

Employee Retirement Annuity (ERA) Investment Options

Overview

Document Summary

This document includes important information that may help you compare the different investment options (if available) under your retirement plan. For additional information about your investment options, visit the Internet Web site address shown in the Tables below, contact your Plan Administrator or Trustee, or call us at 1-800-796-3872 as representatives are available Monday through Friday from 6:00 AM to 4:30 PM Pacific Time to assist you. You can also receive a free paper copy of the information available on the Web site or additional information about your annuity product, by contacting your Plan Administrator or Trustee or call us at 1-800-796-3872.

This document has 3 parts. Part I has information on the interest rates for your product as well as a telephone number where you can call for your fixed interest rates. Part II shows you the fees and expenses. Part III contains information about the annuity options available in the product under your plan.

Please visit www.symetra.com/glossary for a glossary of investment terms relevant to the investment options under this plan. This glossary is intended to help you better understand your options.

Part I: Performance Information

Table 1

Table 1 shows variable return investment information.

N/A

Table 2

Table 2 shows contact information where you can call to get your fixed interest rate on your annuity product.

Table 2—Fixed Return Investments				
Investment Option	Type of Option	Return+	Term	Other
Employee Retirement Annuity (ERA)	Fixed	Current Rate: 3.00%	No more than 12 Months	For current interest rates, please call 1-800-796-3872 or go to https://www.symetra.com/customer-service/how-can-we-help-you/customer-service/#Annuities-and-retirement-plans . Representatives are available Monday through Friday from 6:00 AM to 4:30 PM Pacific Time. In addition, you may reference your most recent quarterly participant statement for the specific interest rate credited to your account.
		Guaranteed Minimum Annual Interest Rate *		
		3.00% **		

Symetra Life® Insurance Company reserves the right to adjust the interest rate prospectively once the Term stated above is over. Adjusted rates will apply for at least 12 months, when the rate can be adjusted again.

+Rates as of 06/30/2023.

*The guaranteed minimum annual interest rate will be determined by Symetra Life on or before June 30th of each year.

**If your Contract's Guaranteed Interest Rate is higher than the Guaranteed Rate shown in this table, your Guaranteed Rate will be equal to your Contract's Guaranteed Interest Rate.

This product is no longer available for sale.

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Part II: Fee and Expense Information

Table 3

Table 3 shows fees associated with your fixed annuity product.

Table 3 - Fees and Expenses			
Investment Option	Type of Option	Total Annual Operating Expense (%) per \$1000	Shareholder-type/Fees
NA			

The cumulative effect of fees can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/agencies/ebsa/key-topics/retirement/401k-plans>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

These charges are based on each Participant's balance invested in the product, and paid directly by each Participant.

Distribution Charge: No longer applicable.

Please reference your quarterly participant statement for an explanation of fees specifically charged to your account.

Part III: Annuity Information

Table 4

Table 4 focuses on the annuity options under your plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at some future date, usually when you retire. The annuity in your plan is a deferred annuity meaning that you accumulate an account balance that can later be converted (at your choice) into an income stream. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

Table 4—Annuity Options			
Investment Option	Objectives / Goals	Pricing Factors	Restrictions / Fees
<p>Employee Retirement Annuity (ERA) https://www.symetra.com/customer-service/how-can-we-help-you/customer-service/#Annuities-and-retirement-plans</p>	<p>To provide a guaranteed stream of income for a period of time based on your annuity fund. This option is available through a fixed annuity contract your employer has with Symetra Life Insurance Company.</p> <p>You do not need to exercise this option and can receive a distribution equal to your annuity fund.</p>	<p>You have the right to elect fixed annuity payments in the form of a monthly annuity for the life of the Participant, monthly annuity for the life of the Participant with 10 years guaranteed, monthly annuity for the life of the Participant with whole or partial payments continuing to a contingent annuitant after the Participant's death, and systematic withdrawal income plan. The payment amount will be based on many factors including the guarantees, if any; under the annuity option you choose, the frequency of annuity payments, the annuitant's age at the time you elect to annuitize your contract, and under some contracts, the annuitant's sex. There is no additional cost to begin receiving annuity payments under the contract.</p>	<p>If annuity payments are less than \$10, we may pay the remaining participant account value in a lump sum.</p> <p>Once you begin receiving annuity payments, the option you chose cannot be stopped or changed.</p> <p>Employees should consult with their Plan Sponsor and ERA contract prior to electing an annuity option.</p>