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Helping you create a brighter future

Your employer's deferred compensation retirement plan

Achieve what's ahead with your employer's retirement plan

Saving for the future is more important than ever. We're living longer these days – which could mean spending 20 or more years in retirement. That's why one of the most valuable benefits your employer provides is your workplace retirement plan. It offers you an opportunity to save and invest today which may give you the best chance to achieve a more comfortable tomorrow.

Your employer's retirement plan offers you these important savings advantages:

- **You're in control.** You decide how much to invest and select the investment choices that are comfortable for you.
- **It's simple and convenient.** Your contributions are deducted automatically each pay period.
- **You may save on taxes.** Your before-tax contributions may cost less than you think.
- **Your money may grow faster.** Your earnings grow tax-deferred which can significantly boost your account balance over time.
- **It goes where you go.** Your contributions are always yours, even if you leave the company.
- **Rollovers let you consolidate accounts.** You may be able to roll over balances from other qualified retirement plans into your current plan for the benefits of a single account.

Making contributions to your plan

Is there a minimum contribution amount?

Generally, the minimum contribution is \$10 per pay period. Your employer may choose to establish another minimum contribution amount.

Is there a maximum contribution limit?

In 2018, the maximum annual contribution limit to your retirement plan account is \$18,500, or 100% of your salary, whichever is less. If you are age 50 or older, you are eligible to contribute up to an extra \$6,000 to the plan this year. You may also qualify for special pre-retirement catch-up contributions of up to \$37,000 in the three years before you reach normal retirement age.¹ You can take advantage of one or the other of these catch-up contributions, but not both, in any given year and plan provisions may vary.

Can I roll over funds from other accounts?

You may be able to roll over balances from other qualified retirement accounts, such as another employer plan or an IRA, into your employer's retirement plan. Consolidating your assets into a single account offers a number of benefits, including one quarterly statement, one asset allocation strategy, one website or phone number for transactions or assistance, and one account for your beneficiary. You may also experience a reduction in account fees.



Managing your account

Can I change my contribution amount?

You may increase or decrease the amount that is deducted from your paycheck as often as your employer permits. This allows you to contribute what is comfortable for you. You may also stop contributing at any time.

How do my contributions affect my taxes?

Your before-tax contributions may offer an immediate tax benefit. Because your deductions are taken before taxes are withheld, your taxable income is reduced by the amount of money you contribute. For example, if your annual salary is \$50,000 and you contribute \$2,000 to the plan, your annual taxable income is shown as \$48,000 on your W-2 form. As a result, you're likely to pay less in federal taxes.

Do I have a choice of investment options?

You can choose from the wide array of investment options available in your employer's retirement plan. The different levels of risk and return in a broad spectrum of investment types gives you the flexibility to choose the investments that are most appropriate for your long-term goals and tolerance for risk.

Can I change my investment elections?

You can transfer existing assets among the plan's available investment options or change

how your future contributions are invested at any time. You can perform transactions by calling our voice response system at **1-800-743-5274**, or by logging on to **www.retiresmart.com**. These features allow you quick and easy access to your account.

Making withdrawals from your account

When do I have access to my entire account balance?

In general, you may receive your account balance at retirement, separation of service, death, or in the event of a severe and unforeseen financial emergency, if the plan permits. You may also withdraw or move your balance when leaving your employer.

What are my payout options at retirement?

You can choose to make withdrawals from your retirement account in different ways, such as in a lump-sum amount or with a systematic withdrawal that provides periodic income.² But before you decide, think carefully. The way you manage withdrawals from your retirement plan will help determine whether those savings can meet your needs for the long term. However, you must begin taking required minimum distributions by April 1 of the year following the year you reach age 70½, unless you are still employed with the employer sponsoring the plan.



For help determining the payout option that is best for you, you can speak with a MassMutual Payout Options Specialist at **1-800-743-5274**.

For additional information, call MassMutual's Customer Service Center at **1-800-743-5274** or visit our website at **www.retiresmart.com**.

For more personalized service, you may always contact your local MassMutual representative. Your MassMutual representative can be a valuable resource in helping you learn more about your employer's retirement plan, available investment options, various investment concepts, and much more. The Customer Service Center can provide you with the name and contact information of your local representative.

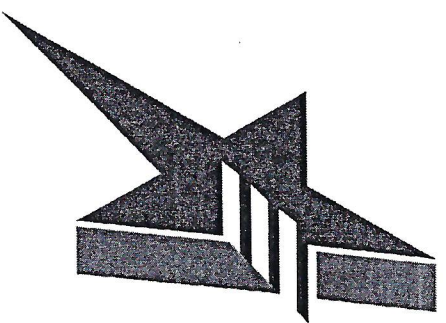


¹ The pre-retirement catch-up limit will vary by participant based on a number of factors, including the amount of the participant's contributions in previous years.

² A variety of annuity payout options may be available to you under a separate contract.

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Please consider an investment option's objectives, risks, charges and expenses carefully before investing. This and other information about the investment option can be found in the applicable prospectuses (and/or summary prospectuses, if available), if any, or fact sheets for the investment options listed, which are available from your plan sponsor, on the participant website or by contacting our Participant Information Center. Please read them carefully before investing.



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City Of Akron - MassMutual Deferred Compensation Plan

For more information, contact

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