

YOUR FUTURE STARTS NOW



Your guide to the Defined Contribution 403(b) Retirement Plan for Lay Employees of The Archdiocese of Miami

Brighten Your Outlook®

Welcome to the Defined Contribution 403(b) Retirement Plan for Lay Employees of The Archdiocese of Miami. The Archdiocese of Miami, Inc. has partnered with Transamerica who has more than 75 years of experience in retirement services, and is dedicated to helping you from the day you start saving to the day you retire—and every day after that. This guide provides tools and information to develop your retirement savings strategy quickly and easily.

What you should know

You have a valuable benefit. Retirement might seem like a subject for another day, but your company provided retirement plan is an important benefit you shouldn't overlook. Your plan offers a powerful way to enhance your long-term financial well-being —by investing in yourself. It helps you brighten *Your Retirement Outlook®* (our barometer of your progress toward retirement readiness) to handle what could be the biggest expense of your life.

You'll get some powerful planning tools. On your **plan website**, transamerica.com/portal/home, you'll find what you need to make smart decisions, from our interactive tools to our automated investment services. The Transamerica app lets you put your plan in your pocket. And no matter how you access your account, you'll always know Your Retirement Outlook with a personalized "weather icon" (rainy, cloudy, partly sunny, or sunny) that makes it easy to see if your strategy has you on course toward your retirement income goal—or if you need to take action.

We're here to help. From easy-to-understand education to customer service, we'll be with you every step of the way to and throughout retirement, and with our affordable *Managed Advice®* service, you can get personalized advice on how much to save, how to invest, and when to retire! For help with your account, call a *Managed Advice* retirement advisor toll-free at **844-622-2133**.

If you were rehired, your previous investment elections may no longer be valid. Please sign in to your plan website or call us to review and/or update how you want new account contributions to be invested.

What you should do

Join the plan! Once you're eligible and start saving for your future, the easier it will be to ensure a comfortable life during retirement.

Set up your online access. Follow the instructions to create a username and password, then follow the enrollment path to choose contributions, investments, and more, or **call our toll-free number** (follow the prompts to access and secure your account using your voice).

Determine your Salary Deferrals contribution rate. Experts agree that most people will need to contribute at *least* 10% of pay to meet their income needs throughout retirement. Think about contributing at least enough to take advantage of your employer's full matching contribution. The tools on your plan website can help you decide how much to save.

Make sure you're saving enough. If your target seems out of reach, our annual **auto-increase** service can help you get there gradually. Get started by signing in to your account; from the Manage menu, select "Contributions" then elect "auto-increase." Participants should evaluate their ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

If you'll be at least age 50 this year, you may be able to make extra **"catch-up"** contributions above the regular IRS limit.

If you have completed at least 15 years of service with your employer and have not contributed the maximum allowed in previous year(s), you may be able to make extra "catch-up" contributions to your account above the regular IRS limit.

Determine your investing style. Your plan enables you to diversify and rebalance your investments by making a single decision—or you can build your own portfolio by choosing among a wide range of carefully screened investment options.

Complete your retirement profile in our **OnTrack®** tool for a comprehensive view of *Your Retirement Outlook®* and specific ways you may be able to improve it. To get started, sign in to your account and click "Update" on your Account Overview page or "OnTrack" in the Resource Center menu.

Name your beneficiaries. This simple but important step ensures your account assets will go where you choose in the event of your death. Look for "Beneficiaries" in your account Home menu on your plan website.

Sign up for e-documents. Electronic delivery of statements, confirmations, notices, and investment materials can save you time and reduce your clutter.

Consider consolidating. If you have retirement accounts with other financial providers or in IRAs, you may **roll over**, or transfer, any portion of your balances to your plan account at any time. This could make planning easier, simplify your finances, and offer other benefits. Just make sure to review transfer fees other providers may impose, and consider whether a move would change features or benefits that may be important to you. For step-by-step guidance, email us at consolidate@transamerica.com or call **800-275-8714**.

Employer-sponsored retirement plans may have features that you may find beneficial such as access to institutional funds, fiduciary selected investments, and other ERISA protections not afforded other investors. In deciding whether to do a rollover from a retirement plan, be sure to consider whether the asset transfer changes any features or benefits that may be important to you. Review the fees and expenses you pay, including any charges associated with transferring your account, to see if rolling over into an IRA or consolidating your accounts could help reduce your costs.

The material in this retirement plan guide was prepared for general distribution. It is being provided for informational purposes only and should not be viewed as an investment recommendation. If you need advice regarding your particular investment needs, contact your financial professional.

Plan highlights for the Defined Contribution 403(b) Retirement Plan for Lay Employees of The Archdiocese of Miami

These highlights represent only an overview of plan provisions. For full details, including any conditions or restrictions, please refer to the Summary Plan Description (SPD) (if available) on your plan website or from your benefits office. If no SPD is available, please contact your benefits office.

Your contributions

Salary Deferrals

Roth Salary Deferrals

Eligibility

You are immediately eligible for this contribution.

Contribution limits

Your traditional contributions are deducted from your paycheck before taxes each pay period. The IRS limits how much you can contribute each year; the current IRS annual limit is \$19,500. If you are (or will be) at least age 50 during the current calendar year, you can make additional "catch-up" contributions (\$6,500) above the regular IRS annual limit for the year. Please note these limits are indexed annually by the IRS. If you have completed at least 15 years of service with your employer and have not contributed the maximum allowed in previous year(s), you may be able to make extra "catch-up" contributions to your account. Your annual catch-up limit under this rule (\$15,000 lifetime) is determined by a formula based on your years of service and previous contributions. If you qualify for both types of catch up contributions, you must make the maximum "15-year" contributions before you can take advantage of "age 50" contributions. Please contact your Benefits Office for details.

You can contribute from 0% up to 100% of your pay, subject to the maximum amount permitted by law.

- You may elect to increase, decrease, or stop your contributions at any time. Changes will go into effect as soon as administratively feasible.
- Also, your plan offers the auto-increase service, which lets you schedule automatic annual increases to your contribution rate by an amount you choose. (You can sign up, make changes, or cancel online.)

Salary Deferrals contribution or Roth Contributions?

You may save with traditional before tax dollars, after-tax Roth dollars, or a combination of both, up to the overall limits noted previously. In general, which to choose depends on whether you think you'll be in a higher or lower federal tax bracket when you withdraw your money than you are now. The Roth calculator on your plan website can help you determine which may be right for you.

Vesting

Vesting refers to your "ownership" of your account—the portion to which you are entitled to. You are always 100% vested in your own contributions plus any earnings on them (including any rollover or transfer contributions you have made).



The Archdiocese of Miami, Inc. contributions

Matching contribution

Company Match

General Eligibility

You are immediately eligible for this contribution.

Alternate Eligibility Groups

A Part-Time, Temporary or Seasonal Employee Per Diem

Service: 1,000 hours in one year

Plan entry date: As soon as administratively feasible following the date you met the eligibility requirements.

To complete a year of service, you must have worked 1,000 hours of service during an eligibility period. The first eligibility period is the 12-month period beginning on your date of hire. Subsequent eligibility periods are based on the Plan Year.

However, you will *not* be eligible for the Company Match if you are:

- Covered under a collective bargaining agreement that does not provide for participation in the plan

Contribution Amount

The Archdiocese of Miami, Inc.'s matching contributions are based on the following formula: 50% of the first 6% of compensation you contribute. This matching contribution will not exceed 3% of compensation.

Vesting

The Company Match contributions are subject to the following vesting schedule:

Years of Service	Vesting %
Less than 1	0%
1	0%
2	0%
3	0%
4	0%
5 or more	100%

For vesting purposes, the plan defines a year of service as a plan year in which you are credited with 1,000 hours.

Additional plan details

Note: You may *not* participate in the plan if you are:

- Employees who are eligible to participate in a qualified cash or deferred arrangement
- Ministers

Investment choices

You decide how your account will be invested among the available choices.

For detailed, up-to-date information on the investment options in your plan, including possible trading restrictions, please visit transamerica.com/portal/home.



Unless you choose otherwise, your account will be invested in the plan's default investment option, T.Rowe Price series, which is a group of single target date funds; one will be chosen based on your assumed retirement age of 65.

The way contributions are invested in your account is referred to as your "investment allocation." You may change your allocation at any time.

In addition, you may transfer existing balances among your investment choices at any time (transfers may be subject to certain restrictions).

If you were rehired, your previous investment elections for new contributions may no longer be valid. Please sign into your account at transamerica.com/portal/home or call **800-755-5801** to confirm or update your elections.

Target Date Funds: *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

Loans

You may borrow from your account based on the following provisions (as a general rule, loans should be taken from retirement savings only as a last resort):

Minimum loan amount: \$1,000

You are only allowed 50% of your vested balance for a loan amount, this amount must be equal or greater than the loan minimum.

Maximum loan amount: the lesser amount of 50% of your vested account balance or \$50,000 reduced by the highest outstanding loan balance in the past year.

Interest rate: Prime interest rate plus 1%

Loan term: General loan: 1 - 5 Years

Home loan: 6 - 10 Years

Outstanding loans allowed: 1

Withdrawals and distributions

In service

You may withdraw your vested balance while employed if you:

- Are at least age 59½
- Have certain contributions which allow in-service withdrawals at any time
- Experience financial hardship as defined in your plan materials

After service

You may take distributions of vested funds from your account if you:

- Retire at the plan's normal retirement age of 67
- Terminate employment
- Become disabled

In addition, upon your death, your designated beneficiaries will receive any vested amount remaining in your account.

Generally you must take a required minimum distribution (RMD) from the plan by April 1 of the year following the year you turn age 72.



Expenses and fees

Your costs to participate in the plan may include:

- General plan administrative fees for ongoing services such as recordkeeping, website management, and communication services.
- Investment expenses for operating and management expenses charged by the investment providers.
- Service fees on individual transactions initiated by you such as loans, certain withdrawals, overnight payments, etc.
- Also, in some cases your account may receive plan service credits if revenue we receive from fund companies toward plan administration is greater than the annual administrative fee.

For details on administrative fees and credits (if applicable), please see "Important Information Regarding your Plan" at the end of this guide or on the "Fund and Fee Information" in the Review menu of your plan website. Except for investment expenses, which are deducted from the investments you hold and reflected in your investment returns, actual fees and credits will appear on your quarterly account statements.

Important: The projections or other information generated by the engine regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time. Please visit transamerica.com/portal/home for details on the criteria and methodology used, the tool's limitations and key assumptions, and other important information.

You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency. Matching contributions are subject to plan vesting requirements. Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.

Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. The Archdiocese of Miami, Inc. has selected Transamerica Retirement Solutions as your retirement plan provider, but there are no other affiliations between The Archdiocese of Miami, Inc. and Transamerica or its affiliate, TISC.

Your income goal

Most of your retirement income will come from you. Social Security covers only about 33%* of the average retiree's income. For 2019, the typical Social Security benefit was around \$1,470 a month, or slightly over \$17,600 a year. And while some people will receive pension benefits from current or former employer(s), most of your retirement income will likely come from your own savings and investments. This makes it critical that you do as much as you can now to save for your future.

* "Social Security Fact Sheet," Social Security Administration, 2019

How much is enough?

A common rule of thumb is that you'll need to replace 80% of your final working salary to maintain your living standard in retirement—though you could need more or may be able to get by on less. To get there, many financial experts recommend that you steer 10% to 15% of your pay toward retirement. However, everyone's situation is different. The **Retirement Outlook Estimator**SM tool (in the Resource Center of your plan website) can help you personalize your goal. What's more, if you use the *Managed Advice*[®] service on the website, you'll see a recommended savings rate and retirement age for your situation, and for even more personalized support, you can get one-on-one access to our retirement planning experts.

Getting your contribution rate to where it should be can seem like a difficult leap from where you stand. So, consider using our auto-increase scheduler to raise your plan contributions gradually — once a year by an amount that's easy to handle, on a date that's easy to remember (say, 2% on your birthday). Thanks to compounding (the earnings on your earnings), even small, regular increases can make a big difference over time. In fact, the sooner you start saving, the less you may have to save to reach your goal.



Your investment strategy

Asset allocation and diversification

Spreading your risk among different types of investment options is important for building a nest egg that will meet your needs throughout retirement. This way, temporary downturns in one type of investment may not affect your whole retirement savings account. To do so, you should familiarize yourself with two key concepts:

- **Asset allocation**, an overall strategy for dividing your investments across the major asset classes (stocks/equities, bonds/fixed income, and cash equivalents); and
- **Diversification**, or dividing your investments within those classes (for example, among domestic and foreign stocks, shares of large and small companies, bonds of different qualities and terms).

Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market.

Your strategy should depend upon two factors:

- Your **time horizon** (how long you have until you'll need the money); and
- Your **risk tolerance** (how well you tend to handle the market's ups and downs).

In general, the longer your time horizon and higher your risk tolerance, the more you may want to focus on stocks, which have outperformed other types of investments over time periods of 20 years or more.



Your plan offers two ways to diversify your investments:

1) Make a single decision

Custom model portfolios

Your plan sponsor and the plan's advisor have created custom portfolios that make it easy to diversify among the range of "core" mutual funds available in your plan.

The service establishes an investment mix based on the risk tolerance or risk/return objective you select, balances your account to match the custom portfolio you choose, and automatically rebalances it over time to maintain a target mix. When applying any model portfolio to your retirement account, you should consider your entire financial picture. For more information on the model portfolios, and whether they are the right choice for you, please visit your plan website.

Target Date funds

Each fund targets its investment mix to a specific year. The fund's manager chooses and rebalances its holdings based on your time horizon: the farther away from the target date, the more the fund will focus on more aggressive stock investments; as the target date approaches, the managers gradually shift their focus toward more conservative bond investments on a schedule called a "glide path." Each fund is designed as a total investment solution, meant for 100% of your account.

(See below for general guidelines; full fund profiles are on your plan website.)

T Rowe Price Retirement 2020 Trust A	T Rowe Price Retirement 2050 Trust A
T Rowe Price Retirement 2030 Trust A	T Rowe Price Retirement 2060 Trust A
T Rowe Price Retirement 2040 Trust A	

Target Date Funds: *These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.*

Managed Advice®

Dinner plans, weekend plans, vacation plans. We spend so much time planning our daily lives that retirement planning can get lost in the shuffle.

That's why Transamerica offers a personalized retirement and investment service that works on your schedule, on your terms—and stays on point even when you can't devote much attention to your retirement savings.

Managed Advice is designed to take a lot of the guesswork out of planning for the future. After all, there's an element of confidence in knowing someone is on hand to help create a strategy and stand by you as you plan and save for retirement.

ON YOUR SIDE



Between your work schedule and personal schedule, it's tough to be "on" all the time. With *Managed Advice*, you don't have to be. It offers automated investment services and provides access to financial professionals when you need help from a real human being.

ON THE MARK

- We work with Morningstar®, one of the industry's most respected investment experts, to provide portfolios customized to your unique situation.
- One-on-one access to a professional advisor within the Transamerica Advice Center.
- Quarterly rebalancing, reallocation, and diversification to ensure your investments remain suited to match your retirement goals.
- Personalized reviews to measure how you're doing along the way to retirement.
- Holistic recommendations to achieve retirement income goals, including how much to save and when to retire.
- Mobile and online access to manage your account anytime, anywhere.
- Fees that are up to two-thirds less than what you typically may pay an independent advisor.

Source: InvestmentNews Research, 2016 Financial Performance Study

ON TO THE NEXT GREAT ADVENTURE

After decades of saving for retirement, it's important to have a smart spending plan. Our advisors can help you create a strategy to navigate Social Security and draw a paycheck in retirement. *Managed Advice* is there to provide assistance with the transition to life after work.

ON TARGET

With a proven investment partner, competitive fees, and personalized service, *Managed Advice* combines the benefits of technology with human expertise. It's a valuable service designed to help you live better today and worry less about tomorrow.

Take advantage of *Managed Advice*®

If you haven't set up your account on your plan website, go to transamerica.com/portal/home, click "New user?" and follow the instructions to create a username and password. Choose your savings rate and investing strategy (*Managed Advice*). Then click "Accept & Continue" and complete your *Managed Advice* profile.

If you've already set up your account online, sign in, go to the Manage menu, click *Managed Advice*, and follow the instructions to get complete your *Managed Advice* profile.

Need help? Call a *Managed Advice* retirement advisor toll-free at 844-622-2133.

*Currently the monthly fee is no more than \$0.38 (\$4.50 annually) for every \$1,000 in your account. Fees charged by the underlying funds in which you invest will still apply. You can cancel anytime without penalty. See more about **Managed Advice** in the Important Disclosure section that follows.*



2) Build your own portfolio

You can build your own portfolio by choosing among the "core" funds in your plan. Your plan offers a wide range of choices that enable you to diversify among various asset classes and investment styles. (Full fund profiles are available on your plan website.)

Once you determine the investment mix that is right for you, your plan's auto-rebalance service can help you maintain your mix automatically (sign up on your plan website). To create your portfolio, go to the Manage menu in your online account to update "Future Allocations" (where to invest new contributions) as well as "Current Allocations" (transfer/exchange existing balances).

Asset Class	Investment Option	Ticker	Investment Style & Risk
Bonds			
Short Bonds/Stable/MMkt	Transamerica Guaranteed Investment Option	N/A	Stable Value
	MassMutual Premier Short Duration Bond R5	MSTDX	Short-Term Bonds
Interm./Long-Term Bonds	Fidelity U.S. Bond Index	FXNAX	Intermediate-Term Bonds
	Metropolitan West Total Return Bond Admin	MWTNX	Intermediate-Term Bonds
Aggressive Bonds	MassMutual Premier High Yield R5	MPHSX	High-Yield Bonds
	Loomis Sayles Global Bond Instl	LSGBX	World/Foreign Bonds
Stocks			
Large-Cap Stocks	Columbia Dividend Income Instl3	CDDYX	Large-Cap Value Stocks
	Vanguard Value Index Adm	VVIAX	Large-Cap Value Stocks
	Vanguard Total Stock Mkt Idx Instl	VITSX	Large-Cap Blend Stocks
	American Funds Growth Fund of America R5E	RGAHX	Large-Cap Growth Stocks
	GUIDESTONE FUNDS GROWTH EQUITY INST	GGEYX	Large-Cap Growth Stocks
Small/Mid-Cap Stocks	Wells Fargo Special Mid Cap Value A	WFPAX	Mid-Cap Value Stocks
	Vanguard Strategic Equity	VSEQX	Mid-Cap Blend Stocks
	MassMutual Select Mid Cap Growth R5	MGRFX	Mid-Cap Growth Stocks
	Vanguard Small Cap Value Index Adm	VSIAX	Small-Cap Value Stocks
	Wells Fargo Special Small Cap Value A	ESPAX	Small-Cap Value Stocks
	Vanguard Small Cap Growth Index Adm	VSGAX	Small-Cap Growth Stocks
	Invesco Real Estate R5	IARIX	Real Estate
International Stocks	American Funds EuroPacific Growth R5E	RERHX	World/Foreign Stocks
	MFS International Growth R3	MGRTX	World/Foreign Stocks
	T Rowe Price International Equity Index	PIEQX	World/Foreign Stocks
Multi-Asset/Other			
Multi-Asset/Other	T. Rowe Price Retirement Balanced I	TRPTX	Balanced

DIVERSIFY



Asset Class	Investment Option	Ticker	Investment Style & Risk
	T Rowe Price Retirement 2020 Trust A	N/A	Target Date
	T Rowe Price Retirement 2030 Trust A	N/A	Target Date
	T Rowe Price Retirement 2040 Trust A	N/A	Target Date
	T Rowe Price Retirement 2050 Trust A	N/A	Target Date
	T Rowe Price Retirement 2060 Trust A	N/A	Target Date

For more information on any registered fund, please call 800-755-5801 for a free summary prospectus (if available) and/or prospectus. You should consider the objectives, risks, charges, and expenses of an investment carefully before investing. The summary prospectus and prospectus contain this and other information. Read them carefully before you invest.

Please see important disclosures to the investment options that follow.



Important Disclosures

Stable Value: *An investment that seeks to preserve principal, and provide consistent returns and liquidity. Stable value investment choices seek capital preservation, but they do carry potential risks. Stable value investment choices may be comprised of or may invest in annuity or investment contracts issued by life insurance companies, banks, and other financial institutions. Stable value investment choices are subject to the risk that the insurance company or other financial institution will fail to meet its commitments, and are also subject to general bond market risks, including interest rate risk and credit risk.*

Short-Term Bonds: *Debt securities issued by governments, corporations, and others, typically with durations of 1 to 3.5 years. The value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal.*

Intermediate-Term Bonds: *Debt securities issued by governments, corporations, and others, typically with durations of 3.5 to 6 years. The value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal.*

High-Yield Bonds: *Lower-rated debt securities (commonly referred to as junk bonds). These securities involve additional risks because of the lower credit quality of the securities. The investor should be aware of the possible higher level of volatility and increased risk of default.*

World/Foreign Bonds: *An investment category that mostly comprises debt securities issued by entities primarily (world, a.k.a. global) or exclusively (foreign, a.k.a. international) outside the United States and involving special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging or developing markets may accentuate these risks. Also, the value of bonds changes in response to changes in economic conditions, interest rates, and the creditworthiness of individual issuers. Bonds can lose value as interest rates rise, and an investor can lose principal.*

Balanced: *Asset allocation investments may be subject to all of the risks of the asset classes in which they invest, which may include stocks and bonds as well as other types of investments. The higher the investment's allocation to stocks, the greater the risk. Asset allocation and diversification do not assure or guarantee better performance, cannot eliminate the risk of investment losses, and do not protect against an overall declining market.*

Large-Cap Value Stocks: *An investment category that mostly comprises stocks of large companies that are believed to be priced below what they are really worth. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Value stocks may be subject to special risks that have caused the stocks to be out of favor and undervalued in the opinion of the portfolio managers who invest in them.*

Large-Cap Blend Stocks: *An investment category that mostly comprises both value and growth stocks of large companies. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Blend strategies are subject to both growth and value risks.*

Large-Cap Growth Stocks: *An investment category that mostly comprises stocks of large companies whose earnings are expected to grow more quickly than the market average. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investments. Most growth investments offer higher potential capital appreciation but usually at above-average risk. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.*





Mid-Cap Value Stocks: An investment category that mostly comprises stocks of mid-size companies that are believed to be priced below what they are really worth. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Mid-cap stocks may be more vulnerable to market downturns, and their prices could be more volatile than those of larger companies. Value stocks may be subject to special risks that have caused the stocks to be out of favor and undervalued in the opinion of the portfolio managers who invest in them.

Mid-Cap Blend Stocks: An investment category that mostly comprises a blend of value and growth stocks of mid-size companies. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Mid-cap shares may be more vulnerable to market downturns, and their prices could be more volatile, than those of larger companies. Blend strategies are subject to both growth and value risks.

Mid-Cap Growth Stocks: An investment category that mostly comprises stocks of mid-size companies whose earnings are expected to rise faster than the market average. Stocks have historically offered the potential for greater long-term returns, but also entail greater short-term risks than other investment choices. Mid-cap stocks may be more vulnerable to market downturns, and their prices could be more volatile than those of larger companies. Most growth investments offer higher potential capital appreciation but usually at above-average risk. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.

Small-Cap Value Stocks: An investment category that mostly comprises stocks of small companies that are believed to be priced below what they are really worth. Stocks of small companies involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market. Value stocks may be subject to special risks that have caused the stocks to be out of favor and undervalued in the opinion of the portfolio managers who invest in them.

Small-Cap Growth Stocks: An investment category that mostly comprises stocks of small companies whose earnings are expected to rise faster than the market average. Small-company stocks involve additional risks, including a higher risk of failure, and are not as well established as large, blue-chip companies. Historically, small-company stocks have experienced greater price volatility than the overall market average. Growth stocks can perform differently than other types of stocks and the market as a whole and can be more volatile than other types of stocks.

Real Estate: This investment category focuses primarily on stocks offered by public real estate companies, for example, real estate investment trusts (REITs). Real estate securities are subject to the risks of owning real estate, including changes in real estate values and property taxes, interest rates, and cash flow of the underlying real estate assets. Investments that concentrate in particular real estate sectors, such as a region or industry, may be subject to greater volatility.

World/Foreign Stocks: This investment category focuses on stocks of companies primarily (world, a.k.a. global) or exclusively (foreign, a.k.a. international) outside the United States and involves special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging, or developing, markets may accentuate these risks.

Target Date Funds: These options generally invest in a mix of stocks, bonds, cash equivalents, and potentially other asset classes, either directly or via underlying investments, and may be subject to all of the risks of these asset classes. The allocations become more conservative over time: the percentage of assets allocated to stocks will decrease while the percentage allocated to bonds will increase as the target date approaches. The higher the allocation is to stocks, the greater the risk. The principal value of the investment option is never guaranteed, including at and after the target date.

Custom model portfolios: *If you are considering a custom portfolio, first think about your personal circumstances, market outlook, risk tolerance, and the potential universe of appropriate investments. If you subscribe to the service, your account will be rebalanced to the portfolio option you select. From time to time, funds may be added to or removed from the custom portfolio mixes, or changes may occur to the portfolios' target investment allocations. The custom model portfolios are subject to the same risks as the underlying assets in which they invest. The higher the portfolio's allocation to stocks, the greater the risk. The portfolio's principal value is never guaranteed. The maintenance of these portfolios is the responsibility of . Transamerica Retirement Solutions does not provide advice to your account.*

Managed Advice: *Managed Advice® provides a participant with an asset allocation mix of funds available within the plan. The asset allocation mix will be automatically rebalanced and reallocated, managing risk and return as participants' settings and goals change over time. Additional fees and terms and conditions apply to the Managed Advice® service. Managed Advice® portfolios are subject to the same risks as the underlying asset classes in which they invest. The higher the portfolio's allocation to stocks the greater the risk. Managed Advice® utilizes models, algorithms and/or calculations ("Models"), which have inherent risks. Models may incorrectly forecast future behavior or produce unexpected results resulting in losses. The success of using Models depends on numerous factors, including the validity, accuracy and completeness of the Model's development, implementation and maintenance, the Model's assumptions, factors, algorithms and methodologies, and the accuracy and reliability of the supplied historical or other data. If incorrect data is entered into even a well-founded Model, the resulting information will be incorrect. Investments selected with the use of Models may perform differently than expected as a result of the design of the Model, inputs into the Model, or other factors. The principal value of the portfolio is never guaranteed. Investment return and principal value will fluctuate with market conditions, and participants may lose money.*

The Managed Advice® service is offered through Transamerica Retirement Advisors, LLC (TRA), an SEC registered investment advisor. Transamerica Retirement Solutions and TRA are affiliated companies. Morningstar Investment Management Associates, LLC®, a wholly-owned subsidiary of Morningstar, is an SEC-registered investment advisor that serves as an independent financial expert and provides the underlying investment advice and portfolio management methodology for the Managed Advice® service. Morningstar is not affiliated with any Transamerica companies. Please see the Managed Advice® agreement for more information on the terms and conditions that apply. Currently the monthly fee is no more than \$0.38 (\$4.50 annually) for every \$1,000 in your account.

You should evaluate your ability to continue the auto-increase service in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

Matching contributions are subject to plan vesting requirements.

Descriptions of plan features and benefits are subject to the plan document, which will govern in the event of any inconsistencies.

Fees charged by the underlying funds in which you invest will still apply. You can cancel anytime without penalty. Managed account portfolios are subject to the same risks as the underlying asset classes in which they invest. The higher the portfolio's allocation to stocks, the greater the risk. The principal value of the portfolio is never guaranteed. Form ADV and the Managed Advice Agreement provide important information about the service.



Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY, 10528, distributes securities products. Any mutual fund offered under the plan is distributed by that particular fund's associated fund family and its affiliated broker-dealer or other broker-dealers with effective selling agreements such as TISC. Bank collective trusts funds, if offered under the plan, are not insured by the FDIC, the Federal Reserve Bank or any other government agency and are not registered with the Securities and Exchange Commission. Group annuity contracts, if offered under the plan, are made available through the applicable insurance company. Any guarantee of principal and/or interest under a group annuity contract is subject to the claims-paying ability of the applicable insurer. Certain investment options made available under the plan may be offered through affiliates of Transamerica Retirement Solutions and TISC. These may include: (1) the Transamerica Funds (registered mutual funds distributed by Transamerica Capital Inc. (TCI) and advised by Transamerica Asset Management, Inc. (TAM)); (2) the Transamerica Retirement Solutions Collective Trust, a collective trust fund of Massachusetts Fidelity Trust Company (MFTC) (includes the Stable Pooled Fund); (3) group annuity contracts issued by Transamerica Financial Life Insurance Company (TFLIC), 440 Mamaroneck Avenue, Harrison, NY 10528 (includes the Stable Fund, the Fixed Fund, the Guaranteed Pooled Fund, and SecurePath for Life®); and (4) group annuity contracts issued by Transamerica Life Insurance Company (TLIC), 6400 C Street SW, Cedar Rapids, IA 52499 (includes SecurePath for Life®). The Archdiocese of Miami, Inc. has selected Transamerica as your retirement plan provider, but there are no other affiliations between The Archdiocese of Miami, Inc. and Transamerica, TISC, TCI, TAM, MFTC, TFLIC, or TLIC.



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Defined Contribution 403(b) Retirement Plan for Lay Employees of The Archdiocese of Miami

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IMPORTANT INFORMATION REGARDING YOUR PLAN

We want you to enjoy the many features and benefits of your retirement plan. We also want to make sure you understand your plan and investment fees. The enclosed report details the types and amounts of fees that may apply to your account, depending on which features and investments you choose.

The report is organized into multiple sections:

- **General Plan Information** offers an overview of your plan.
- **Potential General Administrative Fees and Expenses** may be charged against everyone's account in the plan to cover the day-to-day costs of operating the plan.
- **Potential Individual Fees and Expenses** are associated with certain plan features or services and apply only to participants who use the particular features or services.
- **Investment Information** details each of the options available in your plan. This section features up to three tables, depending on what your plan offers. This may include investments with variable rates of return, such as mutual funds or those with fixed or stated rates of return, such as some stable value funds. Details include:
 - **Historical performance** for each variable option and its "benchmark," typically a broad market index used for comparison.
 - **Expenses**, including fund operating costs which are automatically deducted from your investment returns. (The specific expenses that apply to you will depend on how your account is invested.)

You may receive this information electronically by signing up for *e-documents* at transamerica.com/portal/home. To help you save time, reduce clutter, and go green, you'll receive automatic email alerts when your account-related materials are available online.

Visit transamerica.com/portal/home to access the report and other related materials, including a glossary of terms. To access the participant fee disclosure document, visit transamerica.com/portal/home, and select "Fund Info" from the Funds and Fee Information heading. If you are not enrolled in the plan, enter the account number from the upper left-hand corner of this document and click "Submit." If you are already enrolled, enter your customer ID and password and click "Sign in."

In addition, your quarterly statement will show the specific fees that have been applied to your account (except any fund expenses netted directly from your investment returns) during the statement period.

If you have any questions, please sign in to your account at transamerica.com/portal/home and click on Help, or call us at **1-800-755-5801**.

Si necesita aclaraciones en español, llame al número gratuito de Transamerica 1-800-755-5801 marca nueve para continuar en su idioma. Después de suministrar su información, inmediatamente diga "Servicio al cliente" y con mucho gusto uno de nuestros representantes contestará sus preguntas.

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IMPORTANT INFORMATION REGARDING YOUR PLAN

Disclosure Chart as of June 26, 2021

Your plan offers a convenient way to save for retirement and provides unique features and benefits not available elsewhere. You have the opportunity to make the plan work harder for you by committing early to disciplined savings, taking full advantage of the tools and services available, maintaining a long-term investment strategy, and understanding the plan, including investment options and fees. This document is required to be sent to you to help you understand your retirement plan and will be updated annually and when certain types of changes are made. Although you should review this important information, no action is required on your part.

General Plan Information	
How to Direct Your Investments	You decide how your account will be invested among the available investment options by calling 800-755-5801 or going to transamerica.com/portal/home .
Transfer and/or Investment Allocation Restrictions	There are no transfer restrictions imposed by the Plan. Please see Table 1 for transfer restrictions that may be imposed by the investment options. You may change your investment allocation at any time. No plan level allocation restrictions apply.
Voting, tender and similar rights and restrictions on such rights	<u>Mutual Funds</u> —Plan participants shall have the right to exercise voting and tender rights attributable to mutual funds offered under the Plan.
List of Investment Alternatives	For the listing of the plan's investment alternatives, please see the Investment Information section.
Investment Manager for Managed Advice	Your plan offers the <i>Managed Advice</i> ® service. The service provides you with an asset allocation mix of funds available within your plan. <i>Managed Advice</i> rebalances and reallocates your account over time as your circumstances change. Transamerica Retirement Advisors, LLC serves as the investment manager for the <i>Managed Advice</i> service. Additional terms and conditions apply to the service, and more detailed information, including Form ADV of the investment manager, is available at transamerica.com/portal/home by signing in to your account and selecting Managed Advice in the Manage section. In offering the <i>Managed Advice</i> service, Transamerica Retirement Advisors, LLC relies on the investment methodology developed by Morningstar Investment Management LLC as an independent financial expert.
Investment Manager for Custom Model Portfolios	United Capital Life Management

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Potential General Administrative Fees and Expenses

Administrative Fee — Per Account	<p>When applicable, other general administrative fees for plan services (e.g., legal, accounting, auditing, recordkeeping) may from time to time be deducted as a fixed dollar amount from your account.</p> <p>The actual amount deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p>
Administrative Fee — Pro Rata	<p>The plan incurs general administrative fees for ongoing plan administrative services (e.g., recordkeeping) of up to 0.25% annually of assets held in the plan investment options. These fees are applied pro rata across some or all investment options held in your account. However, the administrative fees allocable to an investment option may be paid, in whole or in part, from revenue (e.g., 12b-1 fees, administrative fees) that Transamerica Retirement Solutions or its affiliates receive based upon the plan's investment options. Consequently, if revenue is received related to an investment option, you will pay less than 0.25% as administrative fees on your assets held in that investment option depending upon the amount of revenue received. (It is not possible to accurately determine in advance the amount of revenue that an investment option will generate or when it will change.) If the revenue from an investment option is not adequate to cover the administrative fees allocable to that investment option, the shortfall will be deducted from your account based on your assets held in that investment option. If the revenue from an investment option exceeds the administrative fees allocable to that investment option, the excess will be applied as a Plan Service Credit (see Plan Service Credit below) to your account. Please log into your account on-line to view the most current version of the fund and fee information chart.</p> <p>When applicable, general administrative fees other than the charge above (e.g., legal, accounting and auditing), for administrative services, may from time to time be deducted on a pro rata basis across some or all investment options held in your account. A general administrative fee of 0.15% will be deducted on a pro rata basis across some or all investment options held in your account.</p> <p>The actual amounts deducted from your account, as well as a description of the services to which the fees relate will be reported on your quarterly benefit statements.</p>
Plan Service Credit	<p>The plan service credit represents an expense refund for one or more of the investment funds offered by your plan. When applicable, a plan service credit is added to your account and lowers the effective annual expense ratios of the investment fund(s) for which a plan service credit applies. Any plan service credit will be reported on your quarterly benefit statements.</p>

Potential Individual Fees and Expenses — applicable only to those using specific features or services

Custom Model Portfolio Fees	<p>An annual fee of 5.00 basis points (or 0.05%) applies with respect to the Custom Model Portfolio service. The annual fee is expressed as a percentage of your account balance invested under the Custom Model Portfolio service.</p>
Full Distribution Fee	<p>A fee of \$25.00 that is deducted from your account when you take a full distribution from your account when you terminate employment or retire. The fee is also applicable to the final distribution from a former participant's account who has taken unscheduled systematic withdrawals and for contract exchanges to another service provider. The fee is waived if the distribution is made due to death, disability, the purchase of an annuity through Transamerica, a direct rollover to a Transamerica IRA and any distribution from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p>
Hardship Withdrawal Fee	<p>A fee of \$25.00 that is deducted from your account when you take a hardship withdrawal from your account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p>
In-service Distribution Fee	<p>A fee of \$25.00 that is deducted from your account when you take an in-service distribution from your account and for a contract exchange to another service provider. The fee is waived for direct rollovers to a Transamerica IRA, Required Minimum Distributions and distributions made from a beneficiary's account. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Distribution Processing Fee.</p>

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**Potential Individual Fees and Expenses — applicable only to those using specific features or services
(continued)**

Loan Maintenance Fee	You may borrow from the Plan, using your account as security (conditions and restrictions may apply). A quarterly loan maintenance fee of \$6.25 is deducted from your account, except in the Plan quarter in which the loan is issued and paid off, when you take a loan from the Plan. The amount deducted from your account will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Maintenance Fee.
Loan Set-up Fee	You may borrow from the Plan using your account as security (conditions and restrictions may apply). A set-up fee of \$75.00 will be deducted from your account. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Loan Set-up Fee.
<i>Managed Advice</i> Fee	An annual fee applies with respect to the <i>Managed Advice</i> service. The annual fee is 0.45% of your account balance invested under the <i>Managed Advice</i> service and is paid to Transamerica Retirement Advisors, LLC. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a <i>Managed Advice</i> Fee.
Overnight Check Fee	A fee of up to \$50.00 will be deducted from your account in the event you request a check be sent overnight to you. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Overnight Check Fee.
QDRO Fee	A fee of up to \$250.00 will be deducted from your account when your account is divided as a result of a Qualified Domestic Relations Order ("QDRO"). The amount deducted from your account will be reported on your quarterly benefit statement as a QDRO Fee.
Returned Check — Insufficient Funds	A fee of up to \$50.00 will be deducted from your account in the event a check is returned for insufficient funds. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement. The fee and the related service will be identified as a Returned Check - Insufficient Funds Fee.
Shareholder Type Fees	For applicable redemption fees, please see the Investment Information section. Changes in these fees are announced separately. The amount deducted from your account, as well as a description of the services to which the fee relates, will be reported on your quarterly benefit statement.

Investment Information

This information is provided to help you compare the investment options under your plan. You may obtain, free of charge, a paper copy of your fee disclosure notice and other investment information posted at transamerica.com/portal/home, by contacting Transamerica at 800-755-5801 or by writing to Transamerica Retirement Solutions, 6400 C Street SW, Mail Drop 0001, Cedar Rapids, IA 52499, Attention: Fee Disclosure. The information available includes each investment option's issuer, objectives, goals, principal strategies, principal risks, holdings, turnover rate, value and updated performance and expense information; as well as a glossary of terms, information about calculating benefits, available distribution options and (where appropriate) prospectuses and annual reports.

The following table focuses on investment options that have variable rates of return, and shows fee and expense information, as well as investment performance for each investment option and that of the appropriate benchmark, or index. If your plan offers balanced, asset allocation or target retirement funds, which are comprised of a mix of stock and bond investments, you will see two broad-based benchmarks, a stock index and a bond index. Because they are made through a retirement plan, your investments in these funds are not subject to front-end or back-end loads, which are a form of sales commission charged at the time of purchase or sale. Please note the following:

- The investment performance of each investment option is shown net of (or after) fees, while the benchmark or index investment performance is reported on a gross (before fees) basis. If the option has less than a ten year history, the investment performance of both the investment option and the index are shown since inception, with the inception date shown after the investment option name. Returns of less than one year are not annualized. Performance prior to the inception date of the share class (if any) is based on returns of an older share class, which have been adjusted for expenses.

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- Total Annual Operating Expenses of an investment option are the expenses you pay each year, which reduce the rate of return you earn. In some cases, a fund may waive or reimburse certain expenses. If a fund has waived expenses in the past year, you will see a different gross (G) (before waivers) and net (N) (after waivers) expense ratio. So while an investor could have been charged as much as the gross expense rate in the past year, they will only have paid the net expense rate because of the waivers. Fund specific operating expense details are available at transamerica.com/portal/home.
- Shareholder-type fees, if any, are in addition to Total Annual Operating Expenses. Fees and expenses are only one of many factors to consider when you decide to invest in an investment 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.
- The performance data quoted represents past performance. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options will fluctuate and you could lose money. Current performance may be lower or higher than the performance data quoted.
- The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for information on understanding your retirement plan fees at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>.

Comparative Investment Chart - Table 1 Variable Options

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2020		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

Bonds

MassMutual Premier Short Duration Bond R5 (09/94) <i>Index: BofA ML 1-3 Year Govt/Corporate Index</i>	Short-Term Bonds	0.52% G	\$5.20 G	2.28%	2.78%	2.36%
		0.52% N	\$5.20 N			
				3.34%	2.23%	1.63%
Fidelity U.S. Bond Index (03/90) <i>Index: Bloomberg Barclays Aggregate Bond Index</i>	Intermediate-Term Bonds	0.03% G	\$0.25 G	7.80%	4.41%	3.82%
		0.03% N	\$0.25 N			
				7.51%	4.44%	3.84%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 60 calendar days.						
Metropolitan West Total Return Bond Admin (03/97) <i>Index: Bloomberg Barclays Aggregate Bond Index</i>	Intermediate-Term Bonds	0.79% G	\$7.90 G	8.76%	4.44%	4.36%
		0.79% N	\$7.90 N			
				7.51%	4.44%	3.84%
MassMutual Premier High Yield R5 (09/00) <i>Index: BofA ML US High Yield Master II Index</i>	High-Yield Bonds	0.63% G	\$6.30 G	4.79%	7.39%	7.11%
		0.63% N	\$6.30 N			
				6.17%	8.43%	6.62%
Loomis Sayles Global Bond Instl (05/91) <i>Index: Bloomberg Barclays Global Aggregate Index</i>	World/Foreign Bonds	0.76% G	\$7.60 G	13.49%	5.92%	3.31%
		0.69% N	\$6.90 N			
				9.20%	4.79%	2.83%

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Comparative Investment Chart - Table 1 Variable Options (continued)

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2020		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

Stocks

Columbia Dividend Income Instl3 (03/98)	Large-Cap Value Stocks	0.57% G 0.57% N	\$5.70 G \$5.70 N	7.91%	12.74%	12.26%
<i>Index: Russell® 1000 Value Index</i>				2.80%	9.74%	10.50%

Shareholder-Type Fees / Comments: If you have made a round trip trade in and out of the fund within 28 calendar days, you will be restricted from making additional transfers into the fund for the next 28 days.

Vanguard Value Index Adm (11/92)	Large-Cap Value Stocks	0.05% G 0.05% N	\$0.50 G \$0.50 N	2.29%	10.75%	11.22%
<i>Index: MSCI US Prime Market Value Index</i>				1.02%	9.90%	10.55%

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

Vanguard Total Stock Mkt Idx Instl (04/92)	Large-Cap Blend Stocks	0.03% G 0.03% N	\$0.30 G \$0.30 N	21.00%	15.43%	13.79%
<i>Index: Wilshire 5000 Full Cap Index</i>				22.18%	15.57%	13.69%

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

American Funds Growth Fund of America R5E (11/73)	Large-Cap Growth Stocks	0.44% G 0.44% N	\$4.40 G \$4.40 N	38.06%	18.78%	15.37%
<i>Index: Russell® 1000 Growth Index</i>				38.49%	21.00%	17.21%

GUIDESTONE FUNDS GROWTH EQUITY INST (08/01)	Large-Cap Growth Stocks	0.70% G 0.70% N	\$7.00 G \$7.00 N	35.75%	19.42%	16.02%
<i>Index: Russell® 1000 Growth Index</i>				38.49%	21.00%	17.21%

Wells Fargo Special Mid Cap Value A (04/05)	Mid-Cap Value Stocks	1.14% G 1.14% N	\$11.40 G \$11.40 N	2.93%	10.09%	11.00%
<i>Index: Russell® Mid Cap Value Index</i>				4.96%	9.73%	10.49%

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

Vanguard Strategic Equity (08/95)	Mid-Cap Blend Stocks	0.17% G 0.17% N	\$1.70 G \$1.70 N	10.27%	10.56%	12.17%
<i>Index: Russell® MidCap Index</i>				17.10%	13.40%	12.41%

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

MassMutual Select Mid Cap Growth R5 (05/00)	Mid-Cap Growth Stocks	0.81% G 0.81% N	\$8.10 G \$8.10 N	26.12%	16.32%	14.56%
<i>Index: Russell® Mid Cap Growth Index</i>				35.59%	18.66%	15.04%

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Comparative Investment Chart - Table 1 Variable Options (continued)

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2020		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

Stocks

Vanguard Small Cap Value Index Adm (05/98)	Small-Cap Value Stocks	0.07% G 0.07% N	\$0.70 G \$0.70 N	5.85%	9.73%	10.06%
<i>Index: MSCI US Small Cap Value Index</i>				2.04%	8.66%	8.93%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
Wells Fargo Special Small Cap Value A (05/93)	Small-Cap Value Stocks	1.28% G 1.28% N	\$12.80 G \$12.80 N	1.16%	9.85%	9.65%
<i>Index: Russell® 2000 Value Index</i>				4.63%	9.65%	8.66%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
Vanguard Small Cap Growth Index Adm (05/98)	Small-Cap Growth Stocks	0.07% G 0.07% N	\$0.70 G \$0.70 N	35.28%	17.99%	14.02%
<i>Index: MSCI US Small Cap Growth Index</i>				36.91%	17.32%	14.20%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
Invesco Real Estate R5 (05/95)	Real Estate	0.87% G 0.87% N	\$8.70 G \$8.70 N	-10.39%	4.70%	7.87%
<i>Index: MSCI REIT Index</i>				-7.57%	4.84%	8.30%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
American Funds EuroPacific Growth R5E (04/84)	World/Foreign Stocks	0.61% G 0.61% N	\$6.10 G \$6.10 N	25.07%	12.30%	7.88%
<i>Index: MSCI All-Country World Ex-US Index</i>				11.13%	9.44%	5.40%
MFS International Growth R3 (10/95)	World/Foreign Stocks	1.08% G 1.08% N	\$10.80 G \$10.80 N	15.45%	12.49%	7.51%
<i>Index: MSCI All-Country World Ex-US Index</i>				11.13%	9.44%	5.40%
T Rowe Price International Equity Index (11/00)	World/Foreign Stocks	0.45% G 0.45% N	\$4.50 G \$4.50 N	9.20%	7.75%	5.41%
<i>Index: MSCI All-Country World Ex-US Index</i>				11.13%	9.44%	5.40%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						

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Comparative Investment Chart - Table 1 Variable Options (continued)

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2020		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

Multi-Asset/Other

T. Rowe Price Retirement Balanced I (09/15) <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&P 500 Index</i>	Balanced	0.35% G 0.35% N	\$3.50 G \$3.50 N	11.65%	7.96%	8.10%
				7.51%	4.44%	4.10%
				18.40%	15.22%	16.33%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
T Rowe Price Retirement 2020 Trust A (01/12) <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&P 500 Index</i>	Target Date	0.46% G 0.46% N	\$4.60 G \$4.60 N	13.42%	9.92%	9.20%
				7.51%	4.44%	3.34%
				18.40%	15.22%	14.86%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
T Rowe Price Retirement 2030 Trust A (01/12) <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&P 500 Index</i>	Target Date	0.46% G 0.46% N	\$4.60 G \$4.60 N	16.06%	11.49%	10.81%
				7.51%	4.44%	3.34%
				18.40%	15.22%	14.86%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
T Rowe Price Retirement 2040 Trust A (01/12) <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&P 500 Index</i>	Target Date	0.46% G 0.46% N	\$4.60 G \$4.60 N	18.31%	12.60%	11.81%
				7.51%	4.44%	3.34%
				18.40%	15.22%	14.86%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						
T Rowe Price Retirement 2050 Trust A (01/12) <i>Index: Bloomberg Barclays Aggregate Bond Index</i> <i>Index: S&P 500 Index</i>	Target Date	0.46% G 0.46% N	\$4.60 G \$4.60 N	18.74%	12.83%	11.93%
				7.51%	4.44%	3.34%
				18.40%	15.22%	14.86%
Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.						

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Miami TA069847 00001**

Comparative Investment Chart - Table 1 Variable Options (continued)

Name of Option (Inception Mo/Yr) Index(es)	Type of Option	Total Annual Operating Expenses G: Gross; N: Net		Average Annual Total Return as of 12/31/2020		
		As %	Per \$1000	1Yr.	5Yr.	10yr. or Since Inception

Multi-Asset/Other

T Rowe Price Retirement 2060 Trust A (12/14)	Target Date	0.46% G 0.46% N	\$4.60 G \$4.60 N	18.68%	12.82%	10.65%
<i>Index: Bloomberg Barclays Aggregate Bond Index</i>				7.51%	4.44%	3.78%
<i>Index: S&P 500 Index</i>				18.40%	15.22%	12.78%

Shareholder-Type Fees / Comments: If you exchange out of this fund, you will not be permitted to exchange back into the same fund within 30 calendar days.

The following table focuses on investment options that have a fixed or stated rate of return and shows the annual rate of return, the term or length of time that you will earn this rate of return, and other information relevant to performance. (If you are already an investor in such option, please note that personalized rates of return for certain investments are shown on your benefit statements.) The fixed interest rate is net of any expenses and an annual operating expense ratio is not separately shown.

Comparative Investment Chart - Table 2 Fixed Options

Fund Name/ Type of Option	Return / Credited Rate	Term	Other
Transamerica Guaranteed Investment Option Stable Value	2.15%	04/01/2021 - 03/31/2022	The rate applies to all contract assets, and the rate does not change during the term. The rate will never fall below a guaranteed minimum rate of 1.00%. Current rate information is available at the option's Web site.

Shareholder Type Fees: Amounts may not be transferred directly to competing options. Amounts transferred out will be subject to an adjustment or charge if subsequently transferred to a competing option within 90 days. Withdrawals that do not constitute benefit responsive withdrawals, to the extent permitted by the plan, may be subject to an adjustment or charge. Refer to Table 3 for additional restrictions that may be applicable due to Employer actions.

The following table focuses on the annuity and/or other guaranteed income options under the Plan. Annuities and/or other guaranteed income options are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Such products are issued by insurance companies. Unless otherwise stated, insurance products are made available under group annuity contracts issued by Transamerica Life insurance Company (TLIC), 4333 Edgewood Road NE, Cedar Rapids, Iowa 52499. Transamerica Retirement Solutions Corporation is affiliated with TLIC. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

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Comparative Investment Chart - Table 3 Annuity Options

Name	Objectives/Goals	Pricing Factors	Withdrawal/Transfer Limitations/Fees
TLIC Guaranteed Investment Option Group Annuity Contract Transamerica Guaranteed Investment Option	To provide a guaranteed stream of income for your life.	The amount of the annuity benefit will be determined by the amount applied to purchase the annuity and the non-participating single premium immediate group annuity purchase rates in effect on the Annuity Purchase Date.	Refer to Table 2 for additional limitations and fees that may be applicable to transfers and withdrawals.

Fees that Reduce Value (surrender charges, MVAs, admin. fees): Withdrawals due to Employer actions may be subject to an adjustment or charge.



440 Mamaroneck Ave
Harrison, NY 10528

Brighten Your Outlook[®]



Rainy



Cloudy



Partly Sunny



Sunny

3447-PT-B (12/2015)
TA069847 00001

Produced (07/21)
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