fixed monthly payment for life. Upon death, your spouse (the person you were married to at the time payments began), will receive monthly payments for the rest of his/her life. The payment amount to the spouse is equal to 50% of your monthly payment. (If this spouse dies before you do, the amount of your payment will not change.)

Additional Annuity Information: The monthly annuity payments that can be purchased with your account balance will depend on (a) your age, or the ages of you and your spouse, (b) the date payments commence, and (c) the current annuity rates available from an insurance company selected by the Board of Trustees. You are subject to income tax on annuity payments you receive. If you are interested in an estimate of a monthly annuity payment, please contact the Fund office.

UNDERSTANDING YOUR OPTIONS

TAXATION OF DISTRIBUTIONS

- All payments from your pension, except Direct Rollovers, are taxable income. When you file your taxes, you must report any pension payments you receive. We will send you a Form 1099-R each January for payments you received the previous calendar year.
- On your tax return, your gross pension income is added to all other forms of income you receive, such as wages (you and your spouse) and unemployment benefits. We want you to be aware that any tax we withhold from your pension payments may not completely cover your total tax liability. Also, most non-rollover payments to participants under age 59 are subject to an additional 10% tax penalty.
- Also, you should be aware that your pension withdrawals may be subject to state and local income taxes. We do not withhold any state or local taxes from your payments unless required by state law (i.e., state of Michigan).

UNDERSTANDING YOUR OPTIONS

OTHER IMPORTANT PENSION PLAN INFORMATION

- Assets of the Plan are invested according to the Investment Policy established by the Board of Trustees. Currently, funds are invested by fourteen different Money Managers, with performance monitored by an Investment Advisor and the Board of Trustees.
- Plan assets are valued each day at the close of business for the financial markets. Accounts are adjusted for investment gains, losses, and administrative expenses.
- At any time after you attain age fifty (50), you have the option to transfer all or a portion of your retirement account to one of the other investment options offered under the Plan.
- The pension plan does not allow for borrowing or hardship withdrawals.
- Additional information on the pension plan is available by calling the Benefit Office at (419) 666-4450, or by e-mail to Pension@ElectricalFunds.org.

THE DETAILS
UNDERSTANDING
YOUR OPTIONS

401(K) PLAN



UNDERSTANDING YOUR OPTIONS **PLAN FEATURES – 401(K) PLAN**

- Auto enrolled at 5% unless you choose otherwise
- You may make Employee Elective Contributions between 1%-20% of your compensation
- Total deferrals may not exceed \$20,500 for the year 2022 per the IRS
- You may make catch-up contributions at age 50 of an additional \$6,500 per year
- Investments are self directed and may be updated on the Empower website

UNDERSTANDING YOUR OPTIONS

BENEFIT ELIGIBILITY – 401(K) PLAN

- Most options are similar to the Pension Fund with a few exceptions:
- **Hardship Distribution:** A distribution may be made for up to 100% of your account value in the event of a qualified financial hardship. Per the IRS a hardship is only allowed in specific cases.
- **Loans:** You may request a participant loan. There are various rules and requirements that apply to a loan which are outlined in the Summary Plan Description.

UNDERSTANDING YOUR OPTIONS



REQUIRED MINIMUM DISTRIBUTIONS

Deadline for Withdrawals:

First Required Beginning Date (RBD):

- April 1st of the calendar year after the year you reach age 72
- Subsequent Required Minimum Distributions (RMDs) is December 31st of each year
- **Penalty: 50% on the shortfall!**

**BE A CONFIDENT
INVESTOR**



Understanding the language

Asset Class

- An asset class is a grouping of similar types of investments such as cash alternative investments, stocks and bonds.

Asset Allocation

- Asset allocation is simply choosing how much to invest in each asset class to create your investment portfolio.

Diversification

- Diversification is mixing your investments among the different asset classes or within an asset class with the intent to minimize risk and enhance your growth potential.

Rebalancing

- Rebalancing is making periodic adjustments to your asset allocation to align with your investment strategy as it changes.



Main asset classes



Stocks

Stocks represent shares (part ownership) in a company, such as Apple, Ford or Disney. While historically stocks have outperformed investments, such as bonds or money market funds, over the long term, stocks are more likely to fluctuate in value in the short term.



Bonds

Bonds represent loans that investors make to corporations, governments or agencies. They're designed to provide investors with income and stability. If held to maturity, bonds offer a fixed rate of return and a fixed principal value. Historically, bonds have offered a lower rate of return than stocks and a higher rate of return than money market funds.

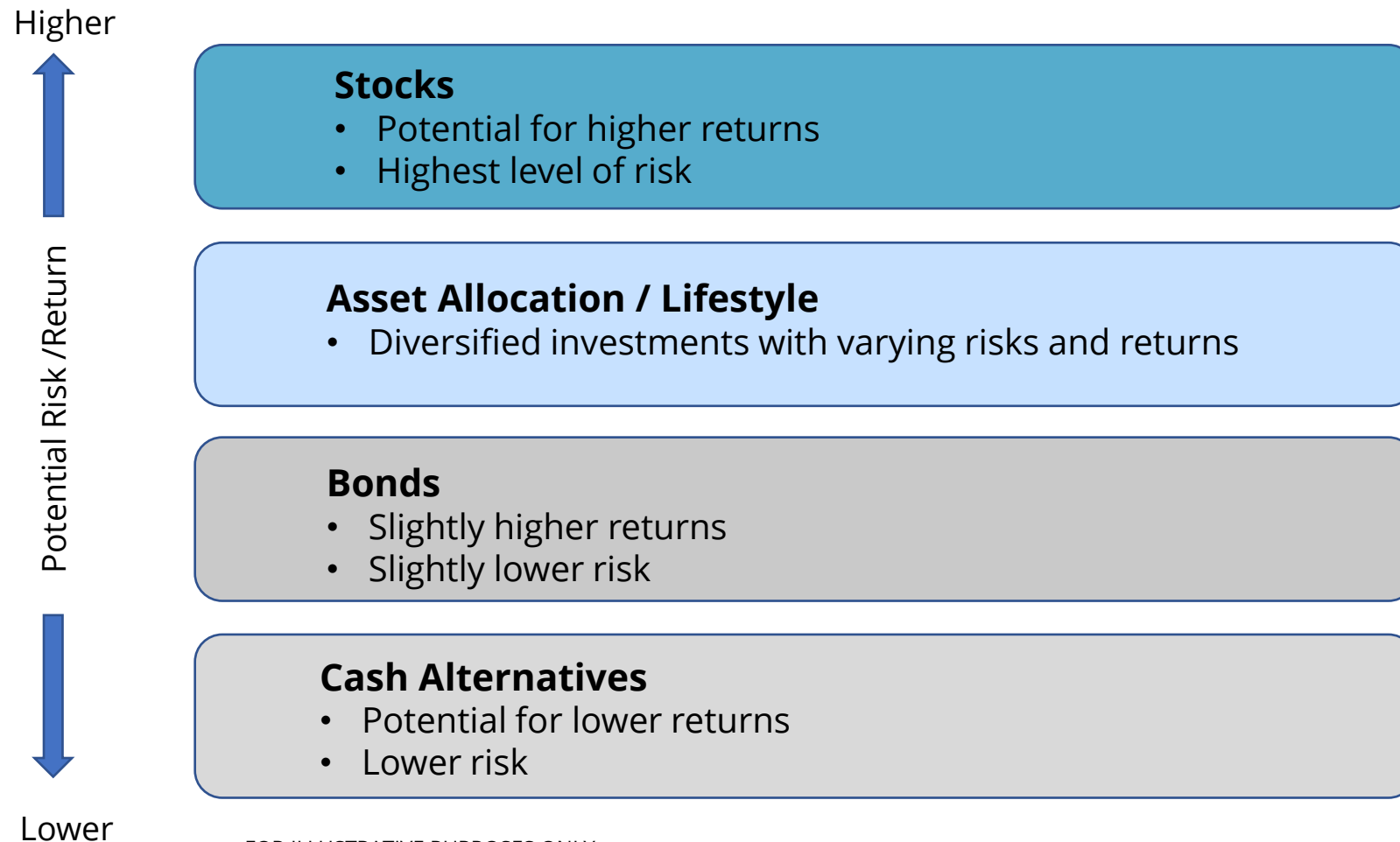


Cash Alternatives

Cash alternatives funds are investment types that you can consider as alternatives to holding money in your checking account. These options typically offer a fixed rate of return and earn a slightly higher return than you might earn in your bank account. Cash alternatives can produce an income and protect against negative returns, however, its capital value does not increase over time and this leaves the investment susceptible to inflation risk.

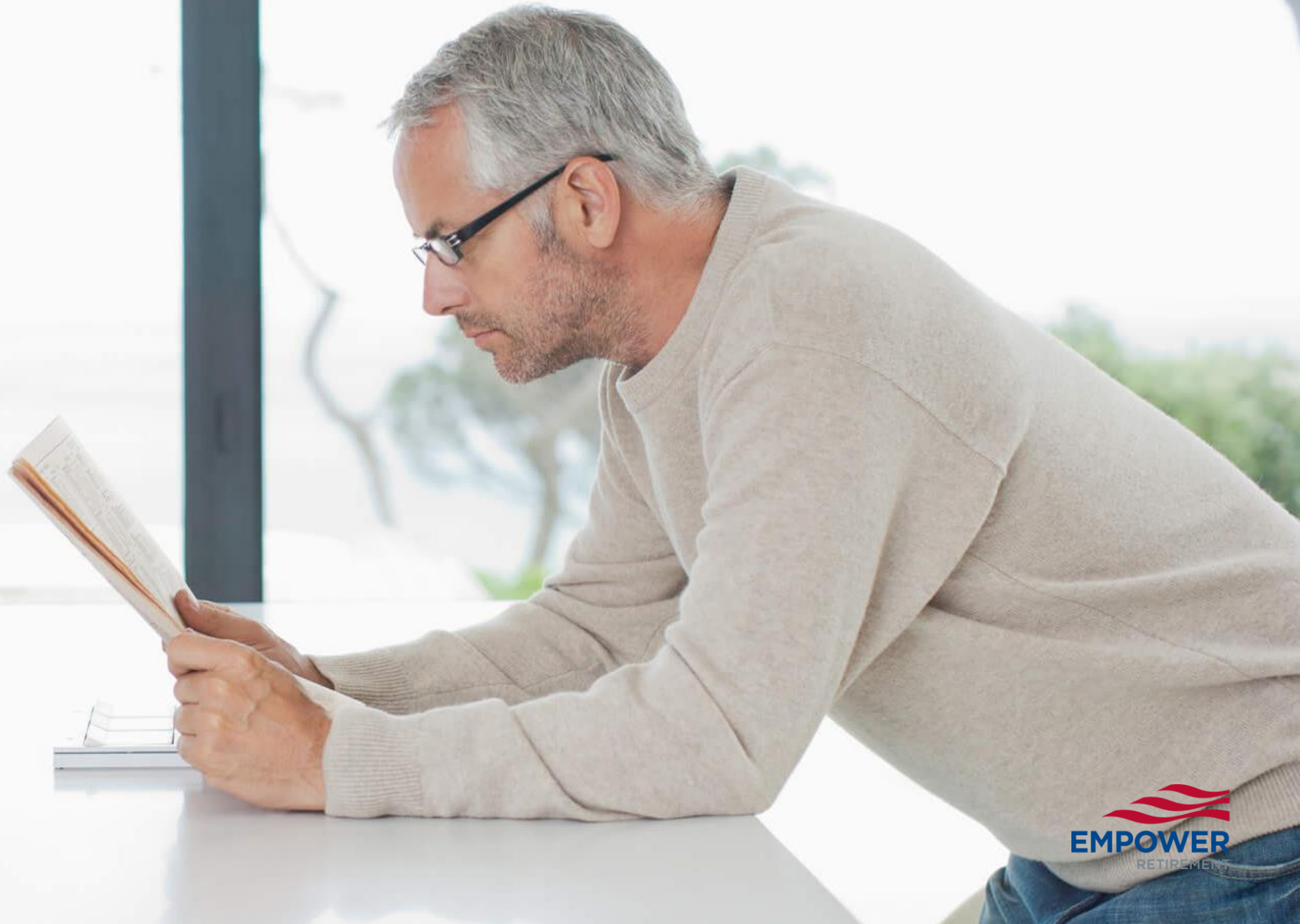
Investment basics – risk and return

- The risk/return indicator is for comparative purposes and is based on the general comparative risks of these categories.



• FOR ILLUSTRATIVE PURPOSES ONLY.

INVESTMENT PORTFOLIOS



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.

Investing Style

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



Target date model portfolios

- The date in a target date fund name is the approximate date when investors are expected to start withdrawing their money (generally assumed to be at age 65). The principal value of the fund is not guaranteed at any time, including at the time of the target date and/or withdrawal.

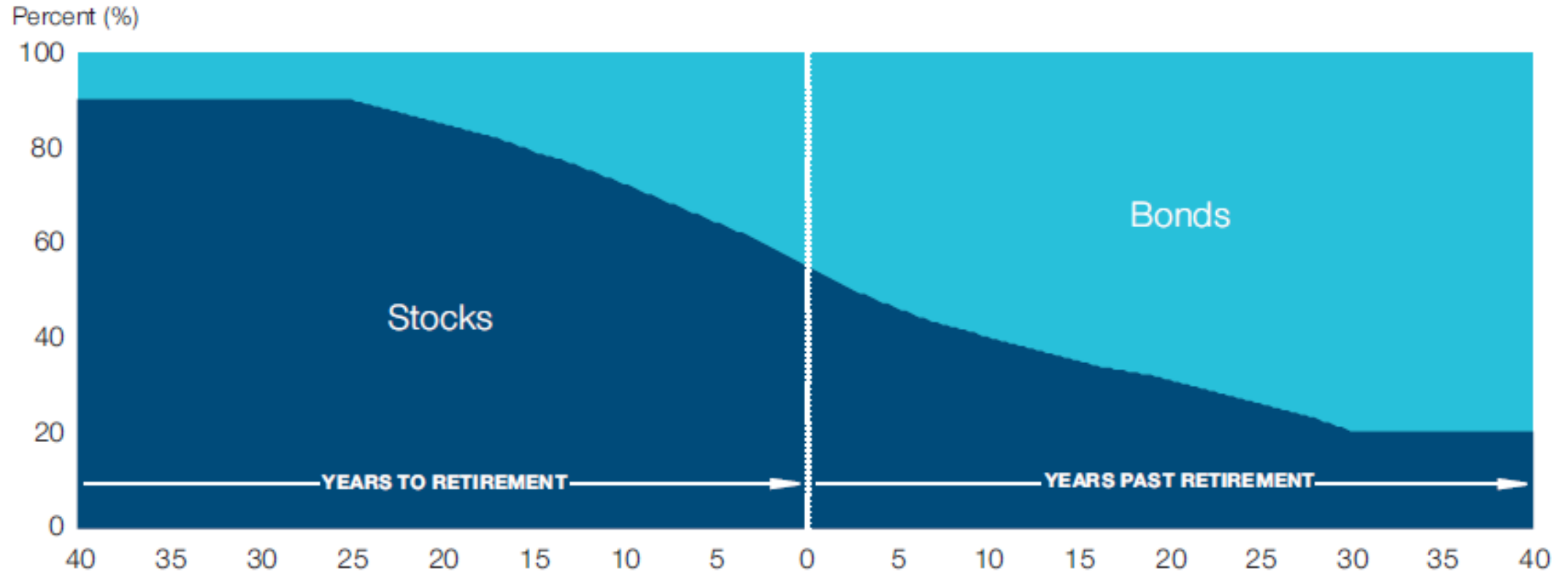
Target Date Funds

- Are professionally managed.
- Provide a diversified investment in a single option.
- Have return potential ranging from low to high.
- Automatically become more conservative over time.



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

How Target date models work



FOR ILLUSTRATIVE PURPOSES ONLY.

Individual portfolio

- 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.

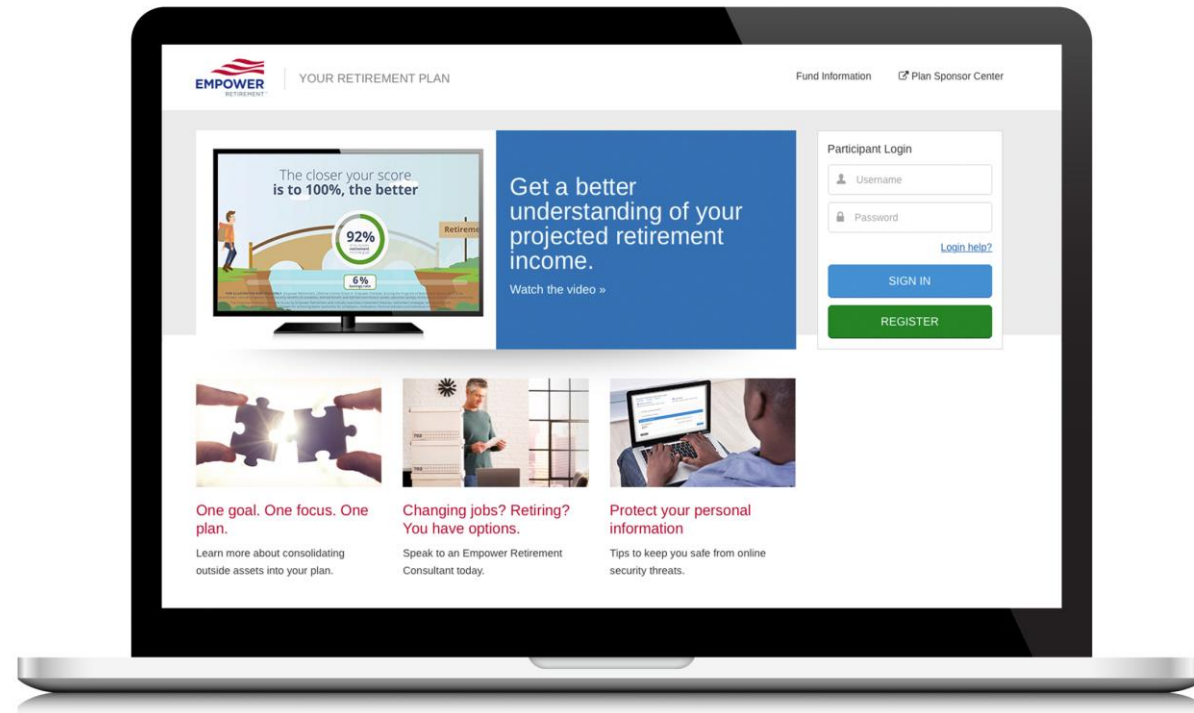
Building Your Portfolio

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



Determining your investing style

- Go online and take the Investor Profile Quiz to see what kind of investor you are.



Take the Quiz

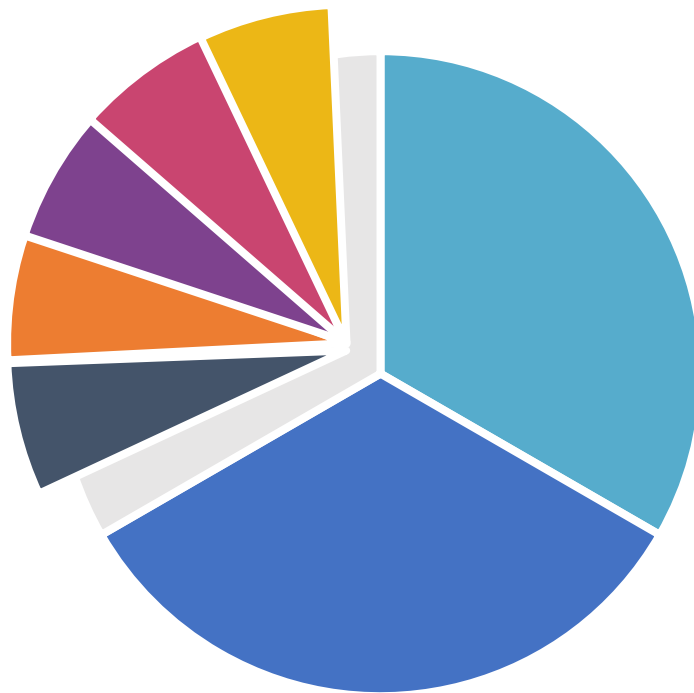
- Log in to your account
- Click on My Account
- Investment Selection
- Risk Quiz

INVESTMENT DIVERSIFICATION



Why diversification matters

- Diversifying your investments may help you offset market volatility and manage the overall risk of your portfolio.



Sample of diversified investments



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

Dealing with market volatility

- **Stay the course during market volatility.**
- Retirement plans are inherently long-term investments.
- Swings in the market are a natural occurrence and should be expected.
- Your strategy should be based on your goals, your risk tolerance and how far you are from retirement.



A case for sticking with your plan

An investor who missed the 10 best days of the domestic large-cap stock market in a 20-year period from 1998 through 2018 would have seen their total return go from 6.46% to negative .35%.



6.46%

S&P 500® Index
20-year return

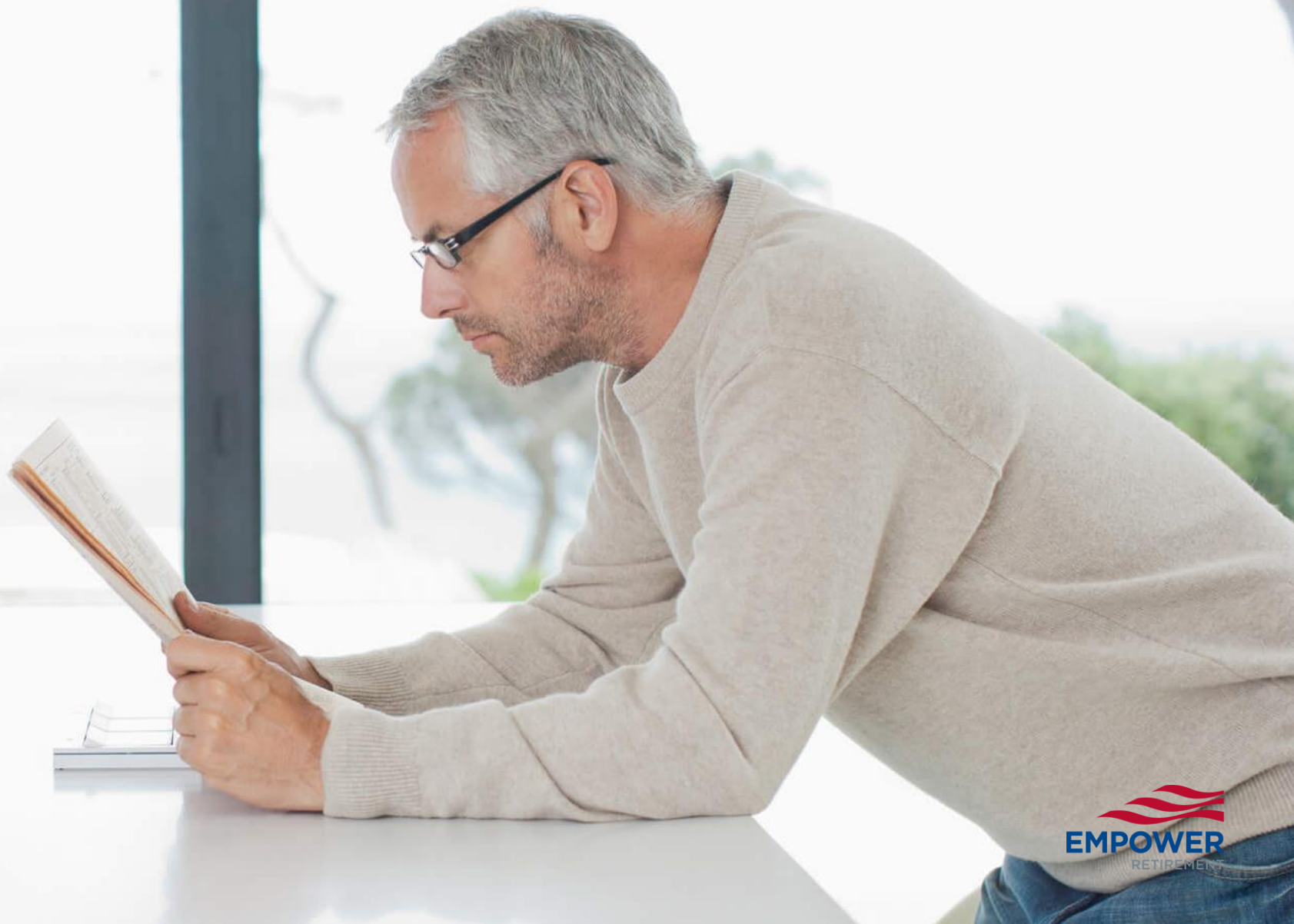
If you had **missed the 10 best days** of the domestic large-cap stock market in 20 years...

S&P 500® Index
20-year return without
the 10 best days

-
0.35%

- FOR ILLUSTRATIVE PURPOSES ONLY. Source: Morningstar Direct. S&P 500 returns April 1, 1998, through March 31, 2018. Returns expressed as total returns. This chart is intended for illustrative purposes only; it is not investment advice. Past performance is not a guarantee of future results. It is not intended as a projection or prediction of future investment results, nor is it intended as financial planning or investment advice. Calculations conducted by Advised Assets Group LLC. The index's returns are for illustrative purposes only and are not intended to be an indication of fund performance. A benchmark index is not actively managed, does not have a defined investment objective, and does not incur fees or expenses. You cannot invest directly in a benchmark index.

EMPOWER CAN HELP



Access your account from anywhere

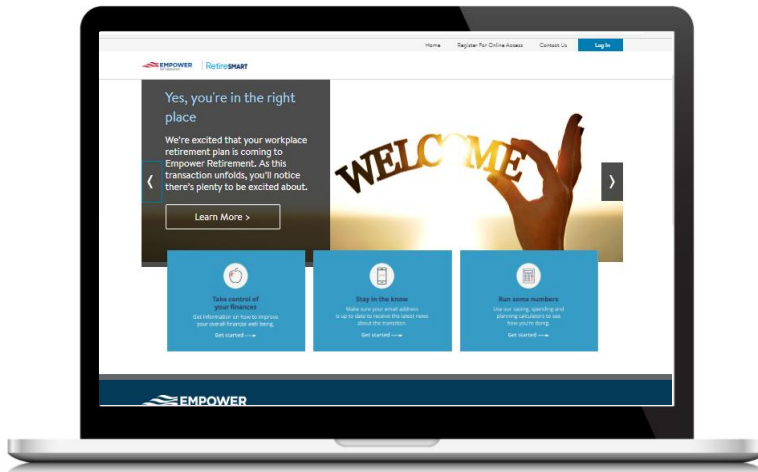


Contact Empower

- **1-800-743-5274**
- Empower representatives are available to help you weekdays from 8 a.m. – 8 p.m. Eastern time.

Online account access at www.massmutual.com/ibew8

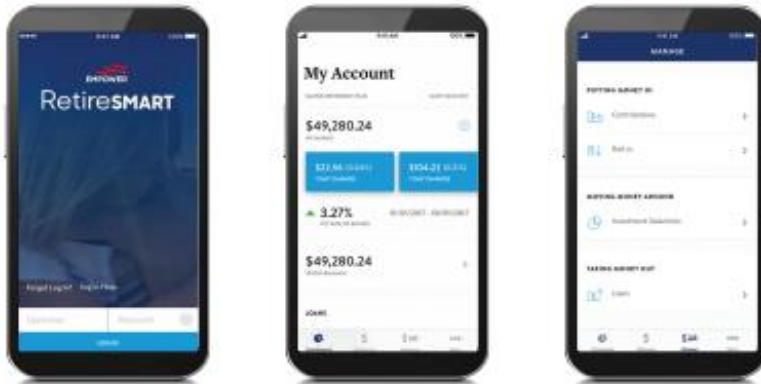
- See where your savings stand.
- Utilize online tools and resources.
- Make changes to your investment options.
- Balance investments.



FOR ILLUSTRATIVE PURPOSES ONLY.

Access your account from anywhere

- To find the app, search for **“Empower Retiresmart”** in your Apple App Store® or Google Play™.



FOR ILLUSTRATIVE PURPOSES ONLY.

Empower Retiresmart Mobile App

- View your account balance.
- View your investment options.
- Check investment performance.
- View your statements.

Local No. 8 IBEW Retirement Plan & Trust

My Savings

\$0.00

YTD Contributions*

MY CONTRIBUTIONS

\$0.00

EMPLOYER CONTRIBUTIONS

\$0.00

These values reflect information as of 03/25/2022

*Reflects only those contributions made at Empower Retirement.

Pending Transactions

View the status of any [pending transactions](#).

Financial wellness is a journey - from day-to-day money management to achieving long-term goals.


We're here to help you along the entire way because we're in this together.

Get financial wellness tips and guidance



Type here to search



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Investment Selection

Choose the investment strategy that is right for you.

Your Investment Selection has been defaulted to the IBEW 8 MM Select TRP RET 2015 investment option for all employee directed contribution sources. This is based on your date of birth of 01/01/1950 and the projected retirement age of 65. You may change your investments at any time.



Retirement Date Based investment options are single solutions that offer professional management and monitoring as well as diversification - all in one investment. These investment options have an automatic process that invests more conservatively as retirement nears.

| Investment | All Contributions | Er Con 50 And Over |
|--------------------------------|-------------------|--------------------|
| IBEW 8 Stable Value Fund | | |
| IBEW 8 BR Strategic Income Opp | | |
| IBEW 8 Baird Core Plus Bond FD | | |
| IBEW 8 T. Rowe Price Balanced | | |
| IBEW 8 Main Fund | | 100% |
| IBEW 8 Conservative Fund | | |
| IBEW 8 MM Select TRP RET 2015 | | |
| IBEW 8 MM Select TRP RET 2020 | | |
| IBEW 8 MM Select TRP RET 2025 | | |
| IBEW 8 MM Select TRP RET 2030 | | |



BUILDING A PARTNERSHIP

DISCLOSURES

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.

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

Securities, when presented are offered and/or by distributed by GWFS Equities, Inc. Member FINRA/SPIC. GWFS is an affiliate of Empower Retirement, LLC; Great-West Funds, Inc.; and registered investment adviser, Advised Assets Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.

On December 31, 2020, Empower Retirement acquired the retirement business of Massachusetts Mutual Life Insurance Company (MassMutual). Following an initial transition period, Empower Retirement will become the sole administrator of this business. Empower Retirement refers to the products and services offered by Great-West Life & Annuity Insurance Company (GWLA) and its subsidiaries, including Empower Retirement, LLC. Empower Retirement is not affiliated with MassMutual or its affiliates.

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Thank you