



# Be Good to Yourself

Your retirement savings plan enrollment guide.

**Talley Construction Co., Inc.**

401(k) Profit Sharing Plan

Now's a great time to make a plan for your future — and we have just the plan to help you get started today!

Being ready for retirement is mostly about saving—dollar by dollar, day by day. And then, when you've reached your savings goal and the time is right, you can confidently retire knowing you're ready.

Your employer's retirement savings plan is designed to help you make that journey. It's an important benefit offered to you by your employer that gives you an easy and powerful way to save for your future. And after you enroll in the plan, you have access to the tools, education and support to help you stay on track and become more financially organized. Because when you understand your big financial picture, you're in a better position to set realistic goals and plan confidently for all of life's financial events, including retirement.

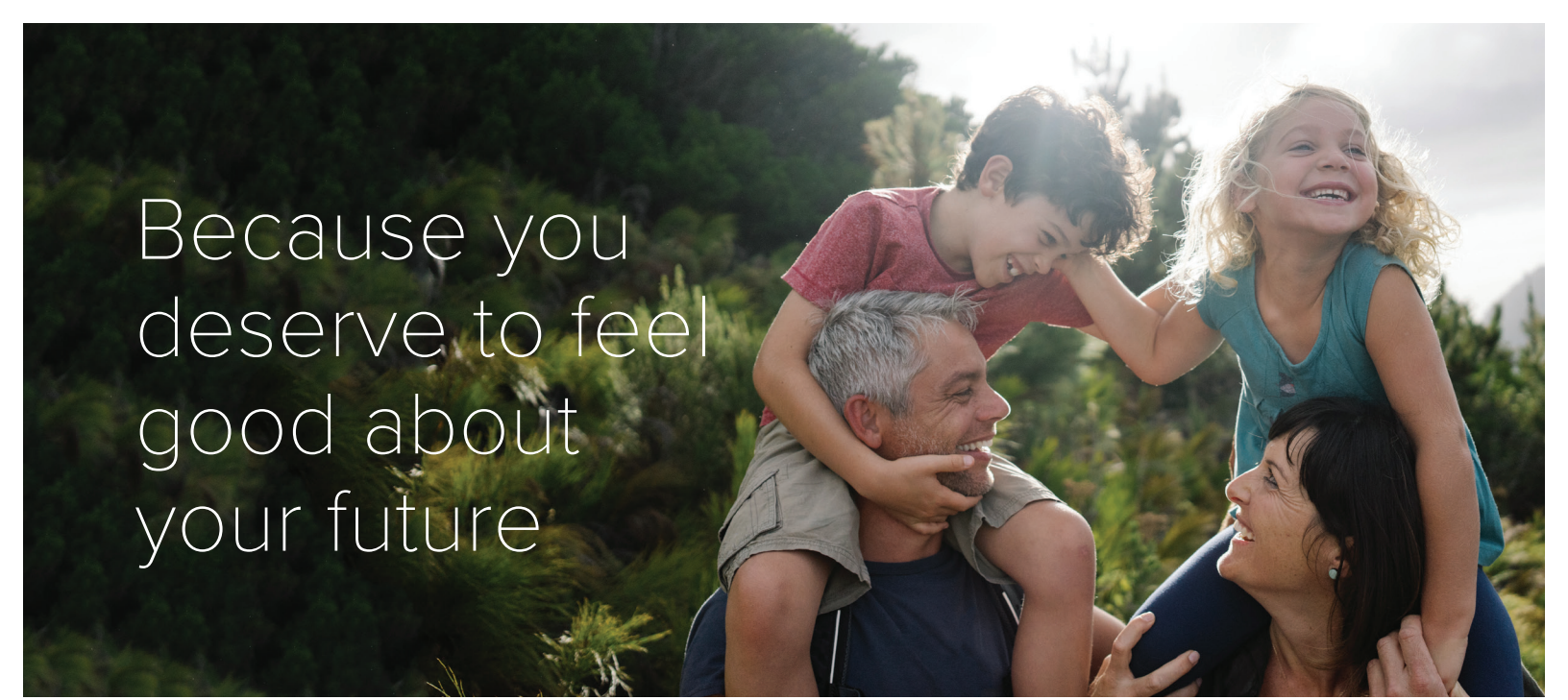
So keep reading to learn more about the benefits of saving through your employer's retirement plan. Then, take the first step to be ready and enroll today.

If you have questions or would like more information about your retirement plan, please call **(800) 584-6001** or log on to **[www.voyaretirementplans.com](http://www.voyaretirementplans.com)**.

**You should consider the investment objectives, risks, and charges and expenses of the variable product and its underlying fund options; or mutual funds/investment options offered through a retirement plan, carefully before investing. The prospectuses/prospectus summaries/information booklets contain this and other information, which can be obtained by contacting your local representative. Please read the information carefully before investing.**

Mutual funds offered through a retirement plan are long-term investments designed for retirement purposes. If withdrawals are taken prior to age 59½, an IRS 10% premature distribution penalty tax may apply. Withdrawals will be taxed as ordinary income in the year the money is distributed. Account values fluctuate with market conditions, and when surrendered, the principal may be worth more or less than its original amount invested.





Because you  
deserve to feel  
good about  
your future

We all need to slow down long enough to think about our future. How will you spend your retirement? Will you spend more time with your grandkids? Take that trip you've been postponing? Start a new career? Or stay up late and sleep in?

**It's up to you.**

And it starts when you enroll in a retirement savings plan. Ask yourself where you want to be when you're no longer working. Consider things like how comfortable you'd like to be, where you want to live, and how you hope to spend your days. Then, with our help, you'll go about the business of saving for your future.

Not Enrolled? It's easy to get started.  
Here's how you take the first step:

**Online**

1. Go to **enroll.voya.com**
2. Enter plan Number **860004**
3. Enter verification number **86000499**

Please be sure to review the disclosures in the "**Important Information**" section during online enrollment.

**Phone**

Call **(888) 311-9487**, Monday – Friday, 8 a.m. – 9 p.m. ET

Please note: if you choose to enroll by phone, you will be asked to verify you have reviewed this enrollment booklet with the important plan information and disclosures provided by your employer.

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After you enroll, you will receive a confirmation of your enrollment elections and a separate confidential **Personal Identification Number (PIN)** mailer via U.S. Mail. You will need your PIN to use Voya's phone services and to register for online account access.



## Reasons to save

The choices you make today will help you prepare for what you'll need tomorrow. Take advantage of your employer's retirement savings opportunities, and plan ahead for the kind of future you envision.

- 1 You're always in control**  
The choices you make about your contributions and investments are up to you. And you can easily make changes anytime online, on the phone or with the Voya Retire mobile app.
- 2 Save automatically**  
Your contributions are automatically deducted from your paycheck, so it's simple to set a little aside each pay period.
- 3 Help lower your taxable income**  
Every dollar you contribute before taxes reduces your taxable income, which means you may pay less in income taxes today.
- 4 Invest your way**  
Would you prefer to make investment elections yourself or would you appreciate having some guidance? How much investment risk are you willing to tolerate? No matter what you decide, we offer investment solutions that fit your style.
- 5 Remember, your money is all yours**  
Subject to your plan rules, what you contribute and any related earnings are yours to take with you, even if you change jobs.
- 6 Employer Contribution**  
Your employer may match a portion of the contributions you make to the plan. You may also receive profit sharing contributions from your employer.

# So where should you start?

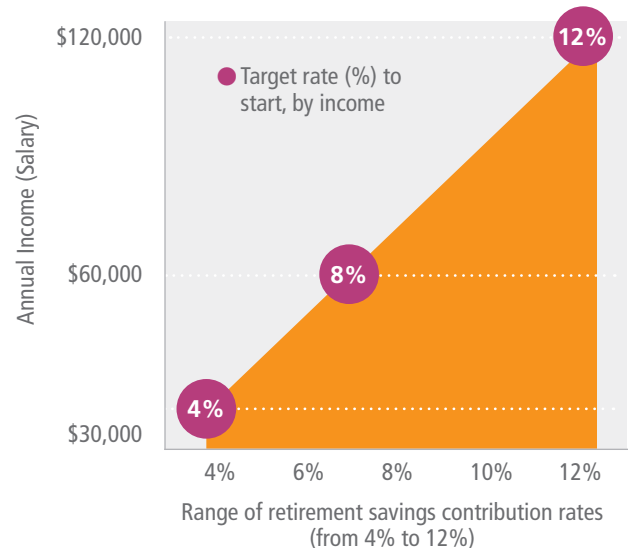
Most individuals should target to save 10%–15% of their annual income throughout their working careers for retirement. You can utilize myOrangeMoney® online to help get a clear picture of the retirement income your contributions can help create.

## Target savings rates for retirement by income amount

There is no one formula that will work for everyone. To start, consider a savings rate between 4% and 12% depending on your current income, and then increase this rate whenever you can over time.

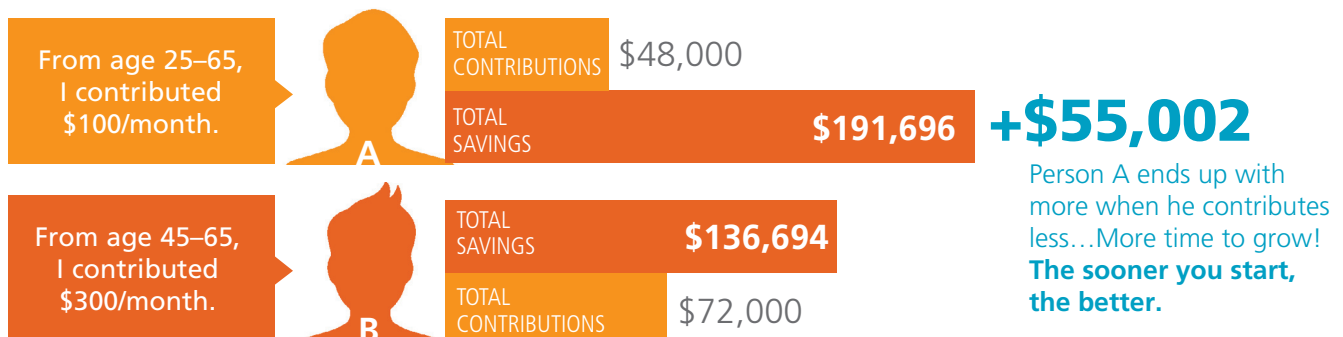
Your goal should be the ability to replace 70% or more of your working income when you retire. This would include any financial sources available to you in retirement such as:

- Savings in this plan
- Social Security
- Pension plan
- Real estate
- Other financial accounts



# The earlier, the better

Investing over a longer period of time in a tax-favored account allows you to take advantage of compounding. Compounding means that any earnings on contributions go back into your account without being taxed and can generate their own earnings. Taxes on any earnings are deferred until they are withdrawn. Below is a comparison between someone who contributes a lesser amount for an extended period and someone who contributes more per month for a shorter period.



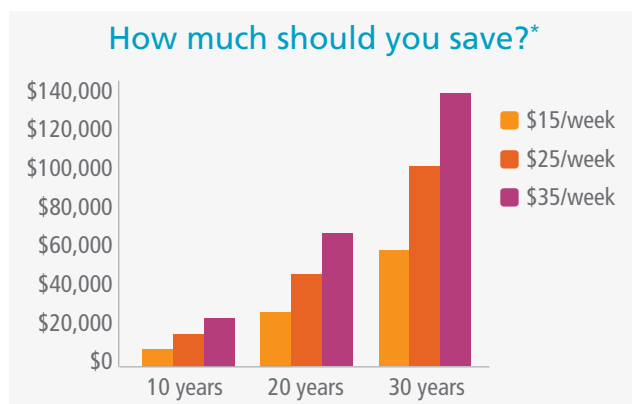
The accumulated amounts assume 26 pay periods per year, contributions made at the beginning of each period, a 6% annual rate of return compounded monthly, and a retirement age of 65. This hypothetical illustration is not guaranteed and does not reflect the performance of any specific investment option. It does not take into account the payment of taxes and does not intend to predict investment results. The illustration does not include fees or expenses that an investment product could assess. If included, these fees would reduce the figures shown above. Systematic investing does not ensure a profit or guarantee against loss. You should consider your ability to invest consistently in up as well as down markets. The illustration is not intended to serve as financial advice or as a primary basis for your investment decisions. Taxes are generally due upon withdrawal and will depend on tax bracket in effect at that time. This information is not considered legal or tax advice. If you need legal or tax advice, consult with a lawyer or tax advisor.



# Already saving? Check your strategy.

It's a few simple steps that could potentially lead to a more secure future. Log in at [www.voyaretirementplans.com](http://www.voyaretirementplans.com).

- Determine whether your savings are on track to support your future retirement income needs. Log in to your account online and review your progress with the myOrangeMoney educational, interactive experience. myOrangeMoney will show you how your current retirement assets may translate into future potential monthly income in retirement.
- Check your personal information and make sure you have listed your beneficiary(ies).
- Giving your savings a boost, even 1%, can mean a lot over time. Take a look at the chart for an example of the impact this could have.

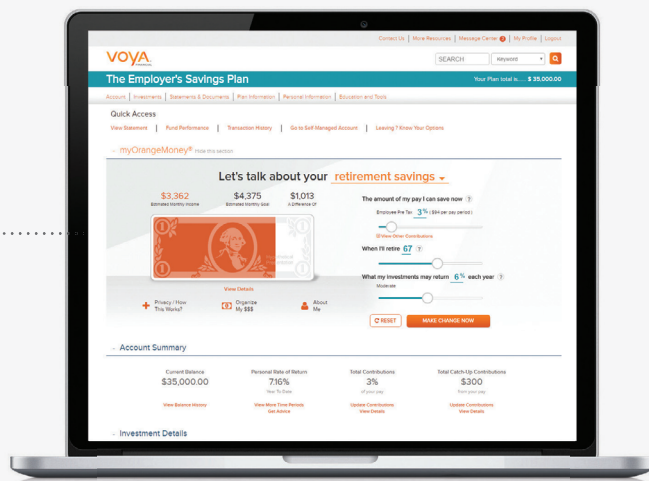
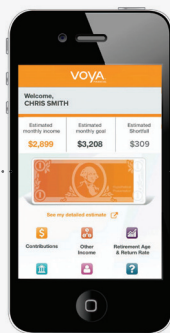


\* Assumes 6% hypothetical rate of return and contributions made at the beginning of each month. This illustration is hypothetical, is not guaranteed, and is not intended to reflect the performance of any specific investment. There is no assurance that increasing contributions will generate investment success. In addition, these figures do not reflect taxes or any fees or charges that may be assessed by the investments. The tax-deferred investment will be subject to taxes on withdrawal. Systematic retirement plan contributions do not ensure a profit nor guarantee against loss.

## You're never too far to call, click, or tap

Your plan website and the Voya mobile app, Voya Retire, allow you to securely manage your retirement savings anytime, anywhere. You can make saving and investment changes, learn about financial topics or just check on your progress toward your goals. And if you need help, we're here for you!

See how your savings translates into estimated monthly retirement income with the **myOrangeMoney** educational, interactive experience or with the Voya Retire mobile app. You can model a variety of saving and investment scenarios, add outside income sources and explore how estimated healthcare costs in retirement might impact your income needs. When you're ready to make a change, simply click the "Make Change Now" button to put your plan into action!



**IMPORTANT: The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.**

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# Choose the investment path that's right for you.

We all approach investing with different degrees of comfort and knowledge. That's why choosing an investment approach – with just the right balance of support and guidance – can help you more confidently work toward your retirement goals.



## **Guide me with a pre-defined investment strategy**

If you want to keep your approach to investing simple, review what is available in a target-date fund. By selecting an investment based on the year you want to retire, you eliminate the guesswork of managing your own investment mix. Professional investment managers do all the work by investing in a mix of funds in a variety of asset classes guided by the number of years you have until retirement. And as your retirement date draws near, your portfolio is rebalanced to move assets to more conservative investments.



## **Get there myself by choosing my own investments**

If you're comfortable investing on your own and confident managing your portfolio, you can build a personalized investment strategy by picking funds from the plan's investment lineup. With a range of options to choose from in a variety of asset classes, you can create an investment mix that balances the potential for return with your tolerance for risk. For help gauging your risk level, use the available quiz.

**Want to learn more about your plan's investment options? Just keep reading for all the details.**

**Want to learn more about your plan's investment options? After you login to the enrollment website you'll find lots of helpful information.**



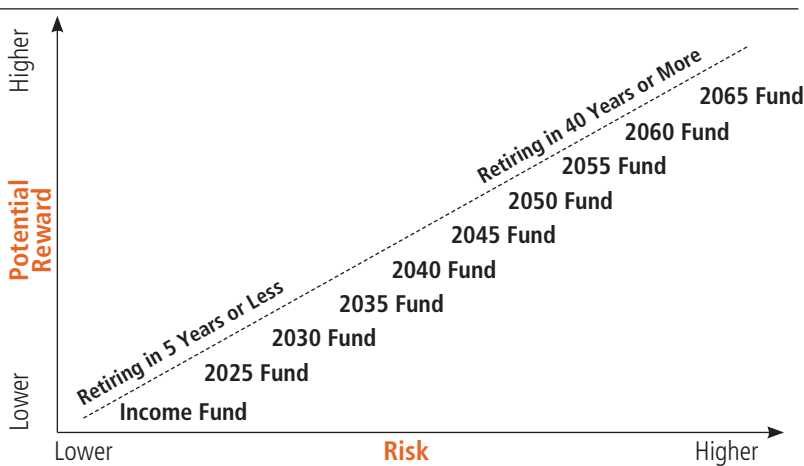
## Target Date Funds

Target date funds have been made available by your employer if you don't have the time or interest to manage your asset mix and, instead, want professional managers to help keep the mix on track for you. If you like the idea of relying on a single portfolio that becomes more conservative in a predictable way as you approach retirement, target date funds might be right for you. They give you access to professionally managed and monitored portfolios that adjust over time as your investment goals near.

You can choose the target date fund option that's closest to the date you would like to retire. As you approach this target date, the portfolio will automatically move from a more aggressive investment mix to a more conservative investment mix. For example, given options similar to those in the illustration below, if you plan to retire in 2042, you may want to consider a fund or portfolio with a target date of 2040. Please note that some target date funds are offered in 10-year increments instead and that the illustration below is not representative of the target date funds being offered in your plan.

The closer you are to your retirement date, the less exposure you should have to potential market downturns just when you need your money. If you choose a target date fund, adjustments are automatically made for you.

### You can choose the target date fund that targets the date you want to retire.



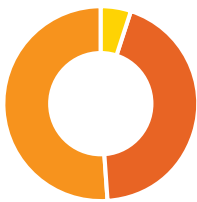
Generally speaking, target date funds target a certain date range for retirement, or the date the investor plans to start withdrawing money. Investors can select the fund that corresponds to their target date. They are designed to rebalance to a more conservative approach as the date nears. An investment in the target date fund is not guaranteed at any time, including on or after the target date.

Each diversified portfolio starts with an asset allocation considered appropriate for its years from retirement and risk tolerance. Then each portfolio gets more conservative over time as it gets closer and closer to its retirement date. The objective is to achieve the highest possible returns while minimizing potential risks. **There is no guarantee this objective will be met.**

Investments with higher potential return carry higher risks. *For illustrative purposes only.*

### How target date funds are adjusted over time as each portfolio becomes more conservative.

ASSET CLASS KEY	
<span style="color: yellow;">■</span>	STABILITY OF PRINCIPAL FUNDS
<span style="color: orange;">■</span>	INCOME-ORIENTED FUNDS
<span style="color: red;">■</span>	AGGRESSIVE FUNDS



More Aggressive

Initially the portfolio will include a mix of more aggressive funds.



Some money is gradually shifted out of more aggressive funds and into more income-oriented funds.



More Conservative

More is allocated to stability of principal funds.

The pie charts reflect hypothetical long-term, strategic allocation composition ("target allocations"). Please refer to the prospectus for more information about the specific target date funds being offered by your plan.

**Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency**  
**You should consider the investment objectives, risks, and charges and expenses of the investment options offered through a retirement plan, carefully before investing. The fund prospectuses and an Information Booklet containing this and other information can be obtained by contacting your local representative. Please read the information carefully before investing.**

Any insurance products, annuities and funding agreements that you may have purchased are sold as securities and are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"). Fixed annuities are issued by VRIAC. VRIAC is solely responsible for meeting its obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services, LLC ("VIPS"). Neither VRIAC nor VIPS engage in the sale or solicitation of securities. If custodial or trust agreements are part of this arrangement, they may be provided by Voya Institutional Trust Company. All companies are members of the Voya® family of companies. **Securities distributed by Voya Financial Partners, LLC (member SIPC) or other broker-dealers with which it has a selling agreement.** All products or services may not be available in all states.







## Self-Assessment Quiz and Model Portfolios

This self-assessment quiz will help you determine your risk tolerance. Once you've added up your answers, review the model portfolio that corresponds to your score. Each model gives you a general idea of how you could use different asset classes to build a well-diversified portfolio.

After reviewing the model portfolios, you can choose from specific investment options offered by your Plan in each asset class.

### Self-Assessment Quiz

**Scoring:** 4 Strongly Agree 3 Agree 2 Disagree 1 Strongly Disagree

#### Financial Goals

#### SCORE

1. **Investments:** I have long-term financial goals of 10 years or longer.
2. **Large expenses:** I do not need short-term investment results to cover financial obligations or planned expenditures.
3. **Inflation:** Despite the risks, growth of capital is most important to me.

#### Risk Tolerance

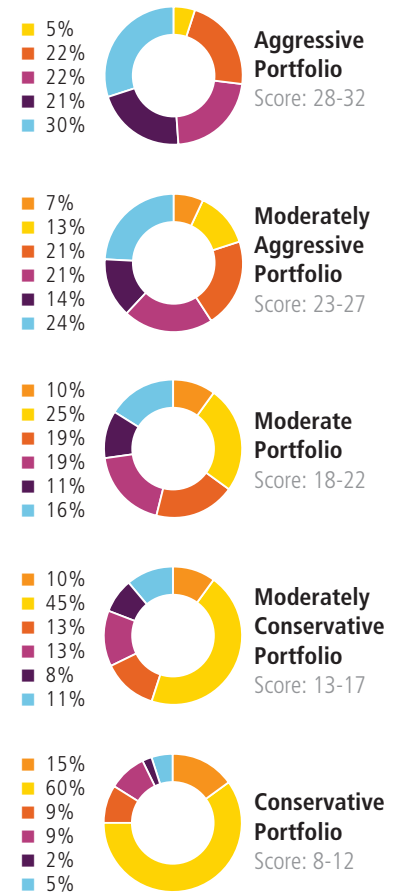
4. **Volatility:** I am more focused on growth of capital than on receiving regular income.
5. **Risk vs. reward:** When pursuing my financial goals, I can handle short-term losses on my investments.
6. **Decline in value:** I am willing to accept additional investment risk when this risk increases the probability of reaching my financial goals.
7. **Equity investing:** I understand the potential consequences of not reaching my financial goals.
8. **Knowledge of risk:** I consider myself to be a sophisticated investor.

#### What type of investor are you?

Risk Tolerance	Score
Aggressive	28-32
Moderately Aggressive	23-27
Moderate	18-22
Moderately Conservative	13-17
Conservative	8-12

#### Total Score

### Model Portfolios



#### ASSET CLASS KEY

- STABILITY OF PRINCIPAL
- BONDS
- LARGE CAP VALUE
- LARGE CAP GROWTH
- SMALL/MID/SPECIALTY
- GLOBAL/INTERNATIONAL

The Models are provided solely for informational purposes and do not constitute investment advice. The Models were constructed as of February 2017 based on available asset classes, benchmarks, constraints, capital market expectations and market conditions at that time, and are not tailored to any individual customer's circumstances. The Models are generally updated periodically, typically on an annual basis.



## Choose My Own Investments

If you're a confident investor, your Plan gives you the ability to create and maintain your own customized investment strategy, as well as access to all the tools and resources you need. Before you get started, take a few minutes to brush up on key investing concepts.

**Stocks** are often called Equities because they represent ownership (or equity) in a corporation.

**Bonds** are often called Income investments because they represent loans

to corporations or government entities. These loans pay interest, and that's considered income. **Money Market** –"Bills"– are short-term investments in a wide variety of relatively lower-risk securities, such as Government Bonds and Treasury Bills. These are also called cash investments because they are easily converted to cash.

**Asset classes** are the different categories and sub-categories of the above investments. They are grouped into common investment objectives and styles. How you invest among them is a very important decision. Investing across several different asset classes is called **diversification**. How much you invest in each asset class is called **asset allocation**.

## Potential Risk/Reward Balance of Different Asset Classes

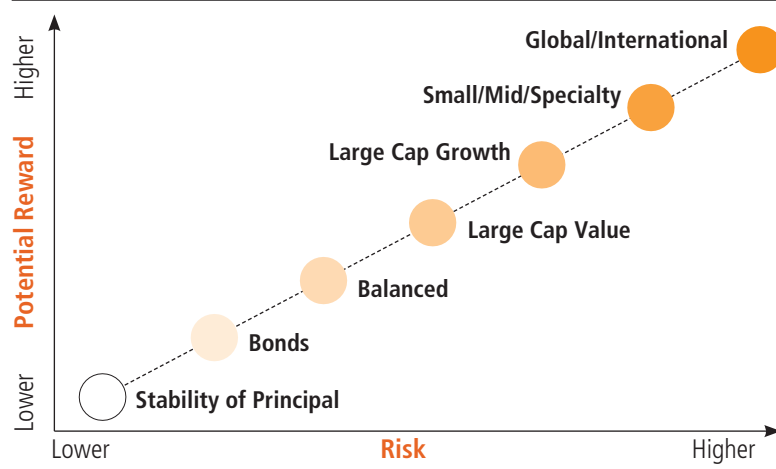
To create an investment strategy that's right for you, you need to diversify across different types of investments. A diversified investment strategy may protect you from large losses because, even if some investments falter, others may perform well.

Each asset class offers a different potential risk as well as reward. The mix of asset classes that's right for you depends on your own investment timeframe and risk tolerance. Generally, the longer you have to invest and the higher your appetite for risk, the greater your potential for returns – and vice versa.

The bottom line is that how you invest among the various asset classes (and individual funds within them) is one of the most important decisions you'll have to make. Additional investment information, including one-page fact sheets that describe each fund, is included in this workbook and can help you get started.

While diversification and asset allocation are well-known investment strategies, they neither assure nor guarantee better performance and cannot protect against loss in declining markets.

## Asset Class Risk and Reward



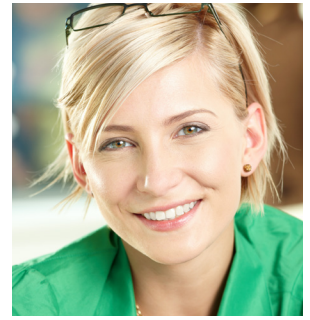
Investments are not guaranteed and are subject to investment risk including the possible loss of principal. The investment return and principal value of the security will fluctuate so that when redeemed, may be worth more or less than the original investment.

Stocks are more volatile than bonds, and portfolios with a higher concentration of stocks are more likely to experience greater fluctuations in value than portfolios with a higher concentration in bonds. Foreign stocks and small and midcap stocks may be more volatile than large cap stocks. Investing in bonds also entails credit risk and interest rate risk. Credit risk is the risk of loss of principal and/or interest stemming from a borrower's failure to repay a loan or otherwise meet a contractual obligation. Interest rate risk is the risk that an investment's value will change due to a change in interest rates. Generally investors with longer time frames can consider assuming more risk in their investment portfolio.

Generally speaking, an investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the fund seeks to preserve the value of your investment at \$1.00 per share, there is no assurance that it will be able to do so. While the fund's objective includes the preservation of capital, it is possible to lose money by investing money in the fund.

# What's Next?

Now that you know how to get started, the hard part's out of the way.



Getting real about your retirement starts here. You've got this. Keep going and learn how best to take advantage of your employer-sponsored retirement savings plan.



[Get started now](#)

# Keeping track of multiple retirement accounts?

When you've got your eye on retirement, it helps to keep your strategy focused on your long-term goals. And that can be easier to do when you know where everything is.

Review where your accounts are and what options you have to manage them.

You can leave your retirement account with your former employer, move your account into your new employer's plan, roll it into an IRA, or cash it out. The decision is an important one, so check on the implications of each action before taking money out of your retirement account.





# Forms

**Prior to making a decision to enroll, please refer to the important information contained in the Plan Highlights and Investment information section to learn more about your plan and the investment options available to you.**

# Enrolling online

Getting started is easy. Visit the website below to learn more about your options – and to enroll in the plan in just minutes.



**enroll.voya.com**

Enter this plan information to login:

- Plan Number: 860004
- Verification Number: 86000499

Contact us if you need help at **(888) 311-9487**. We're here Monday – Friday, 8 a.m. – 9 p.m. ET.

## **It's time to make your move**

Once you're logged in, you have a couple of decisions to make. How much do you want to save per paycheck? How do you want to invest those savings? Read on to learn more about your options. And then log in for further details and a simple, interactive experience that helps you make those choices.

## **Guide me with a pre-defined investment**

You can choose an investment strategy based simply on the year you are planning to retire or the amount of risk you feel comfortable taking. Funds are selected and managed to best meet your goals.

## **Get there myself by choosing my own investments**

The interactive online experience makes it easy for you to build your own mix by selecting from the following available funds:

Fund Name	Fund #	Fund Name	Fund #
<b>Stability of Principal</b>			
Voya Fixed Account (4062)	xxxx	Vanguard Trgt Retire Income Fnd Inv	795
<b>Bonds</b>		<b>Balanced</b>	
DFA Inflat-Prot Securities Port Inst	3223	Vanguard Balanced Index Fund Adm	9009
Inv Intl Bond Fd R6	3506	<b>Large Cap Value</b>	
MFS Emerging Markets Debt Fund R6	3664	American Funds Fundamental Inv R6	2323
PIMCO Total Return Fund Inst	544	American Funds Wash Mutual Inv R6	1990
Vanguard Total Bnd Mrkt Ind F Adm	898	Vanguard 500 Index Fund Adm	899
Western Asst High Yield Fund IS	3528	Vanguard Totl Stck Mkt Index Fd Adm	1122
<b>Asset Allocation</b>		<b>Large Cap Growth</b>	
Vanguard Trgt Retire 2015 Fnd Inv	791	JPMorgan Lrg Cp Growth Fnd R6	3494
Vanguard Trgt Retire 2020 Fnd Inv	1296	<b>Small/Mid/Specialty</b>	
Vanguard Trgt Retire 2025 Fnd Inv	926	DFA Real Estate Securities Port Inst	1438
Vanguard Trgt Retire 2030 Fnd Inv	1297	DFA U.S. Targeted Value Port Inst	2566
Vanguard Trgt Retire 2035 Fnd Inv	793	Invesco American Value Fund R6	3693
Vanguard Trgt Retire 2040 Fnd Inv	1298	Vanguard Mid-Cap Index Fund Adm	756
Vanguard Trgt Retire 2045 Fnd Inv	794	Vanguard Small-Cap Index Fund Adm	757
Vanguard Trgt Retire 2050 Fnd Inv	1299	<b>Global / International</b>	
Vanguard Trgt Retire 2055 Fnd Inv	2473	American Funds EuroPacific Grw R6	1723
Vanguard Trgt Retire 2060 Fnd Inv	3447	American Funds New Perspective R6	1899
Vanguard Trgt Retire 2065 Fnd Inv	8995	Inv Dev Mrkts Fd R6	3502
		MFS Intl Intrinsic Val Fnd R6	3669

Take the first step by enrolling today. Once you're on your way, you'll understand why it's one of the most important things you can do for your future.



# Beneficiary Designation Form

Talley Construction Co., Inc.  
401(k) Profit Sharing Plan

Plan Number: 860004

## Request Type

Initial Designation

Change to Designation

## Participant Information

Name (first, middle initial, last)

Social Security Number

Married

Single

## Beneficiary Information

Subject to the terms of my Employer's Plan, I request that any sum becoming due upon my death be payable to the beneficiary(ies) designated below. I understand this designation shall revoke all prior beneficiary designations made by me under my Employer's Plan. (All designations must be in whole percentages. Total percentage must equal 100% for Primary Beneficiary and 100% for Contingent Beneficiary, if designated.)

1. Beneficiary Name (complete legal name required)	Relationship <input checked="" type="checkbox"/> Primary Beneficiary	Percentage
Address and Phone #	Social Security Number/TIN	Date of Birth (mm/dd/yyyy)
2. Beneficiary Name (complete legal name required)	Relationship <input type="checkbox"/> Primary Beneficiary <input type="checkbox"/> Contingent Beneficiary	Percentage
Address and Phone #	Social Security Number/TIN	Date of Birth (mm/dd/yyyy)
3. Beneficiary Name (complete legal name required)	Relationship <input type="checkbox"/> Primary Beneficiary <input type="checkbox"/> Contingent Beneficiary	Percentage
Address and Phone #	Social Security Number/TIN	Date of Birth (mm/dd/yyyy)
4. Beneficiary Name (complete legal name required)	Relationship <input type="checkbox"/> Primary Beneficiary <input type="checkbox"/> Contingent Beneficiary	Percentage
Address and Phone #	Social Security Number/TIN	Date of Birth (mm/dd/yyyy)
5. Beneficiary Name (complete legal name required)	Relationship <input type="checkbox"/> Primary Beneficiary <input type="checkbox"/> Contingent Beneficiary	Percentage
Address and Phone #	Social Security Number/TIN	Date of Birth (mm/dd/yyyy)
6. Beneficiary Name (complete legal name required)	Relationship <input type="checkbox"/> Primary Beneficiary <input type="checkbox"/> Contingent Beneficiary	Percentage
Address and Phone #	Social Security Number/TIN	Date of Birth (mm/dd/yyyy)

Unless otherwise requested:

1. If more than one beneficiary is designated, payment will be made in equal shares to the primary beneficiaries who survive the participant or annuitant or, if none survives the participant or annuitant, in equal shares to the contingent beneficiaries who survive the participant or annuitant.
2. If no beneficiary survives the participant or annuitant, payment will be made to the executors or administrators of the estate of the participant or annuitant.

**Please complete this form and return it to your Plan Administrator.**

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# Beneficiary Designation Form (continued)

Talley Construction Co., Inc.  
401(k) Profit Sharing Plan  
Plan Number: 860004

Name (first, middle initial, last)

Social Security Number  
- -

## Certification

- I am not married at the time I am making this beneficiary designation. I understand that if I later marry, I must submit a new designation naming my spouse as beneficiary, unless he or she agrees in writing to a different beneficiary.
- I am married and have named my spouse as sole/primary beneficiary.
- I am married and have named someone other than my spouse as sole/primary beneficiary and my spouse agrees to such designation (spouse must also sign below in the presence of a Notary Public or Plan Representative).

## Trust Certification

By signing below, I certify that:

A. Name of Trust or Trust instrument \_\_\_\_\_

B. The Trust or Trust instrument identified above, is in full force and effect and is a valid Trust or Trust instrument under the laws of the State or Commonwealth \_\_\_\_\_ of

C. The Trust is irrevocable, or will become irrevocable, upon my death.

D. All beneficiaries are individuals and are identifiable from the terms of the Trust.

In the event that any of the information provided above changes, I will provide Voya Financial® with the changes, within a reasonable period of time.

By designating a Trust, additional documentation and/or certification may be required.

## Signatures

I hereby certify under the pains and penalties of perjury that information I furnished herein is true, accurate and complete.

Participant's Signature

Signed in City/Town and State

Date (mm/dd/yyyy)

Witness' Name

Witness' Signature

*(Account Holder's signature must be witnessed. Witness must be a person of legal age, and someone other than spouse or designated beneficiary.)*

Please complete this form and return it to your Plan Administrator.

**Beneficiary Designation Form** (continued)

Talley Construction Co., Inc.  
401(k) Profit Sharing Plan  
Plan Number: 860004

**Spousal Consent**

This is to certify that I am the spouse of the above named participant and agree with the beneficiary designation. I understand that the above designation specifies the only person(s) who will receive any death benefits payable in the event of death of the participant.

Spouse's Name	Social Security Number - -
Spouse's Signature	Date (mm/dd/yyyy)

On this the \_\_\_\_\_ day of \_\_\_\_\_, in the year of \_\_\_\_\_ before me, \_\_\_\_\_ (Notary) the undersigned officer, personally appeared \_\_\_\_\_ (spouse) known to me (or satisfactorily proven) to be the person whose name is subscribed to within the instrument and acknowledged that he/she executed the same for the purposes therein contained.

**In Witness Whereof, I hereunto set my hand**

\_\_\_\_\_  
Notary Public

(SEAL)

My Commission Expires \_\_\_\_\_

OR

**AUTHORIZED PLAN REPRESENTATIVE**

The above spousal consent was signed by the Spouse in my presence.

Authorized Plan Representative Name (Please print.) \_\_\_\_\_

Authorized Plan Representative Signature \_\_\_\_\_ Date (mm/dd/yyyy) \_\_\_\_\_

**Please complete this form and return it to your Plan Administrator.**





# INCOMING DIRECT ROLLOVER TO A 401 PLAN

Voya Retirement Insurance and Annuity Company ("VRIAC")  
Voya Institutional Plan Services, LLC ("VIPS")  
Members of the Voya® family of companies  
PO Box 990063, Hartford, CT 06199-0063  
Phone: 800-584-6001 Fax: 800-643-8143



As used on this form, the term "Voya," "Company," "we," "us" or "our" refer to your plan's funding agent and/or administrative services provider. That entity is either VRIAC or VIPS. Contact us for more information.

## INSTRUCTIONS

Please contact your Plan Administrator prior to completing this form to determine if assets under an existing plan or traditional IRA can be rolled over into this Plan. If yes, complete this form and forward it to the former investment provider/record keeper along with a request for a distribution. Mail or fax a copy to the address or phone number above. Please make a photocopy if you wish to retain a copy for your records. If you are not previously enrolled in the Plan, your Plan Administrator must submit a completed Enrollment Form before requesting a transfer or rollover to Voya. If you intend to accomplish an indirect rollover (i.e., where you remit a personal check to Voya), we must receive backup from your prior record keeper to support the amounts indirectly rolled over.

Funds will be applied to the account the same day they are received from the former investment provider/record keeper if received in good order before the close of the New York Stock Exchange (NYSE) on any day it is open for trading. All requests received in good order after the close of the NYSE (usually 4 p.m. ET) will be processed the next day the NYSE is open.

## GOOD ORDER

Good order is receipt at the designated location of this form accurately and entirely completed, and includes all necessary signatures. If this form is not received in good order, as we determine, it may be returned to you for correction and processed upon re-submission in good order at our designated location. Beneficiaries and QDRO Alternate Payees are prohibited by the IRS from rolling over money from other qualified retirement plans or IRAs into their 401(a), 401(k), 403(b) accounts unless they are also an employee of the company.

Rollover from a Roth Account - If you are directly rolling over Roth money, we must receive cost basis and the Designated Roth Account's start date directly from your prior record keeper.

## 1. PLAN INFORMATION

Plan Name TALLEY CONSTRUCTION CO.,INC. 401(K) PRFT SHRG  
Plan Number 860004

## 2. PARTICIPANT INFORMATION

Name (last, first, middle initial) \_\_\_\_\_  
SSN/TIN (Required) \_\_\_\_\_ Date of Birth \_\_\_\_\_  
Resident Street Address or PO Box \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_  
Work Phone (include extension) \_\_\_\_\_ Home Phone \_\_\_\_\_

## 3. FORMER INVESTMENT PROVIDER/RECORD KEEPER

Former Investment Provider/Record keeper Name \_\_\_\_\_  
Former Investment Account # \_\_\_\_\_ Phone # \_\_\_\_\_

Fold and tear on perforation

**4. ROLLOVER AMOUNT** (Check all applicable boxes. Rollovers from Roth IRA accounts are not permitted.)

Please indicate source:  403(b) plan  401 plan  Governmental 457  Traditional IRA

Pre-Tax Rollover Amount.....\$ \_\_\_\_\_  Rollover of Designated Roth Amount..... \$ \_\_\_\_\_  
 Rollover of Non-Roth After-Tax Amount ..... \$ \_\_\_\_\_ Start Date \_\_\_\_\_ Roth Contributions ..... \$ \_\_\_\_\_  
Employee Non-Roth After-Tax Contributions \$ \_\_\_\_\_  Rollover of In Plan Roth Rollover Amount ..... \$ \_\_\_\_\_  
Start Date \_\_\_\_\_ In Plan Roth Basis..... \$ \_\_\_\_\_

**5. INVESTMENT INSTRUCTIONS** (Use whole percentages (e.g. 33%, not 33 1/3%). Must total 100%.)

Unless otherwise indicated below, your Direct Rollover assets will be invested according to your current investment elections for ongoing contributions of the Plan indicated on page one.

If you choose to invest your Direct Rollover assets differently, enter the percentage of the Direct Rollover amount to be split among Plan investment options as specified below. Obtain the fund names/numbers from your most recent quarterly statement package or enrollment kit.

Fund Number/Name	Percentage	Fund Number/Name	Percentage

**6. ROLLOVER TO VOYA** (Please choose only one option.)

**Mail Check Directly to Voya**

Mail check payable to Voya Institutional Trust Co. F/B/O Participant Name, Social Security Number, and Plan # 860004 to the address below.

**Regular Mail:**

Voya Institutional Trust Company  
PO Box 3015  
New York, NY 10116-3015

**Overnight/Express Mail:**

JP Morgan Chase C/O  
Payee: Voya Institutional Trust Company  
Attn: Lock Box 3015  
4 Chase Metrotech Center, 7th Floor East  
Brooklyn, NY 11245  
(Six digit plan number must be referenced on the check.)

**Wire Transfer Directly to Voya**

**Wire Funds to:**

Wells Fargo Bank, N.A.  
ABA Number: 121000248  
Voya Institutional Trust Company/Prem Collection  
Bank Account Number: 2087350311363  
Beneficiary References:  
Include Participant Name, Social Security Number (9 digit numeric), Plan # 860004 (6 digit numeric) and Payroll location (if any) (4 digit numeric).  
Example: John J. Jones 999-99-9999 888123-0001

**7. PARTICIPANT SIGNATURE AND ACKNOWLEDGEMENT**

I understand that the Direct Rollover amounts will be subject to the applicable Internal Revenue Service and Plan withdrawal restrictions. I understand that the Direct Rollover will be invested using my current investment allocation under this plan to the extent on file unless I submit this form to indicate alternate investment selections for this Direct Rollover. I acknowledge that I have read and accept the terms of this form and that the information shown is correct and complete.

Participant Signature \_\_\_\_\_ Date \_\_\_\_\_

**8. PLAN ADMINISTRATOR SIGNATURE AND CERTIFICATION**

As the Plan Administrator, I hereby accept this rollover in and Plan investment direction, and have reviewed the form to ensure all necessary information is completed.

Plan Administrator Name (Please print.) \_\_\_\_\_

Plan Administrator Signature \_\_\_\_\_ Date \_\_\_\_\_

**9. LETTER OF ACCEPTANCE**

- Letter of Acceptance Required – Check this box if the Prior Plan/IRA Service Provider requires a Letter of Acceptance from Voya to complete your rollover or transfer request. **A Letter of Acceptance will not be issued unless this box is checked.**
  - Fax the Letter of Acceptance to ( \_\_\_\_\_ ) \_\_\_\_\_ - \_\_\_\_\_ Attention \_\_\_\_\_
  - Mail the Letter of Acceptance to me at the Participant address indicated on this form.
  - Mail the Letter of Acceptance to the Prior Plan / IRA Service Provider at the address indicated below.

Company Name \_\_\_\_\_ Attention \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

# Plan Highlights and Investment Information



## PLAN HIGHLIGHTS

### Talley Construction Co., Inc. 401(k) Profit Sharing Plan

#### Introduction

**This section describes highlights of your employer's retirement plan. It represents a general overview of the information printed in your employer's Summary Plan Description (SPD). Your retirement program is more fully described in the formal provisions of your employer's plan document. If there is a conflict between these plan highlights and your SPD, the language provided in the plan document will govern.**

#### Eligibility Requirements

You are eligible to participate in the plan when you are 21 years of age and have 6 months of service.

#### Enrollment Dates

Once you have met the eligibility requirements, you can join the plan monthly.

#### Employee Contributions

You may contribute 1 - 100% of your annual pay, not to exceed \$19,500 annually. Annual limitations are set by the IRS and are subject to change. The tax laws may also let you contribute an additional amount over the regular annual limit if you are at least 50 years old. Check with your benefits manager to see if you can take advantage of the increased opportunity to 'catch up' and contribute even more to your employer's plan. If your adjusted gross income does not exceed certain limits, you may be eligible for a tax credit.

#### Roth Contributions

Your plan permits Roth after-tax employee contributions. You may contribute a minimum of 1% and your total employee contributions (Roth after-tax and Traditional pre-tax deferrals combined) may not exceed \$19,500 annually (\$26,000 if you are at least age 50 and your plan has a catch-up feature). Annual limitations are set by the IRS and are subject to change.

#### Employer Contributions

##### *Profit Sharing*

Your employer has established a Profit Sharing plan. A Profit Sharing plan is a tax-qualified retirement plan in which your employer makes contributions on your behalf. The amount of the contribution is determined by an allocation formula that is generally based on participant earnings, while annual contributions are generally based on the company's profits. Contributions may be modified during times of business hardship.

##### *Employer Match*

Your employer may match a portion of the contributions you make to the plan.

##### *Employer Safe Harbor*

Your employer has elected to match 100% of your contributions up to the first 3% of pay, and 50% of your contributions on the next 2% of pay.

#### Vesting

You will always be 100% vested in the portion of your account attributable to your Employee contributions. You are also 100% vested upon your death, normal retirement, or disability. Your employer contributions are subject to the following vesting schedule:

##### *Employer Match Contributions*

1 year of service 0% 2 years of service 20% 3 years of service 40% 4 years of service 60% 5 years of service 80% 6 years of service 100%

##### *Profit Sharing Contributions*

1 year of service 0% 2 years of service 20% 3 years of service 40% 4 years of service 60% 5 years of service 80% 6 years of service 100%

#### Rollovers

Money from other qualified plans such as 401(k) plans is accepted. Rollover contributions are allowed prior to meeting the eligibility requirements of the plan.

#### Contribution Change Frequency

You may stop contributions at any time. Once you have stopped, you may resume contributions each pay period. You may also increase or decrease contributions each pay period.

#### Investment Transfers

Using Voya's automated telephone or Internet service, you have the ability to review your accounts and transfer funds from one investment option to another, 24-hours a day.

**Hardship Withdrawals**

Hardship withdrawal may be taken in case of extreme hardship as defined by the IRS when no other sources are available.

**In-Service Withdrawals**

In-service withdrawals are permitted by your plan. If your Plan allows for distributions prior to age 59 1/2, these distributions will be subject to an early distribution penalty of 10% additional tax unless certain exceptions apply. This tax applies to the amount received that you must include in income. Generally, there are restrictions on what dollars are available for in-service distribution. See your Summary Plan Description for more detail.

**Distribution & Withdrawals**

Funds are available at retirement, death, disability, or termination of service.

**Participant Account Statements**

Your investment statements are provided quarterly.

# My Retirement Overview™

A “study guide” for retirement planning.

## Retirement readiness test:

- ✓ How much money will you need to retire?
- ✓ How much can you afford to save from each paycheck?
- ✓ Where can you find these answers?

**My Retirement Overview** can make preparing for the “retirement readiness test” easier, delivering two powerful calculators in one educational tool. It allows you to estimate, in a few steps, how much you may need to save for retirement and how various savings amounts are likely to impact your take home pay today. The results are presented in a graph that identifies potential gaps in retirement funding and the ability to print your personalized retirement needs and paycheck analyses.

**Part 1):** With the Retirement calculator you can estimate how much you may need to save each paycheck, each year, in order to reach your financial objectives. The analysis

takes into account several retirement income sources, including:

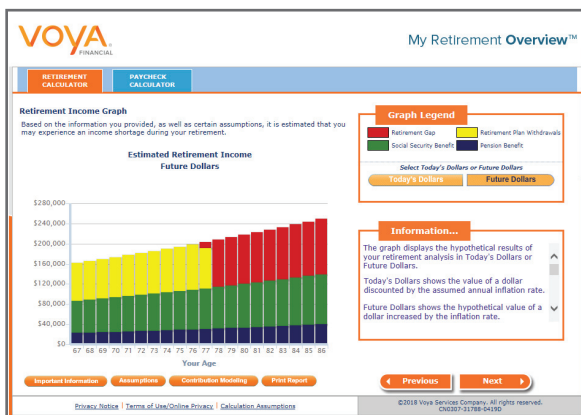
- Current retirement savings
- Ongoing retirement plan contributions
- Social Security retirement benefits
- Defined benefit pension plan benefits

**Part 2):** With the Paycheck calculator you can compare your current paycheck situation to alternative situations. You can immediately see how increased retirement plan contributions would impact your take-home pay, taxes deferred and potential growth over time.

## Getting started

If interested, you can check out **My Retirement Overview** by visiting [VoyaRetirementPlans.com](http://VoyaRetirementPlans.com)

## My Retirement Overview



The income graph in the Retirement Calculator illustrates whether you might have a retirement income gap to fill. You can also modify key variables and recalculate the results immediately.

Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

**IMPORTANT:** The illustrations or other information generated by My Retirement Outlook regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.

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**VOYA**  
FINANCIAL





# Roth After-Tax in Your 401(k), 403(b) or 457(b) Governmental Plan

An additional contribution option. Three steps to see if it's right for you.

## Special Report



Your employer retirement plan offers an additional contribution option called the Roth after-tax. It offers you the opportunity to take tax-free distributions when you retire (as long as you meet certain qualifications) – in exchange for paying taxes on your contributions upfront. Read on to see if this option is right for you.

This information is provided for your education only by the Voya® family of companies.

### Step 1: Learn how this option differs from – and is similar to – before-tax contributions

Unlike your before-tax contribution option, Roth after-tax offers you the potential for tax-free retirement income later. With Roth after-tax, you pay your taxes upfront – at your current tax rate – but do not pay taxes on qualified distributions.\*

Both before-tax and Roth after-tax contribution types allow you to:

- contribute to the same investment options;
- qualify for employer contributions if your plan permits (note: employer contributions will be held in a before-tax account that is taxable as withdrawn);
- take qualified distributions\*;
- rollover assets if you leave your employer.\*\*

#### Traditional Before-tax

- Before-tax contributions
- Tax-deferred growth
- Taxable distributions

#### Roth After-tax

- After-tax contributions
- Tax-free growth
- Tax-free distributions\*

\* For 403(b) and 401(k) plans, a qualified distribution requires you to be age 59½ or older. For 457(b) Governmental Plans, a qualified distribution requires a triggering event such as severance from employment, in addition to being 59½ or older. For all plans, a qualified distribution may be taken if you become disabled or can be made to your beneficiary(ies) after your death. In addition, a qualified Roth distribution requires you meet one of the criteria above, and the funds must be held for a 5-year holding period dating from the earlier of:

- a) the first year of your Roth contribution, or
- b) if you make a direct rollover from another plan with a designated Roth account, the first year you made a Roth contribution to that plan which the direct rollover originated.

Refer to your plan administrator for complete plan rules.

\*\*Rollover your balance into another qualified plan, IRA or Roth IRA that will accept such contributions.

### Step 2: Evaluate if you could benefit from Roth

Whether Roth after-tax is right for you depends on a variety of factors. You may want to consider this option if you can answer yes to any of the following questions.

- Are you looking for tax-free growth and tax-free retirement income?
- Are you interested in minimizing taxes on your Social Security benefits in retirement?
- Are you early in your career, anticipate pay raises in the future, and want to pay taxes now rather than in retirement when your tax rate could be higher?
- Are you simply unsure what tax rates will be in the future, and you want to essentially “lock in” today’s tax rates?
- Do you want to diversify your tax strategy and divide your contributions between before-tax and after-tax providing two different tax treatments on your retirement savings?

### Step 3: Decide what works best for you

By adding the Roth after-tax option, your employer has given you more control over when your contributions are taxed. You can choose the option that makes the most sense for your financial situation:

- 1) make your contributions on an after-tax basis to the Roth option;
- 2) make your contributions on a before-tax basis; or
- 3) contribute using a combination of both.

If you do make Roth after-tax contributions, you'll just want to keep in mind that:

- Your total contributions (before-tax and/or Roth after-tax) cannot exceed the current IRS maximum limit. Every year, the IRS announces the latest contribution limits for retirement savings accounts. Please refer to [www.voya.com/IRSlimits](http://www.voya.com/IRSlimits) for current limitations.
- Your Roth after-tax contributions would be made after income taxes are deducted.
- Your Roth after-tax contributions do not reduce your current tax liability, but instead provide potentially tax-free income at retirement.

- You must hold your Roth contributions for at least five years and be at least age 59½, or become disabled or die, before you can take tax-free withdrawals.
- In addition to the requirements listed above, 457(b) Governmental plans require that you be separated from service.
- An employer retirement plan that has a Roth after-tax feature may permit a participant or spousal beneficiary to

roll over amounts that are both (1) an eligible rollover distribution and (2) a qualified distribution under the plan document to the plan's Roth account via an in-plan conversion.

**Want to calculate how a Roth after-tax contributions could affect your retirement savings strategy? Check out Voya's interactive Roth vs. Traditional Retirement Account Calculator at [VoyaRetirementPlans.com](http://VoyaRetirementPlans.com)**

### How should Stan save for retirement?

**Stan makes \$40,000 a year and wants to save six percent of his bi-weekly salary for the future.**

	If he makes before-tax contributions to the plan:	If he makes Roth after-tax contributions to the plan:	If he contributes both types:
Gross bi-weekly pay	\$1,538	\$1,538	\$1,538
Contribution percentage	6%	6%	3% before-tax; 3% after-tax
Contribution amount	\$92	\$92	\$92
Tax on contributions	\$0	\$14	\$7
Total taken from pay	\$92	\$106	\$99

**For Stan, receiving potentially tax-free retirement income means a difference of as little as \$14 in his bi-weekly pay.**

**Note:** This hypothetical illustration assumes a bi-weekly savings of \$92 – or six percent of \$40,000 – and a federal tax rate of 15 percent and is for demonstration purposes only. It is not intended to (1) serve as financial advice or as a primary basis for your investment decisions and (2) imply the performance of any specific security. The introduction of the Roth after-tax option does not increase your total contribution limit to the plan. Your contributions, whether Roth after-tax or before-tax, or a combination of both in total, are subject to the Internal Revenue Code contribution limits. Taxes are generally due upon withdrawals of the tax-deferred assets and early withdrawal penalties may apply to withdrawals taken before age 59½. You should consult with an advisor when you consider your options or make tax-related decisions. Legal and tax advice are not offered by Voya and its representatives.



Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

Insurance products, annuities and funding agreements are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"), Windsor, CT. VRIAC is solely responsible for its own financial condition and contractual obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services LLC ("VIPS"). VIPS does not engage in the sale or solicitation of securities. All companies are members of the Voya® family of companies. **Securities distributed by Voya Financial Partners LLC (member SIPC) or third parties with which it has a selling agreement.** All products and services may not be available in all states.

**TALLEY CONSTRUCTION CO., INC. 401(K) PRFT SHRG PLN**  
**Voya Plan 860004**  
**Your Investment Program - Plan-related Information**  
**August 31, 2020**

The purpose of this document is to summarize certain plan-related information regarding the plan's investment options and fees to be paid in connection with plan services or options selected. It is intended to be read along with the comparative chart of Investment-related Information. These summaries are not intended to replace the Summary Plan Description (SPD), or the investment product information provided separately by Voya. This summary is intended for the sole purpose of complying with the disclosure requirements of Department of Labor regulations under §2550.404a-5. Please refer to your plan's disclosure materials prior to making investment decisions. Fees are subject to change from time to time. If there is any conflict between this summary and the governing plan agreements, then the governing plan agreements will control.

Contributions to the plan can be invested in a variety of investment options and you may have one or more forms of distribution to choose from. You will receive periodic statements that will include account values, unit values, and fees deducted. You will also have access to your account through Voya's Customer Contact Center and participant website.

**Where and How to Give investment instructions**

The plan permits participants to direct the investment of contributions.

After you have enrolled in the Plan, you may direct your investments by accessing Voya's plan participant website at [www.voyaretirementplans.com](http://www.voyaretirementplans.com) or by calling the Voya Retirement Services Customer Contact Center at 1-800-584-6001.

**Designated Investment Alternatives**

The designated investment alternatives available under the plan as of the date above are as follows:

American Funds EuroPacific Grw R6	American Funds Fundamental Inv R6
American Funds New Perspective R6	American Funds Wash Mutual Inv R6
DFA Inflat-Prot Securities Port Inst	DFA Real Estate Securities Port Inst
DFA U.S. Targeted Value Port Inst	Inv Opp Developing Markets Fnd R6
Inv Opp International Bond Fnd R6	Invesco American Value Fund R6
JPMorgan Lrg Cp Growth Fnd R6	MFS Emerging Markets Debt Fund R6
MFS Intl Intrinsic Val Fnd R6	PIMCO Total Return Fund Inst
Vanguard 500 Index Fund Adm	Vanguard Balanced Index Fund Adm
Vanguard Mid-Cap Index Fund Adm	Vanguard Small-Cap Index Fund Adm
Vanguard Total Bnd Mrkt Ind F Adm	Vanguard Totl Stck Mkt Index Fd Adm
Vanguard Trgt Retire 2015 Fnd Inv	Vanguard Trgt Retire 2020 Fnd Inv
Vanguard Trgt Retire 2025 Fnd Inv	Vanguard Trgt Retire 2030 Fnd Inv
Vanguard Trgt Retire 2035 Fnd Inv	Vanguard Trgt Retire 2040 Fnd Inv
Vanguard Trgt Retire 2045 Fnd Inv	Vanguard Trgt Retire 2050 Fnd Inv
Vanguard Trgt Retire 2055 Fnd Inv	Vanguard Trgt Retire 2060 Fnd Inv
Vanguard Trgt Retire 2065 Fnd Inv	Vanguard Trgt Retire Income Fnd Inv
Voya Fixed Account (4062)	Western Asst High Yield Fund IS

Please refer to the comparative investment chart for information about designated investment alternatives available as of the date above. The funds available are subject to change from time to time. The designated investment alternatives available to new participants are identified during the enrollment process. Once you have enrolled, your Voya website will be your source of information on available funds.

**Asset Based Fees**

An annual asset based fee of 0.40% will be deducted from your account for recordkeeping and administrative services. This amount will be deducted proportionately from designated variable investment options. The amount actually deducted will be shown on your account statement.

**Individual Service Fees**

The fees below apply to certain individual services and transactions and will be deducted from your account when applicable. If more than one service provider performs services on behalf of the plan, then each provider's fees are shown separately. Fees that apply to the same transaction or service may be combined on your statements.

Fee Type	Fees*	Entity Charging the Fee
In-Service Withdrawal and Hardship Distribution Processing, one-time charge per disbursement or withdrawal: [Note: Not applicable for 90-day permissible withdrawals under Automatic Enrollment]	\$50.00	Voya
Overnight Mail, per occurrence:	\$50.00	Voya
Participant-Initiated Wire, per occurrence:	\$50.00	Voya
Qualified Domestic Relations Order (QDRO), per occurrence:	\$125.00	R. BRUCE TANNER & ASSOC, INC. *
Stop Payment, per occurrence:	\$50.00	Voya
Termination Distribution Processing, one-time charge per distribution:	\$50.00	Voya

\*The above fees are subject to change from time to time.

**Additional Disclosures**

Separate fees may be assessed against your account if you elect other transactions or service programs, or for third party services. The amount of any fees actually deducted from your account will be shown on your quarterly employee statement or confirmation.

Some of the plan's administrative expenses were paid from revenue sharing payments of one or more of the plan's designated investment alternatives.

**Voya Retirement Insurance and Annuity Company**  
**INVESTMENT-RELATED INFORMATION**  
TALLEY CONSTRUCTION CO., INC. 401(K) PRFT SHRG PLN  
Voya Plan 860004  
August 31, 2020

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to the specific Internet Web site address shown below. You can also contact Voya Retirement Services Customer Contact Center at 1-800-584-6001, One Orange Way, Windsor, CT 06095. A free paper copy of the information available on the Web site can be obtained by contacting Voya Retirement Services Customer Contact Center at 1-800-584-6001.

This summary is intended for the sole purpose of complying with the disclosure requirements of Department of Labor regulations under §2550.404a-5. Please refer to your plan's disclosure materials prior to making investment decisions.

**Document Summary**

This document has 2 parts. Part I consists of performance information for plan investment options. This part shows you how well the investments have performed in the past. Part II shows you the fees and expenses you will pay if you invest in an option.

**Part I. Performance Information**

**Table 1** focuses on the performance of investment options that do not have a fixed or stated rate of return. Table 1 shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Web site[s].

All funds assume reinvestment of all dividends (ordinary income and capital gains) and are net of management fees and other fund operating expenses as well as separate account charges where applicable. The numbers may also reflect maintenance fees, administration fees, and/or deferred sales charges, if your contract is funded through a registered separate account. The table shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Note that the benchmark performance does not reflect the fees and charges associated with the product and investment options in your particular contract.

Table 1 - Variable Return Investments								
Name / Type of Option	Average Annual Total Return as of 12/31/19				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
<b>ASSET ALLOCATION</b>								
Vanguard Trgt Retire 2015 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	14.81%	5.59%	7.25%		15.08%	5.88%	7.45%	
					Vanguard Target Retirement 2015 Composite Index			
Vanguard Trgt Retire 2020 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	17.63%	6.42%	8.03%		17.87%	6.62%	8.26%	
					Vanguard Target Retirement 2020 Composite Index			

Name / Type of Option	Average Annual Total Return as of 12/31/19				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
Vanguard Trgt Retire 2025 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	19.63%	6.99%	8.59%		19.92%	7.20%	8.83%	
					Vanguard Target Retirement 2025 Composite Index			
Vanguard Trgt Retire 2030 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	21.07%	7.41%	9.07%		21.34%	7.61%	9.31%	
					Vanguard Target Retirement 2030 Composite Index			
Vanguard Trgt Retire 2035 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	22.44%	7.81%	9.54%		22.76%	8.02%	9.77%	
					Vanguard Target Retirement 2035 Composite Index			
Vanguard Trgt Retire 2040 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	23.86%	8.20%	9.87%		24.19%	8.43%	10.14%	
					Vanguard Target Retirement 2040 Composite Index			
Vanguard Trgt Retire 2045 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	24.94%	8.41%	9.98%		25.37%	8.66%	10.25%	
					Vanguard Target Retirement 2045 Composite Index			
Vanguard Trgt Retire 2050 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	24.98%	8.41%	9.98%		25.37%	8.66%	10.25%	
					Vanguard Target Retirement 2050 Composite Index			
Vanguard Trgt Retire 2055 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	24.98%	8.38%		10.68%	25.37%	8.66%		10.95%
					Vanguard Target Retirement 2055 Composite Index			
Vanguard Trgt Retire 2060 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	24.96%	8.38%		10.47%	25.37%	8.66%		10.74%
					Vanguard Target Retirement 2060 Composite Index			
Vanguard Trgt Retire 2065 Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	24.96%			9.73%	25.37%			10.01%
					Vanguard Target Retirement 2065 Composite Index			
Vanguard Trgt Retire Income Fnd Inv <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	13.16%	4.80%	5.82%		13.41%	4.97%	5.97%	
					Vanguard Target Retirement Income Composite Index			
<b>BALANCED</b>								
Vanguard Balanced Index Fund Adm <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	21.79%	8.05%	9.68%		21.87%	8.17%	9.84%	
					Vanguard Balanced Index Instl			
<b>BONDS</b>								
DFA Inflat-Prot Securities Port Inst <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	8.46%	2.71%	3.49%		8.43%	2.62%	3.36%	



Name / Type of Option	Average Annual Total Return as of 12/31/19				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
					BBgBarc Capital U.S.Treasury U.S.TIPS Index TR USD			
Inv Opp International Bond Fnd R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	10.07%	3.60%	3.30%		5.32%	1.87%	1.36%	
					FTSE World Non-U.S. Government Bond Index USD			
MFS Emerging Markets Debt Fund R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	14.20%	5.40%	6.04%		14.42%	5.88%	6.57%	
					JPM EMBI Global Index TR USD			
PIMCO Total Return Fund Inst <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	8.26%	3.25%	4.19%		8.72%	3.05%	3.75%	
					BBgBarc U.S.Aggregate Bond Index TR USD			
Vanguard Total Bnd Mrkt Ind F Adm <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	8.71%	3.00%	3.68%		8.87%	3.07%	3.78%	
					Spliced BBgBarc US Agg Float Adjusted Index			
Western Asst High Yield Fund IS <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	15.11%	5.21%	6.84%		14.32%	6.14%	7.55%	
					BBgBarc Capital U.S. High Yield 2% Issuer Cap Index TR USD			
<b>GLOBAL / INTERNATIONAL</b>								
American Funds EuroPacific Grw R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	27.40%	7.41%	6.73%		21.51%	5.51%	4.97%	
					MSCI ACWI ex USA Index NR USD			
American Funds New Perspective R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	30.48%	11.45%	11.15%		26.60%	8.41%	8.79%	
					MSCI ACWI NR USD			
Inv Opp Developing Markets Fnd R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	24.53%	6.62%	6.12%		18.42%	5.61%	3.68%	
					MSCI Emerging Markets Index NR USD			
MFS Intl Intrinsic Val Fnd R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	25.99%	10.24%	10.18%		16.09%	3.54%	3.98%	
					MSCI EAFE Value Index NR USD			
<b>LARGE CAP GROWTH</b>								
JPMorgan Lrg Cp Growth Fnd R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	39.39%	15.52%	15.77%		36.39%	14.63%	15.22%	
					Russell 1000 Growth Index TR USD			
<b>LARGE CAP VALUE</b>								
American Funds Fundamental Inv R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	28.02%	11.67%	12.73%		31.49%	11.70%	13.56%	
					S&P 500 Index TR USD			

Name / Type of Option	Average Annual Total Return as of 12/31/19				Benchmark			
	1 yr	5 yr	10 yr	Since Inception	1 yr	5 yr	10 yr	Since Inception
American Funds Wash Mutual Inv R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	25.93%	10.96%	13.09%		31.49%	11.70%	13.56%	
					S&P 500 Index TR USD			
Vanguard 500 Index Fund Adm <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	31.46%	11.66%	13.52%		31.49%	11.70%	13.56%	
					S&P 500 Index TR USD			
Vanguard Totl Stck Mkt Index Fd Adm <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	30.80%	11.19%	13.42%		30.84%	11.21%	13.45%	
					CRSP US Total Market TR USD			
<b>SMALL/MID/SPECIALTY</b>								
DFA Real Estate Securities Port Inst <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	28.10%	8.01%	12.40%		31.49%	11.70%	13.56%	
					S&P 500 Index TR USD			
DFA U.S. Targeted Value Port Inst <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	21.47%	6.04%	11.02%		22.39%	6.99%	10.56%	
					Russell 2000 Value Index TR USD			
Invesco American Value Fund R6 <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	25.17%	5.06%	10.52%		27.06%	7.62%	12.41%	
					Russell Mid Cap Value Index TR USD			
Vanguard Mid-Cap Index Fund Adm <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	31.03%	9.25%	13.08%		31.09%	9.29%	13.13%	
					MSCI US Mid Cap 450 Jan 30, 2013/CRSP US Mid Cap thereafter			
Vanguard Small-Cap Index Fund Adm <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	27.37%	8.88%	12.81%		27.35%	8.86%	12.99%	
					CRSP US Small Cap TR USD			

Certain benchmark performance data that appears in Table I may be provided by MSCI or Bank of America. Please read these important disclaimers concerning that information:

Source: MSCI. Neither MSCI nor any other party involved in or related to compiling, computing or creating the MSCI data makes any express or implied warranties or representations with respect to such data (or the results to be obtained by the use thereof), and all such parties hereby expressly disclaim all warranties of originality, accuracy, completeness, merchantability or fitness for a particular purpose with respect to any of such data. Without limiting any of the foregoing, in no event shall MSCI, any of its affiliates or any third party involved in or related to compiling, computing or creating the data have any liability for any direct, indirect, special, punitive, consequential or any other damages (including lost profits) even if notified of the possibility of such damages. No **further distribution or dissemination of the MSCI data is** permitted without MSCI's express written consent.

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**Table 2** focuses on the performance of investment options that have a fixed or stated rate of return. Table 2 shows the annual rate of return of each such option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

Table 2 - Fixed Return Investments			
Name / Type of Option	Return	Term	Other
<b>STABILITY OF PRINCIPAL</b>			
Voya Fixed Account (4062) <a href="http://www.voyaretirementplans.com">www.voyaretirementplans.com</a>	1.55%	N/A	Rates are subject to change at any time subject to contract guarantees. The Guaranteed Minimum Interest rate is 1.00%. Current rate information is available by calling 1-800-584-6001.

## Part II. Fee and Expense Information

**Table 3** shows fee and expense information for the investment options listed in Table 1 and Table 2. Table 3 shows the Total Gross and Net Annual Operating Expenses of the options in Table 1. Net Operating Expenses are reduced by fund waivers and adjustments, when applicable. Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Table 3 also shows Shareholder-type Fees. These fees are in addition to Annual Operating Expenses. To find additional information about your investments, please see applicable fund information in the appropriate documents made available to you (e.g. prospectus, Fund Fact Sheet, fund information section on the plan's web site, etc.).

Table 3 - Fees and Expenses					
Name / Type of Option	Total Gross Annual Operating Expenses		Total Net Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	As a %	Per \$1,000	
<b>ASSET ALLOCATION</b>					
Vanguard Trgt Retire 2015 Fnd Inv	0.13%	\$1.30	0.13%	\$1.30	
Vanguard Trgt Retire 2020 Fnd Inv	0.13%	\$1.30	0.13%	\$1.30	
Vanguard Trgt Retire 2025 Fnd Inv	0.13%	\$1.30	0.13%	\$1.30	
Vanguard Trgt Retire 2030 Fnd Inv	0.14%	\$1.40	0.14%	\$1.40	
Vanguard Trgt Retire 2035 Fnd Inv	0.14%	\$1.40	0.14%	\$1.40	
Vanguard Trgt Retire 2040 Fnd Inv	0.14%	\$1.40	0.14%	\$1.40	
Vanguard Trgt Retire 2045 Fnd Inv	0.15%	\$1.50	0.15%	\$1.50	
Vanguard Trgt Retire 2050 Fnd Inv	0.15%	\$1.50	0.15%	\$1.50	
Vanguard Trgt Retire 2055 Fnd Inv	0.15%	\$1.50	0.15%	\$1.50	
Vanguard Trgt Retire 2060 Fnd Inv	0.15%	\$1.50	0.15%	\$1.50	

Name / Type of Option	Total Gross Annual Operating Expenses		Total Net Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	As a %	Per \$1,000	
Vanguard Trgt Retire 2065 Fnd Inv	0.15%	\$1.50	0.15%	\$1.50	
Vanguard Trgt Retire Income Fnd Inv	0.12%	\$1.20	0.12%	\$1.20	
<b>BALANCED</b>					
Vanguard Balanced Index Fund Adm	0.07%	\$0.70	0.07%	\$0.70	
<b>BONDS</b>					
DFA Inflat-Prot Securities Port Inst	0.11%	\$1.10	0.11%	\$1.10	
Inv Opp International Bond Fnd R6	0.63%	\$6.30	0.62%	\$6.20	
MFS Emerging Markets Debt Fund R6	0.72%	\$7.20	0.72%	\$7.20	
PIMCO Total Return Fund Inst	0.71%	\$7.10	0.71%	\$7.10	
Vanguard Total Bnd Mrkt Ind F Adm	0.05%	\$0.50	0.05%	\$0.50	
Western Asst High Yield Fund IS	0.71%	\$7.10	0.66%	\$6.60	
<b>GLOBAL / INTERNATIONAL</b>					
American Funds EuroPacific Grw R6	0.46%	\$4.60	0.46%	\$4.60	
American Funds New Perspective R6	0.42%	\$4.20	0.42%	\$4.20	
Inv Opp Developing Markets Fnd R6	0.83%	\$8.30	0.83%	\$8.30	
MFS Intl Intrinsic Val Fnd R6	0.63%	\$6.30	0.63%	\$6.30	
<b>LARGE CAP GROWTH</b>					
JPMorgan Lrg Cp Growth Fnd R6	0.54%	\$5.40	0.44%	\$4.40	
<b>LARGE CAP VALUE</b>					
American Funds Fundamental Inv R6	0.28%	\$2.80	0.28%	\$2.80	
American Funds Wash Mutual Inv R6	0.27%	\$2.70	0.27%	\$2.70	
Vanguard 500 Index Fund Adm	0.04%	\$0.40	0.04%	\$0.40	
Vanguard Totl Stck Mkt Index Fd Adm	0.04%	\$0.40	0.04%	\$0.40	
<b>SMALL/MID/SPECIALTY</b>					
DFA Real Estate Securities Port Inst	0.20%	\$2.00	0.18%	\$1.80	
DFA U.S. Targeted Value Port Inst	0.36%	\$3.60	0.36%	\$3.60	
Invesco American Value Fund R6	0.78%	\$7.80	0.78%	\$7.80	
Vanguard Mid-Cap Index Fund Adm	0.05%	\$0.50	0.05%	\$0.50	
Vanguard Small-Cap Index Fund Adm	0.05%	\$0.50	0.05%	\$0.50	
<b>STABILITY OF PRINCIPAL</b>					
Voya Fixed Account (4062)	N/A	N/A	N/A	N/A	<ul style="list-style-type: none"> <li>•Transfers from this Fund may not be made directly to a Competing Fund.</li> <li>•Transfers from this Fund will prevent transfers to a Competing Fund for 90 days.</li> <li>•Market Value Adjustments per contract</li> </ul>

Name / Type of Option	Total Gross Annual Operating Expenses		Total Net Annual Operating Expenses		Shareholder Type Fees/ Fund Restrictions
	As a %	Per \$1,000	As a %	Per \$1,000	
					formula for non-benefit Surrenders.

**Voya "Excessive Trading" Policy**

Voya actively monitors fund transfer and reallocation activity within its variable insurance and retirement products to identify Excessive Trading. Voya currently defines Excessive Trading as: a) More than one purchase and sale of the same fund (including money market funds) within a 60 calendar day period (hereinafter, a purchase and sale of the same fund is referred to as a "roundtrip"). This means two or more round-trips involving the same fund within a 60 calendar day period would meet Voya's definition of Excessive Trading; or b) Six round-trips within a twelve month period.

Each fund available through Voya's variable insurance and retirement products, either by prospectus or stated policy, has adopted or may adopt its own excessive/frequent trading policy. Voya reserves the right, without prior notice, to implement restrictions and/or block future purchases of a fund by an individual who the fund has identified as violating its excessive/frequent trading policy. All such restrictions and/or blocking of future fund purchases will be done in accordance with the directions Voya receives from the fund.

Voya's Excessive Trading Policy does not apply to Employer Stock Funds, Fixed Account, Fixed Plus Account, Guaranteed Accumulation Account or Stabilizer.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for help with understanding your retirement plan fees and expenses at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>. 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.

**Please visit Voya Retirement Plans Website at [www.voyaretirementplans.com](http://www.voyaretirementplans.com) 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.**



# PERFORMANCE UPDATE

## TALLEY CONSTRUCTION CO., INC.

### Average Annual Total Returns as of: 09/30/2020 (shown in percentages)

Variable annuities and mutual funds offered through a retirement plan are intended as long-term investments designed for retirement purposes. Money distributed from a 403(b) plan, 401(a)/(k) plan, or a 457 plan will be taxed as ordinary income in the year the money is distributed. Early withdrawals from a 403(b) plan and a 401(a)/(k) plan, if taken prior to age 59 1/2, will be subject to the IRS 10% premature distribution penalty tax, unless an exception applies. This IRS premature distribution penalty tax does not apply to 457 plans. Account values fluctuate with market conditions, and when surrendered the principal may be worth more or less than the original amount invested.

**The performance data quoted represents past performance. Past performance does not guarantee future results. For month-end performance which may be lower or higher than the performance data shown please call 800-232-5422. Investment return and principal value of an investment will fluctuate so that, when sold, an investment may be worth more or less than the original cost.**

The returns assume reinvestment of all dividends (ordinary income and capital gains) and are net of management fees and other fund operating expenses.

**You should consider the investment objectives, risks and charges, and expenses of the funds carefully before investing. The prospectus contains this and other information. Anyone who wishes to obtain a free copy of the fund prospectuses may call their Voya representative or the number above. Please read the prospectus carefully before investing.**

Returns less than one year are not annualized. Fund Inception Date is the date of inception for the underlying fund, and is the date used in calculating the periodic returns. This date may also precede the portfolio's inclusion in the product.

Investment Options	1-Mo	3-Mo	YTD	1-Yr	3-Yr	5-Yr	10-Yr	Incept	Fund Inception Date	Gross Fund Exp %*	Net Fund Exp %*
<b>Stability of Principal</b>											
<i>Stability of Principal</i>											
Voya Fixed Account (4062) - 4062 (1)(7)	0.13	0.39	1.21	1.65	1.72	1.76	2.06				
<b>Bonds</b>											
<i>Emerging Markets Bond</i>											
MFS® Emerging Markets Debt Fund - Class R6 - 3664	-1.40	2.80	1.59	4.37	3.66	5.93	4.94		10/24/1995	0.72	0.72
<i>High Yield Bond</i>											
Western Asset High Yield Fund - Class IS - 3528 (2)	-0.83	5.00	-0.24	2.71	3.90	5.87	5.70		09/27/2001	0.71	0.66
<i>Inflation-Protected Bond</i>											
DFA Inflation-Protected Securities Portfolio - Inst Class - 3223	-0.44	3.30	9.83	10.45	5.98	4.68	3.68		09/18/2006	0.11	0.11
<i>Intermediate Core Bond</i>											
Vanguard® Total Bond Market Index Fund - Admiral™ Shares - 898	0.08	0.61	7.01	7.05	5.31	4.20	3.59		11/12/2001	0.05	0.05
<i>Intermediate Core-Plus Bond</i>											
PIMCO Total Return Fund - Institutional Class - 544	0.09	1.49	7.75	7.44	5.22	4.75	3.99		05/11/1987	0.71	0.71
<i>World Bond</i>											
Invesco International Bond Fund - Class R6 - 3506 (8)	-1.24	3.38	-0.42	4.19	1.62	4.04	2.32		06/15/1995	0.63	0.62
<b>Asset Allocation</b>											
<i>Lifecycle - Index</i>											
Vanguard® Target Retirement 2015 Fund - Investor Shares - 791 (3)	-0.81	3.53	4.35	7.68	6.09	7.04	7.04		10/27/2003	0.13	0.13
Vanguard® Target Retirement 2020 Fund - Investor Shares - 1296 (3)	-1.31	4.48	3.87	8.51	6.54	7.96	7.81		06/07/2006	0.13	0.13
Vanguard® Target Retirement 2025 Fund - Investor Shares - 926 (3)	-1.58	5.17	3.63	9.04	6.89	8.60	8.38		10/27/2003	0.13	0.13





<b>Investment Options</b>	<b>1-Mo</b>	<b>3-Mo</b>	<b>YTD</b>	<b>1-Yr</b>	<b>3-Yr</b>	<b>5-Yr</b>	<b>10-Yr</b>	<b>Incept</b>	<b>Fund Inception Date</b>	<b>Gross Fund Exp %*</b>	<b>Net Fund Exp %*</b>
Vanguard® Target Retirement 2030 Fund - Investor Shares - 1297 (3)	-1.85	5.70	3.24	9.38	7.04	9.07	8.84		06/07/2006	0.14	0.14
Vanguard® Target Retirement 2035 Fund - Investor Shares - 793 (3)	-2.11	6.29	2.84	9.71	7.16	9.53	9.29		10/27/2003	0.14	0.14
Vanguard® Target Retirement 2040 Fund - Investor Shares - 1298 (3)	-2.36	6.80	2.40	9.96	7.27	9.97	9.58		06/07/2006	0.14	0.14
Vanguard® Target Retirement 2045 Fund - Investor Shares - 794 (3)	-2.63	7.36	2.11	10.27	7.32	10.13	9.66		10/27/2003	0.15	0.15
Vanguard® Target Retirement 2050 Fund - Investor Shares - 1299 (3)	-2.61	7.35	2.09	10.26	7.32	10.13	9.65		06/07/2006	0.15	0.15
Vanguard® Target Retirement 2055 Fund - Investor Shares - 2473 (3)	-2.61	7.38	2.06	10.25	7.31	10.12	9.68		08/18/2010	0.15	0.15
Vanguard® Target Retirement 2060 Fund - Investor Shares - 3447 (3)	-2.60	7.39	2.07	10.25	7.31	10.12		9.78	01/19/2012	0.15	0.15
Vanguard® Target Retirement 2065 Fund - Investor Shares - 8995 (4)	-2.58	7.36	1.95	10.11	7.25			8.03	07/12/2017	0.15	0.15
Vanguard® Target Retirement Income Fund - Investor Shares - 795 (3)	-0.74	3.12	4.63	7.35	5.79	6.03	5.60		10/27/2003	0.12	0.12
<b>Balanced</b>											
<i>Allocation--50% to 70% Equity</i>											
Vanguard® Balanced Index Fund - Admiral™ Shares - 9009	-2.11	5.74	6.82	12.54	9.52	10.11	9.73		11/13/2000	0.07	0.07
<b>Large Cap Value</b>											
<i>Large Blend</i>											
American Funds Fundamental Investors® - Class R-6 - 2323	-3.14	7.03	1.09	12.28	8.96	12.87	12.43		08/01/1978	0.28	0.28
American Funds Washington Mutual Investors FundSM - Class R-6 - 1990	-2.02	5.90	-3.06	4.38	8.17	11.83	12.22		07/31/1952	0.27	0.27
Vanguard® 500 Index Fund - Admiral™ Shares - 899	-3.80	8.92	5.55	15.11	12.24	14.11	13.71		11/13/2000	0.04	0.04
Vanguard® Total Stock Market Index Fund - Admiral™ Shares - 1122	-3.56	9.20	5.49	14.99	11.64	13.68	13.48		11/13/2000	0.04	0.04
<b>Large Cap Growth</b>											
<i>Large Growth</i>											
JPMorgan Large Cap Growth Fund - Class R6 Shares - 3494 (5)	-4.36	16.40	40.30	53.92	28.58	23.52	18.74		02/22/1994	0.54	0.44
<b>Small/Mid/Specialty</b>											
<i>Mid-Cap Blend</i>											
Vanguard® Mid-Cap Index Fund - Admiral™ Shares - 756	-1.71	7.95	0.19	7.08	7.98	10.33	11.97		11/12/2001	0.05	0.05
<i>Mid-Cap Value</i>											
Invesco American Value Fund - Class R6 - 3693	-3.71	2.18	-17.91	-11.15	-1.72	2.69	7.47		10/18/1993	0.78	0.78
<i>Small Blend</i>											
Vanguard® Small-Cap Index Fund - Admiral™ Shares - 757	-2.72	5.79	-6.29	1.34	4.39	8.95	10.95		11/13/2000	0.05	0.05
<i>Small Value</i>											
DFA U.S. Targeted Value Portfolio - Institutional Class - 2566	-4.55	4.02	-21.84	-15.13	-5.81	2.55	7.31		02/23/2000	0.36	0.36
<i>Specialty - Real Estate</i>											
DFA Real Estate Securities Portfolio - Institutional Class - 1438 (6)	-2.57	0.68	-12.37	-12.46	3.59	5.98	8.94		01/05/1993	0.20	0.18
<b>Global / International</b>											
<i>Diversified Emerging Mkts</i>											
Invesco Developing Markets Fund - Class R6 - 3502	-2.13	8.29	-1.14	10.60	4.51	10.56	4.40		11/17/1996	0.83	0.83
<i>Foreign Large Growth</i>											
American Funds EuroPacific Growth Fund® - Class R-6 - 1723	-1.71	9.66	4.43	14.97	5.67	9.08	6.79		04/16/1984	0.46	0.46

Investment Options	1-Mo	3-Mo	YTD	1-Yr	3-Yr	5-Yr	10-Yr	Incept	Fund Inception Date	Gross Fund Exp %*	Net Fund Exp %*
MFS® International Intrinsic Value Fund - Class R6 - 3669	-0.24	8.55	9.63	17.82	10.06	12.00	10.97		10/24/1995	0.63	0.63
<b>World Large Stock</b>											
American Funds New Perspective Fund® - Class R-6 - 1899	-3.59	12.66	14.16	25.74	13.77	14.71	12.22		03/13/1973	0.42	0.42

The risks of investing in small company stocks may include relatively low trading volumes, a greater degree of change in earnings and greater short-term volatility.

Foreign investing involves special risks such as currency fluctuation and public disclosure, as well as economic and political risks.

Some of the Funds invest in securities guaranteed by the U.S. Government as to the timely payment of principal and interest; however, shares of the Funds are not insured nor guaranteed.

High yielding fixed-income securities generally are subject to greater market fluctuations and risks of loss of income and principal than are investments in lower yielding fixed-income securities.

Sector funds may involve greater-than average risk and are often more volatile than funds holding a diversified portfolio of stocks in many industries. Examples include: banking, biotechnology, chemicals, energy, environmental services, natural resources, precious metals, technology, telecommunications, and utilities.

\*The Gross Expense Ratios shown do not reflect any temporary fee or expense waivers that may be in effect for a fund. The performance of a fund with a temporary fee or expense waiver would have been lower if the gross fund fees / expenses listed had been reflected.

#### Additional Notes

(1)The current rate for the Voya Fixed Account (4062) MC 915, Fund 4062 is 1.55%, expressed as an annual effective yield. The current rate may change and be higher or lower than the previously identified rate but is guaranteed not to be less than 1.00%. VRIAC will not apply a decrease to the current rate following a rate change initiated solely by us prior to the last day of the three-month period measured from the first day of the month in which such change was effective. Note: The current rate for an initial investment in the fixed account previously identified may be in effect for less than a full three-month period.

(2)Western Asset High Yield Fund - Class IS: The manager has agreed to waive fees and/or reimburse operating expenses (other than interest, brokerage commissions, taxes, extraordinary expenses, deferred organizational expenses and acquired fund fees and expenses), so that the ratio of total annual fund operating expenses will not exceed 0.65% for Class IS shares, subject to recapture as described in the prospectus. In addition, the ratio of total annual fund operating expenses for Class IS shares will not exceed the ratio of total annual fund operating expenses for Class I shares, subject to recapture as described in the prospectus. These arrangements cannot be terminated prior to December 31, 2019 without the Board's consent. The manager is permitted to recapture amounts waived and/or reimbursed to a class within two years after the fiscal year in which the manager earned the fee or incurred the expense if the class' total annual fund operating expenses have fallen to a level below the limits described above. In no case will the manager recapture any amount that would result, on any particular business day of the fund, in the class' total annual fund operating expenses exceeding the applicable limits described above or any other lower limit then in effect.

(3)Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the work force. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date.

(4)Vanguard Target Retirement Funds: Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date.

These fund suggestions are based on an estimated retirement age of approximately 65. Should you choose to retire significantly earlier or later, you may want to consider a fund with an asset allocation more appropriate to your particular situation.

All investing is subject to risk, including the possible loss of the money you invest. Diversification does not ensure a profit or protect against a loss. Investments in bonds are subject to interest rate, credit, and inflation risk.

(5)JPMorgan Large Cap Growth Fund - Class R6 Shares: The Fund's adviser and/or its affiliates have contractually agreed to waive fees and/or reimburse expenses to the extent Total Annual Fund Operating Expenses (excluding acquired fund fees and expenses other than certain money market fund fees as described in the prospectus, dividend and interest expenses related to short sales, interest, taxes, expenses related to litigation and potential litigation, and extraordinary expenses) exceed 0.44% of the average daily net assets of Class R6 Shares. The Fund may invest in one or more money market funds advised by the adviser or its affiliates (affiliated money market funds). The Fund's adviser, shareholder servicing agent and/or administrator have contractually agreed to waive fees and/or reimburse expenses in an amount sufficient to offset the respective net fees each collects from the affiliated money market funds on the Fund's investment in such money market funds. These waivers are in effect through 10/31/19, at which time the adviser and/or its affiliates will determine whether to renew or revise them.

**Additional Notes**

(6)DFA Real Estate Securities Portfolio - Institutional Class: Dimensional Fund Advisors LP (the Advisor) has agreed to waive certain fees and in certain instances, assume certain expenses of the DFA Real Estate Securities Portfolio. The Fee Waiver and Expense Assumption Agreement for the Portfolio will remain in effect through February 28, 2020, and may only be terminated by the Fund's Board of Directors prior to that date. Under certain circumstances, the Advisor retains the right to seek reimbursement for any fees previously waived and/or expenses previously assumed up to thirty-six months after such fee waiver and/or expense assumption.

(7)The Investment Option is neither a mutual fund nor part of a Separate Account. The returns listed do not include the impact of contract charges. Please refer to the contract or disclosure book to determine which Fixed Interest Options are available for your specific plan. The Investment Option is offered through Voya Retirement Insurance and Annuity Company.

(8)Invesco Oppenheimer International Bond Fund - Class R6: Invesco Advisers, Inc. (Invesco or the Adviser) has contractually agreed to waive advisory fees and/or reimburse expenses to the extent necessary to limit Total Annual Fund Operating Expenses After Fee Waiver and/or Expense Reimbursement (excluding Acquired Fund Fees and Expenses and certain items discussed in the statement of additional information (SAI)) of Class R6 shares to 0.62% of the Fund's average daily net assets (the expense limits) through at least May 28, 2021. Invesco Advisers has also contractually agreed to waive a portion of the Acquiring Fund's management fee in an amount equal to the net management fee that Invesco Advisers earns on the Fund's investments in certain affiliated funds, which will have the effect of reducing the Acquired Fund Fees and Expenses through at least May 28, 2021. During their terms, the fee waiver agreements cannot be terminated or amended to increase the expense limits or reduce the advisory fee waiver without approval of the Board of Trustees.

# Voya Financial® “Excessive Trading” Policy

The Voya Financial® family of companies (Voya®), as providers of multi-fund variable insurance and retirement products, has adopted this Excessive Trading Policy to respond to the demands of the various fund families which make their funds available through our variable insurance and retirement products to restrict excessive fund trading activity and to ensure compliance with Section 22c-2 of the Investment Company Act of 1940, as amended. Voya’s current definition of Excessive Trading and our policy with respect to such trading activity is as follows:

1. Voya actively monitors fund transfer and reallocation activity within its variable insurance and retirement products to identify Excessive Trading.

**Voya currently defines Excessive Trading as:**

- a. More than one purchase and sale of the same fund (including money market funds) within a 60 calendar day period (hereinafter, a purchase and sale of the same fund is referred to as a “round-trip”). This means two or more round-trips involving the same fund within a 60 calendar day period would meet Voya’s definition of Excessive Trading; or
- b. Six round-trips within a 12 month period.

**The following transactions are excluded when determining whether trading activity is excessive:**

- a. Purchases or sales of shares related to non-fund transfers (for example, new purchase payments, withdrawals and loans);
- b. Transfers associated with scheduled dollar cost averaging, scheduled rebalancing or scheduled asset allocation programs;
- c. Purchases and sales of fund shares in the amount of \$5,000 or less;
- d. Purchases and sales of funds that affirmatively permit short-term trading in their fund shares, and movement between such funds and a money market fund; and
- e. Transactions initiated by a member of the Voya family of insurance companies.

2. If Voya determines that an individual has made a purchase of a fund within 60 days of a prior round-trip involving the same fund, Voya will send them a letter warning that another sale of that same fund within 60 days of the beginning of the prior round-trip will be deemed to be Excessive Trading and result in a six month suspension of their ability to initiate fund transfers or reallocations through the Internet, facsimile, Voice Response Unit (VRU), telephone calls to Customer Service, or other electronic trading medium that Voya may make available from time to time (“Electronic Trading Privileges”). Likewise, if Voya determines that an individual has made five round-trips within a 12 month period, Voya will send them a letter warning that another purchase and sale of that same fund within 12 months of the initial purchase in the first round-trip in the prior twelve month period will be deemed to be Excessive Trading and result in a six month suspension of their Electronic Trading Privileges. According to the needs of the various business units, a copy of the warning letters may also be sent, as applicable, to the person(s) or entity authorized to initiate fund transfers or reallocations, the agent/registered representative or investment adviser for that individual. A copy of the warning letters and details of the individual’s trading activity may also be sent to the fund whose shares were involved in the trading activity.

3. If Voya determines that an individual has used one or more of its products to engage in Excessive Trading, Voya will send a second letter to the individual. This letter will state that the individual's Electronic Trading Privileges have been suspended for a period of six months. Consequently, all fund transfers or reallocations, not just those which involve the fund whose shares were involved in the Excessive Trading activity, will then have to be initiated by providing written instructions to Voya via regular U.S. mail. During the six month suspension period, electronic "inquiry only" privileges will be permitted where and when possible. A copy of the letter restricting future transfer and reallocation activity to regular U.S. mail and details of the individual's trading activity may also be sent to the fund whose shares were involved in the Excessive Trading activity.
4. Following the six month suspension period during which no additional Excessive Trading is identified, Electronic Trading Privileges may again be restored. Voya will continue to monitor the fund transfer and reallocation activity, and any future Excessive Trading will result in an indefinite suspension of the Electronic Trading Privileges. Excessive Trading activity during the six month suspension period will also result in an indefinite suspension of the Electronic Trading Privileges.
5. Voya reserves the right to limit fund trading or reallocation privileges with respect to any individual, with or without prior notice, if Voya determines that the individual's trading activity is disruptive, regardless of whether the individual's trading activity falls within the definition of Excessive Trading set forth above. Also, Voya's failure to send or an individual's failure to receive any warning letter or other notice contemplated under this Policy will not prevent Voya from suspending that individual's Electronic Trading Privileges or taking any other action provided for in this Policy.
6. Each fund available through Voya's variable insurance and retirement products, either by prospectus or stated policy, has adopted or may adopt its own excessive/frequent trading policy. Voya reserves the right, without prior notice, to implement restrictions and/or block future purchases of a fund by an individual who the fund has identified as violating its excessive/frequent trading policy. All such restrictions and/or blocking of future fund purchases will be done in accordance with the directions Voya receives from the fund.



This Excessive Trading Policy applies to products and services offered through the Voya family of companies.

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# Information and Assistance

**Voya offers tools and services to help you access information and plan for retirement the way you want – on the Web, over the phone and through our Customer Service Associates.**

**Accessing your account for the first time on the web or over the phone is easy!** After you complete your enrollment, you will receive a Personal Identification Number (PIN) in a separate mailer via U.S. mail. Your PIN is required to access your account by phone or to register for online access. If you wish to use Voya phone services or register for online access before receiving your PIN, follow the prompts to request a new PIN to be delivered to the email address or mobile number provided during the enrollment process.

## WEB

**[www.voyaretirementplans.com](http://www.voyaretirementplans.com)**

You can access your account on the Web 24 hours a day, seven days a week.

### Getting Started

1. Select 'Register now'
2. Enter your Social Security Number and PIN
3. Follow the prompts to complete your registration
4. You will be asked to create a personalized Username and Password for ongoing use

**Already registered?** Login using your Username and Password.

If you forget your Username or Password, click on **Forgot Username?** or **Forgot Password?**

### Some possible service options include:

- Checking your account balance
- Processing financial transactions
- Generating an account statement
- Obtaining investment information
- Updating your personal profile
- Changing your password
- Accessing retirement planning tools and calculators

## PHONE

**(800) 584-6001**

For help enrolling, please dial the special number you'll find on the enrollment worksheet within this kit. The number above is for ongoing help once you've established your retirement plan account.

Automated Service is available toll-free, 24 hours a day, seven days a week. Voya Customer Service Associates are available Monday-Friday, 8:00 a.m. – 9:00 p.m. ET.

### Getting Started

1. For Voya's Automated Service, press 1
2. For assistance in Spanish, press 2
3. Enter your Social Security Number
4. Enter your PIN
5. Then, follow the system prompts that correspond to your needs

To speak with a Voya Customer Service Associate, press 0.

### Some possible service options include:

- Checking your account balance
- Processing financial transactions
- Obtaining investment information
- Speaking with a Customer Service Associate

### Plan Contact Card

Keep in touch with your account:

Talley Construction Co., Inc.  
Plan Number: 860004

For automated phone access – 1-800-584-6001

For Internet access – [www.voyaretirementplans.com](http://www.voyaretirementplans.com)

For a Customer Service Associate – 1-800-584-6001

M – F, 8 a.m. – 9 p.m., ET

You can also access your Plan account using your mobile device. The Voya Retirement Plan Account mobile app can be downloaded from your preferred mobile app store. Search using the keywords: **Voya Retire.**

**Not FDIC/NCUA/NCUSIF Insured**  
**Not a Deposit of a Bank/Credit Union | May Lose Value**  
**Not Bank/Credit Union Guaranteed**  
**Not Insured by Any Federal Government Agency**

Any insurance products, annuities and funding agreements that you may have purchased are sold as securities and are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"). Fixed annuities are issued by VRIAC. VRIAC is solely responsible for meeting its obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services, LLC ("VIPS"). Neither VRIAC nor VIPS engage in the sale or solicitation of securities. If custodial or trust agreements are part of this arrangement, they may be provided by Voya Institutional Trust Company. All companies are members of the Voya family of companies. **Securities distributed by Voya Financial Partners, LLC (member SIPC) or other broker-dealers with which it has a selling agreement.** All products or services may not be available in all states.

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