Enrollment — Your first step to getting FutureFIT®.

Simple strategies to help shape your financial future.

AIG Retirement Services

AIG®

Five no-sweat strategies to help build your future:

1. **Enrollment in your workplace retirement plan.**
   A few online clicks and you're in. Once enrolled, your savings go on auto pilot. That means paying yourself first – and there's no one more important than you. You can enroll online at **aig.com/RetirementServices** or meet with your financial professional.

2. **Percentages or dollars.**
   Want to give your savings an automatic raise? It's easy to set up your contributions as a percent of pay or a flat dollar amount. When the boss rewards you with a raise, your contributions will be smiling too.

3. **Annual adjustments.**
   No need to wait for the boss; you can bump up your contributions any time the mood strikes. A small increase can really add up over time. It's as simple as selecting the + key after you sign in to your **aig.com/RetirementServices** account — or ask your financial professional.

4. **A plan to rule the world.**
   … or at least your future. Setting an appointment with your financial professional can help you set your sights on the future you envision … with a professional financial plan. There's no additional cost, so why wait?

5. **A long-term view — and staying on track.**
   Remember, you're saving for your future. Sure, life's gonna throw surprises and expenses in your path. That's why you check up on your strategy annually with your financial professional to stay on track. If you prefer to fly solo, **aig.com/RetirementServices** has plenty of online tools to help keep your flight on the right path.

Great things come to those who don't wait.

What it means to be FutureFIT.

FutureFIT stands for Freedom. Individually Tailored.® FutureFIT is all about owning your future — living tomorrow the way you choose — and enjoying life the way you want. It is a smarter, more personalized way to help plan your future.

You can experience FutureFIT on our website, aig.com/RetirementServices.

You're not alone.

With AIG Retirement Services, you've got a friend … not to mention a knowledgeable mentor. Here's why you want us on your team:

- Account management options — let the pros handle it
- Financial guidance designed around your life and goals
- Educational materials without the jargon
- Face-to-face service available when you are
- Information and materials aimed at your situation

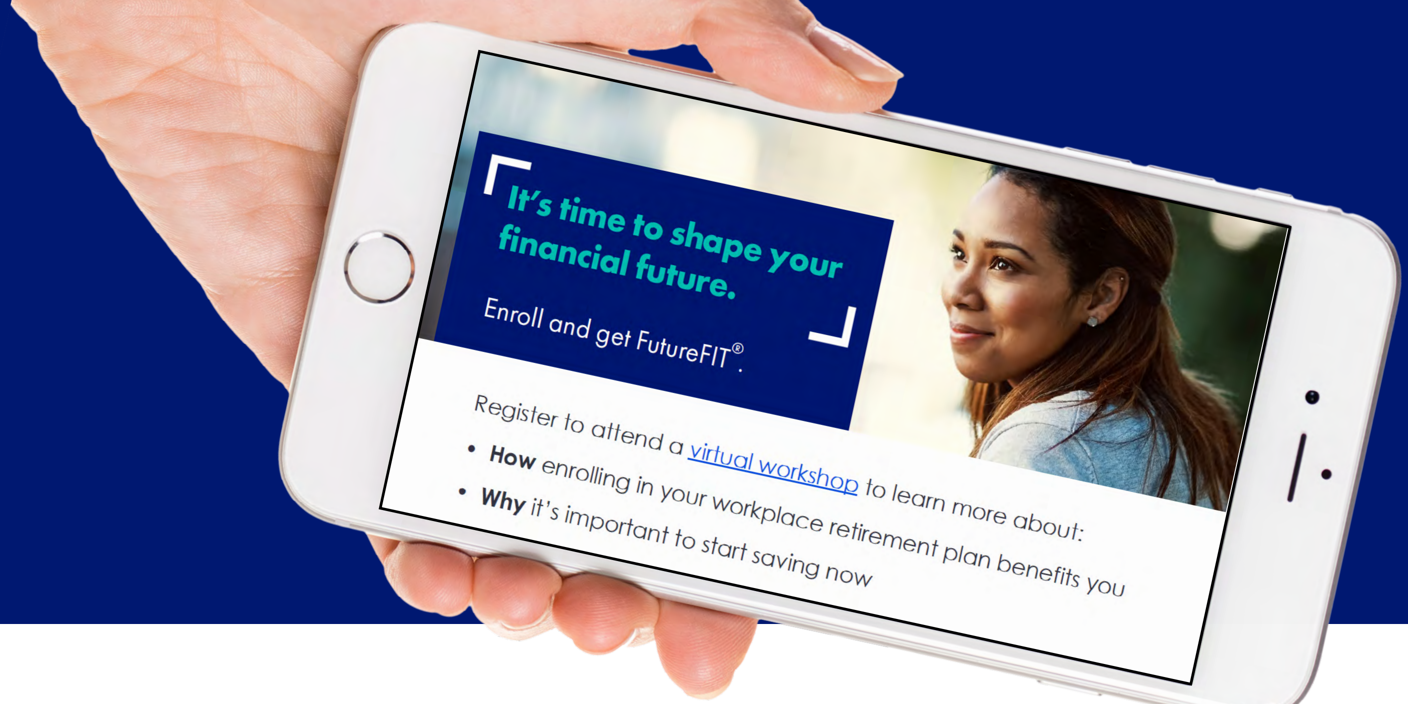
Online tools to build your future.

Our FutureFIT calculator offers a whole new outlook on where your savings stand today. To help make more sense, the calculator projects future income in monthly terms. Following recommended steps may help better align your strategy with your future goals.

FutureFIT University offers miniature interactive courses on popular financial topics of interest. This unique learning center lets you share with your family the variety of interactive modules aimed at all ages — from elementary school through adult.

Our playlist feature also helps you master concepts such as buying a home or paying for college using a series of related modules. You can even personalize your own playlist, so you can focus on the topics that matter most to you and your family.

The Education Center features a number of brief articles on current topics that matter to you.



There's no time like the present to start building your future.

Tight budget? No problem.

You can enroll, start small and just get started.

Here's why enrolling is critical to saving for a more secure future.

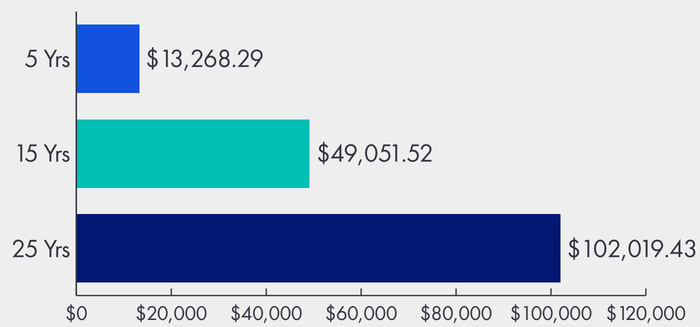
It adds up.

Suppose someone with a $50,000 gross annual income is socking away just under 5% (that's approximately $100) semimonthly into a retirement savings plan. That's 24 annual contributions. The accumulation over time may look like this:

You're in charge.

You can increase or decrease your contribution amount, or stop contributing and restart again, at any time.

The sooner you start, the more time there is to build the financial future you want. So make the decision to start saving. You can tweak it whenever it's convenient. The important thing is to start.



Of course, this hypothetical example is just an illustration. It does not reflect a specific investment and is not a guarantee of future income. These calculations assume semimonthly contributions of $100 before taxes and an annual rate of return of 4%. Withdrawals may be subject to withdrawal charges and federal and/or state income taxes. A 10% federal early withdrawal tax penalty may apply if taken before age 59½ in addition to ordinary income tax. Fees and charges, if applicable, are not reflected in this example and would reduce the amount shown. Remember investing involves risk, including possible loss of principal.

Your financial future starts with you.

The most important step is to start by enrolling.

You've got choices. Great! But sometimes, having lots of different choices can get confusing. Just don't let those choices overwhelm you into inaction.

You don't need to be an expert to save for your future.

Large cap? Small cap? International? Stock or bond funds? If investment research isn't your cup of tea, you may want to consider one or more of the following savings options:

Lifestyle Fund
Matches your investment mix with your tolerance for risk
Target Maturity Fund[1]
Matches your investment mix with your age
Fixed Option[2]
A fixed annuity that contractually guarantees a fixed rate of return

All guarantees are backed by the claims-paying ability of The Variable Annuity Life Insurance Company.

The FutureFIT calculator can help with your investment strategy also. Of course, you can always get help from your financial professional.

Flexible and easy to control.

Once you enroll, you can change your selections whenever it's convenient. The important thing is that you have taken the first step toward a more secure retirement.

Investing involves risk, including the possible loss of principal. Investment values will fluctuate and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than their original cost.

[1] The principal value of an investment in a target date fund is not guaranteed at any time including at or after the target maturity date. The target date is the approximate date when investors plan to start withdrawing their money. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date.

[2] Fixed-Interest Option is a group fixed unallocated annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas.

You've got this.

It's easy to talk yourself out of saving – but there are just as many solutions to help you save for retirement.

Obstacles	Solutions
I'm too young to save for retirement ...	I can benefit from the opportunity of compounding growth, even with small amounts.
I can't afford it ...	I can start small and increase it later.
Too many unexpected expenses ...	I can brown bag my lunch sometimes and wait for sales to buy my clothes.
I'm too busy ...	I can set this up today and make saving automatic.
I don't know how much I need to save ...	I can talk with a financial professional or use the FutureFIT calculator.
This stuff makes my head spin ...	I have the tools. My financial professional can help me. I can do this!

Great things come to those who don't wait.

Your future is calling. Meet it with confidence.

CLICK aig.com/RetirementServices **CALL** 1-800-426-3753 **VISIT** your financial professional

VC 27759 (06/2020) J491001 EE

AIG Retirement Services

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Retirement Plan Specialist
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AIG Retirement Services

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Professional Designations

- Masters of Science (MS)

About AIG Retirement Services

The VALIC family of companies now known as AIG Retirement Services has been serving the retirement planning needs of those who serve others for more than 60 years. At VALIC Financial Advisors, Inc., we take a personal approach to retirement plans, offering customized solutions to meet your individual goals.

A financial advisor is available to meet with you wherever and whenever it's convenient for you - to discuss the financial topics that are most important to you. We are here to help guide you through the life events that may affect your financial outlook today, or in the future.

What I Can Provide

As a licensed advisor with VALIC Financial Advisors, Inc., I have the experience and resources to help clients with a range of financial needs, such as:

- Protecting Family from unforeseen losses
- Retirement Income Planning
- Estate Planning Needs
- Cash Management & Budgeting
- Retirement Plan Enrollment
- Retirement Planning
- Saving for College
- Saving for Retirement

Personal Information

My experience and knowledge make me a valuable resource. I have been associated with the AIG Retirement Services companies since 2019.

I've been in the industry since 2013. My joy is in having the opportunity to build relationships with individuals such as yourself and helping them put a plan of action together for the future. It all starts with a conversation on how you're doing. Let's see how you and I can plan for your future.

Your Future is Calling. Meet It with Confidence.

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AIG Retirement Services and its affiliated companies do not provide legal, tax, or accounting advice.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc. (VFA), member FINRA, SIPC and an SEC-registered investment adviser.

Annuities are issued by The Variable Annuity Life Insurance Company (VALIC), Houston, TX. Variable annuities are distributed by its affiliate, AIG Capital Services, Inc. (ACS), member FINRA. Guarantees are backed by the claims-paying ability of The Variable Annuity Life Insurance Company and are not the responsibility of AIG. VALIC, VFA and ACS are members of American International Group, Inc. (AIG).

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VC 29148 (04/2019) J124601 EE

AIG Retirement Services

Enroll now!
Be prepared for your future.

Your employer's retirement plan could be one of your most valuable benefits.

Complete this quiz to help determine if you're on track for retirement readiness.

Check the boxes that best show your financial preparation. Tally the "No" and "Don't know" columns, then check them against the "Scoring" section below.	Yes	No	Don't know
Do you know how much retirement income you will need?			
Do you know how much money you will need to save for your retirement?			
Are you saving what you need to fully fund your retirement?			
Are your retirement assets invested in a way to help you reach your retirement goals?			
Are you confident that your family is sufficiently protected if something happens to you?			
Are you protecting your assets from the effects of inflation?			
Do you have a written budget?			
Is your money being managed according to your goals and proper asset allocation principles?			
Do you have a will or a trust that has been created or updated in the last four years?			
Have you planned for healthcare and/or long-term care expenses during your retirement years?			

Scoring:

- **0-3 in the "No" column** — you might already have a plan. Consider updating or reviewing your current plan to make sure that you remain on track.
- **0-3 in the "Don't know" column** — you might be on target or possibly you already have a plan. However, you might need to put your plan in writing so you can review it periodically.
- **4-10 in the "No" or "Don't know" column** — you need a financial plan.

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VC 23162 (05/2019) J308101 EE

AIG Retirement Services

403(b) Retirement Savings Plan

An opportunity to take advantage of tax-deferred income for your retirement

The tax advantages, plus plan features and benefits, make a 403(b) plan with AIG Retirement Services an ideal way to help accumulate funds for your retirement. And AIG Retirement Services brings you the knowledge, investment options and personal services to help keep things simple.

Pretax contributions

When you participate in a 403(b) plan, you contribute by convenient payroll reduction before federal income tax withholding is calculated. This helps reduce your currently taxable income so you can save dollars for retirement that otherwise would have gone to pay income taxes.

Depending on the terms of the plan, you may contribute up to 100% of your annual includible compensation, up to $19,500 in 2020. You can contribute an additional $6,500 in 2020 if you are age 50 or older. You could also be eligible to contribute up to an additional $3,000 if you have 15 or more years of service with a qualifying employer and have undercontributed in prior years.

If you meet certain requirements, you might be able to make the regular maximum contribution, plus the 403(b) catch-up contribution and the age-based catch-up contribution during the plan year. If you are eligible for both catch-up contributions, you must exhaust the 15-year catch-up first. Your financial advisor can help calculate your annual contribution limits.

Tax-deferred accumulation

Current federal income taxes on all contributions, interest and earnings in your 403(b) plan are deferred until withdrawal, usually at retirement. Tax-deferred earnings, coupled with the power of compounding, may provide greater growth than might be possible with currently taxable savings methods. Remember that income taxes are payable when you withdraw money from your account. And since retirement accounts should be considered long-term investments, federal restrictions and a 10% federal early withdrawal tax penalty may apply to withdrawals prior to age 59½.

Investment flexibility

We offer an array of investment options from well-known investment managers. This provides the flexibility you might need to design a program tailored to your individual needs. Keep in mind that investment values in the variable options will fluctuate so that your investments, when withdrawn, may be worth more or less than the original cost. Remember all investment involves risk, including possible loss of principal. Your financial advisor can assist in choosing the options that will match your long-term goals.

403(b) Retirement Savings Plan

An opportunity to take advantage of tax-deferred income for your retirement

Tax-free loans

Tax-free loans, available under some employer plans, enable you to borrow against a portion of your accumulated account value, subject to certain limitations, without permanently reducing your account balance. Defaulted loan amounts (not repaid on time) will be taxed as ordinary income and may be subject to a 10% federal early withdrawal tax penalty if you are under age 59½.

Access to your savings

Generally, depending on your employer's plan, your account contributions can be distributed in any of the following events:

- Age 59½
- Severance from employment
- Your death or disability
- Financial hardship (employee contributions only)

Again — a 10% federal early withdrawal tax penalty may apply to withdrawals prior to age 59½.

Your Future is Calling. Meet It with Confidence.

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VC 16592 (12/2019) J392702 EE

AIG Retirement Services

Retirement Pathfinder®.

View retirement planning in a new light.

Better technology means more options and more control, especially when it comes to managing your personal finances.

Introducing Retirement Pathfinder.

Retirement Pathfinder is an interactive retirement income planning tool that can help you see your retirement plan like you've never seen it before. It is designed to dynamically build your retirement plan while working one-on-one with your financial professional. Retirement Pathfinder can illustrate numerous retirement scenarios and can identify potential retirement pitfalls.

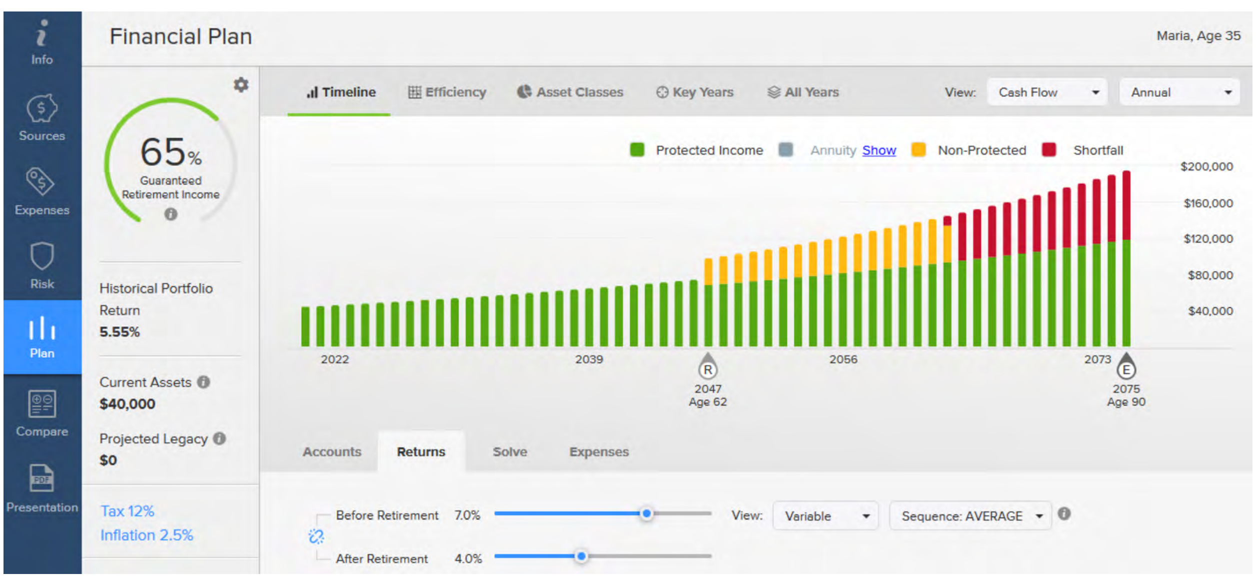
Using Retirement Pathfinder, you and your financial professional can:

- **Model** your retirement plan instantly using a variety of market conditions
- **Optimize** saving strategies to meet varying goals, adjusting your retirement date and more
- **Create** multiple dynamic plans to explore different scenarios

In just minutes, by entering a few details about you, your financial professional can start generating the answers you may need to determine where you stand, and where you might need to make changes. This can provide clarity about your progress, choices for creating adequate retirement income and confidence in your plan.

Get real-time answers to your questions:

- Can I retire when I planned?
- How much monthly income will I need?
- Am I currently saving enough?
- Is it possible to guarantee my retirement income?
- How do I convert retirement savings into income?
- Will I outlive my retirement savings?
- What happens if I die prematurely?



Explore your guaranteed retirement income percentage (GRIP).

Retirement Pathfinder illustrates how your GRIP impacts your retirement income security. If your GRIP is low, you may want to consider how challenges such as a market decline or living longer than expected could impact your long-term retirement income strategy. If your GRIP is high, you have the assurance of knowing that a greater portion of your total annual expenses in retirement may be covered with income that's guaranteed. Your financial professional can help you analyze your needs.

Get more control with your retirement savings strategy.

Contact your financial professional to make an appointment for a Retirement Pathfinder analysis.

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VC 28183 (07/2020) J490404 EE

Important Information about the SECURE Act

The Setting Every Community Up for Retirement Enhancement Act, commonly referred to as the "SECURE Act," was signed into law in December 2019, as part of the Further Consolidated Appropriations Act, 2020 ("the Act").The SECURE Act portion of the Act may be relevant to you because it contains multiple provisions that impact employer retirement plan accounts and Individual Retirement Accounts (IRAs). Many of the provisions became effective as of January 1, 2020.

While **we cannot provide tax or legal advice**—and this communication is not intended to be either tax or legal advice—we want to inform you of some provisions in this recent legislation.

The rules around taking Required Minimum Distributions (RMDs) from an employer's retirement plan or IRA changed on January 1, 2020.

If a plan participant or IRA owner's birthday is on or after July 1, 1949, their age for starting RMDs will be age 72, not age 70½. If the IRA owner or participant was born before July 1, 1949, their age for starting RMDs remains at 70½.

It is important to remember that in the case of an IRA, this age, as applied to the individual, is the latest age at which minimum withdrawals must begin. Individuals may begin taking withdrawals prior to that age, subject to the terms of the IRA and the investment arrangement.

Also keep in mind that, for accounts inside an employer's retirement plan, unless an individual is a 5% owner of the employer, their RMDs are required to begin upon the later of:

- Attainment of the specified age (either 70½ or 72) or
- Retirement from the employer sponsoring the plan.

The rules for distributions to a beneficiary following the plan participant or IRA owner's death have changed.

Rather than allowing all individuals who are designated beneficiaries to take their payments over their life expectancy (sometimes referred to as a "stretch" payout), the period over which payments may be made to many of these beneficiaries will be limited to 10 years. This limit will not apply to post-death distributions to:

- A surviving spouse
- The account holder's minor child until age of majority
- A chronically ill or disabled beneficiary
- A beneficiary who is not more than 10 years younger than the account holder

The rule for a beneficiary who does not qualify as a "designated beneficiary" has not changed; if the account holder dies before RMDs have begun, those distributions will be required within five years following the plan participant or IRA owner's death.

These changes generally went into effect January 1, 2020, for most plans and IRAs that were already subject to the existing distribution requirements. However, a later effective date of January 1, 2022 applies to certain collectively bargained and/or governmental plans. Additionally, certain existing beneficiary arrangements are excluded from the changes. Those generally include annuitized contracts and other annuity contracts under which the account holder has made an irrevocable election with respect to the form of beneficiary payout, prior to the date of enactment.

Also, there are special rules for applying these changes if the plan participant or IRA owner died in 2019 or earlier. Finally, it is not clear whether the changes were intended to be applicable to eligible 457(b) deferred compensation plans of private not-for-profit employers.

There is no longer a maximum age for making an IRA contribution. However, IRA contribution eligibility still requires that the individual have compensation.

Related to this change, an additional change was made to the rules governing nontaxable direct rollovers to qualified charities, referred to as Qualified Charitable Distributions, or QCDs. The amount of allowable QCDs will be reduced by the amount of any post-70½ pretax IRA contributions.

Under the SECURE Act, certain nontaxable fellowships and stipends provided to graduate students can now be treated as compensation for making IRA contributions. Also, certain healthcare workers will be able to count excludable foster care "difficulty of care" payments as compensation for purposes of making after-tax IRA or retirement plan contributions.

A provision in the legislation allows penalty-free distributions upon the birth or adoption of a child, referred to as a "qualified birth or adoption distribution," of up to $5,000 from an applicable eligible defined contribution plan or IRA.

This distribution is not subject to the 10% early withdrawal penalty. In addition, *if the plan permits*, the distribution can be taken even if the individual is not otherwise eligible to receive a distribution from the plan. The legislation also includes provisions to permit a repayment of such a distribution to a plan or IRA. Although this provision went into effect on January 1, 2020, there are still many details to be determined, including:

- What specific actions a plan should take if it decides to allow the distributions, in anticipation of a formal plan amendment
- Whether documentation will be required, or whether the plan or IRA can rely upon the individual's representations
- How the distribution should be tax reported, especially with respect to the exception to the 10% early withdrawal penalty

The legislation also reduced the earliest permitted distribution age, for in-service distributions, to 59½, for:

- Eligible governmental 457(b) plans (from age 70½);
- Defined benefit plans (from age 62)
- Money purchase pension plans (from age 62)

The changes are effective for plan years beginning on or after January 1, 2020. However, it is important to note that this is the *earliest* age at which in-service distributions *could be* permitted under the above plans. Plan sponsors will need to determine whether to change the age for in-service distributions (if they are allowed) under their plans.

For college savings 529 plans, the legislation also includes a provision that is retroactive to the beginning of 2019 which allows the treatment of certain apprenticeship program expenses and qualified student loan repayments, up to a lifetime limit of $10,000 per individual, as nontaxable distributions.

For 401(k) plans, the SECURE Act made the following changes:

- Starting with plan years that begin after December 31, 2020, a 401(k) plan will be required to allow part-time employees with at least 500 hours of service in at least three consecutive 12-month periods (and have reached age 21) to make elective deferrals to the plan. The new requirement generally will not require employer contributions (matching or non-matching) to those individuals, if they did not meet the otherwise applicable eligibility limitations. The provision also provides nondiscrimination, coverage and top-heavy testing relief.
- The automatic enrollment and automatic escalation safe harbor contribution cap is increased from 10% to 15% (except in the first plan year of an employee's automatic enrollment when it still cannot exceed 10%), effective for plan years beginning after December 31, 2019.
- The safe harbor 401(k) plan notice requirement is eliminated if the plan is using nonelective contributions and relaxed the timing and other requirements in certain cases for adopting a nonelective safe harbor plan, effective for plan years beginning after December 31, 2019.

For small employers, the legislation raised the annual cap on the available tax credit for small employer plan startup costs and added a new tax credit for small employers adopting auto enrollment, both of which are effective for tax years beginning after December 31, 2019.

VC 30796 (02/2020) J 431201 EE