OKLAHOMA PATHFINDER

WELCOME GUIDE

Putting you on the path to retirement readiness

How it works

The Pathfinder Plan is a retirement savings plan designed to put you on a path toward your retirement goals. It consists of two parts that work together to help you make the most of your retirement savings:

- 401(a) Plan for **mandatory** contributions
- 457(b) Plan for additional **voluntary** contributions

Both parts offer matching contributions from your employer, and both offer the chance to save pre-tax earnings with the potential for tax-deferred compounded growth. Here's what you need to know:

You're in control — maximize!

If you are hired into an eligible position on or after November 1, 2015, you will be enrolled into Pathfinder by your employer. All you have to do is choose your level of participation. Your participation begins the first day of the month following your date of hire.

The maximum amount your employer will contribute to your retirement within the Pathfinder Plan is **7%**. You must increase your employee contribution to **7%** to receive the maximum employer match. Here's how it works:

You contribute automatically

To begin, each pay period, **4.5%** of your pre-tax compensation goes to your Pathfinder 401(a) account. You'll see this mandatory deduction reflected on your paycheck statement.

Your employer matches your contribution

You're not alone on your path to retirement. Your employer makes a matching contribution of **6%** of your pre-tax compensation to your account each pay period. This matching contribution is applied to your 401(a) account.

You can do more . . .

Your initial **4.5%** mandatory contribution is a good start, but it may not be enough to help you reach your retirement savings and income goals. The good news: You can contribute even more from each paycheck to your Pathfinder account.

You can sign up for additional voluntary contributions when you start employment. After that, you can only change the amount of your contributions on a monthly basis. *Don't miss out on additional savings. Sign up for voluntary contributions now!*

. . . And your employer will do more

If you contribute another **2.5%** of your compensation to your account (in addition to your mandatory **4.5%** contribution), your employer will add another **1%** in matching contributions. Think of it this way: You can earn the maximum **7%** matching employer contribution when your own total contributions (mandatory + voluntary) add up to at least **7%** of your compensation — that's a total of **14%** contributed toward your retirement. Also, you can always contribute more than the **7%**, up to the annual limit determined by the IRS.

You can choose your investments

Upon your enrollment, the Vanguard Balanced Index Fund will be your initial investment option.[1] The Vanguard Balanced Index Fund invests in a mix of stocks and bonds in pursuit of growth while trying to limit risk. If you'd like to choose a different fund or number of funds, Pathfinder offers a diverse lineup of investment options spread across multiple asset classes. You can build the investment portfolio to match your goals and your tolerance for risk. Information about Pathfinder's investment lineup is located in the **Investing in Yourself** brochure included in this folder.

You manage your own account

You control how much of each contribution — your own and your employer's — goes to which investment options in your Pathfinder account. At any time, you can also move money among investment options and change how future contributions will be invested. It's your personal path to retirement, so you set the direction.

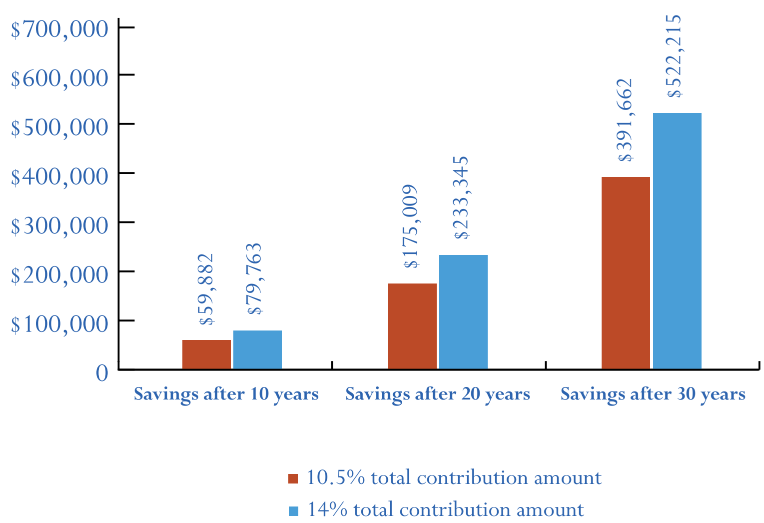
Carefully consider the investment option's objectives, risks, fees, and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products, or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.

Finding your path to your retirement goals

Why is it important to save more?

With a mandatory **4.5%** contribution from each paycheck — and an automatic **6%** contribution from your employer — you may wonder why you should save even more through Pathfinder. The answer is you may need to save more to reach your retirement income goals. Most of us will need 70%, 80% or even 100% of our working income in our retirement years. Your personal savings will be an important part of that income stream — including the money you save through Pathfinder.

Also, don't forget when you contribute an additional **2.5%**, your employer will kick in another **1%** in matching contributions. Even this small increase in your savings level can add up to a big difference over time. The chart to the right shows the potential difference between contributing the mandatory amount versus adding an additional **2.5%**. After 30 years, the difference is very noticeable.



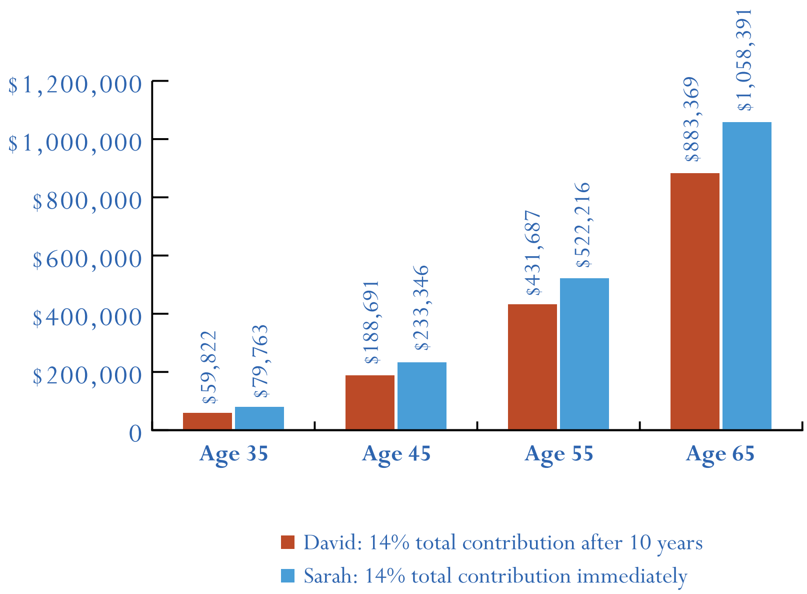
FOR ILLUSTRATIVE PURPOSES ONLY. This hypothetical illustration is not intended as a projection or prediction of future investment results. It assumes a $40,000 annual salary with a 1% annual increase, a 6% annual rate of return and reinvestment of earnings with no withdrawals. Rates of return may vary. The illustration does not reflect any associated charges, expenses or fees. The tax-deferred accumulation shown would be reduced if these fees were deducted.

Why save more now?

What's the advantage of signing up for additional voluntary savings as soon as you can?

The fact is that waiting to save can cost you. The longer you wait, the more you could miss out on the opportunity for tax-deferred compounded growth. Also, the sooner you start saving and investing, the better your potential to weather market changes and recover from losses.

The example shown at right illustrates how procrastinating on your retirement saving can cost you in the future. Sarah and David are both 25 years old and plan to retire in 40 years. Sarah immediately starts saving **7%**, matched with **7%** from her employer, while David starts with the mandatory **4.5%** with a **6%** employer match and waits 10 years before raising it to **7%**. The chart shows what they both would have at ages 35, 45, 55 and 65.



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Advantages of saving through Pathfinder

Saving for the retirement you want through Pathfinder can offer several advantages over trying to save on your own. The reasons include:

- **Pre-tax or Roth contribution** — With pre-tax contributions, the money you contribute to your Pathfinder account comes out of your paycheck **before** your federal and Oklahoma taxes are calculated — which may help reduce your current tax burden.

  With Roth contributions, you contribute to your account after taxes have been deducted. In other words, you pay taxes on your Roth 457 contribution up front rather than deferring those taxes until you take a distribution.

  Your Roth distributions are income tax-free[2] if you withdraw your Roth contributions and any earnings after holding the account for at least five tax years and meet one of the following criteria:
  - You are at least age 59½.
  - You become disabled.
  - You die (after which your beneficiaries will take the withdrawal).
- **Automatic saving** — With Pathfinder, you don't have to remember to set aside money for your future. Your contributions will happen automatically.
- **A wide choice of investment options** — You can build a diversified portfolio that matches your unique retirement income goals and your risk tolerance.
- **Competitive fees** — Fees apply to all investment options. With Pathfinder, the Oklahoma Public Employees Retirement System is able to leverage the collective buying power of all the Pathfinder participants to keep fees low — which means more of your money stays in your account, working for you.

Ready to blaze your own trail to retirement readiness?

Hit the trail to your future retirement as a Pathfinder participant. You can take advantage of flexible service and support options that make it most convenient for you.

You can access account information 24 hours a day, seven days a week by phone or via the web. If you prefer to speak with a representative, call the voice response system weekdays between 7 a.m. and 9 p.m. and Saturdays between 8 a.m. and 4:30 p.m. Central time.

PHONE	WEB
(844) 4-OK-PATH or (844) 465-7284	**okpathfinder.com**
Speak with a specialist weekdays from 7 a.m. to 9 p.m. or Saturdays from 8 a.m. to 4:30 p.m. Central time, or use the automated system 24 hours a day, seven days a week. A variety of available features designed to help you manage your account allow you to do the following, plus more: – Check balances – Check current beneficiary – Access investment option information – Transfer funds[3] – Rebalance/change your asset allocation – Retrieve forgotten passwords – Request forms	Interactive resources include: – Paycheck calculators – Savings calculators – Investment option calculators – Retirement calculators – An investment research tool – Complete investment option information Features allow you to do the following, plus more: – Check your account balance – Transfer money among different investment options[2] – Choose new investment options – Review fund information and performance

If it's your first time logging in to your Pathfinder account, visit the homepage and select the green *REGISTER* button on the right side of the screen. From there, follow the on-screen instructions to set up your username and password.

1 Asset allocation and balanced investment options and models are subject to the risks of the underlying funds, which can be a mix of stocks stock funds and bonds/bond funds. For more information, see the prospectus and/or disclosure documents.
2 Earnings on Roth contributions will be taxed unless withdrawals are a qualified distribution as defined by the IRS.
3 Transfer requests received on business days prior to close of the New York Stock Exchange (3 p.m. Central time or earlier on some holidays or in other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

Investing involves risk, including possible loss of principal.

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