

PURSUING THE FUTURE YOU IMAGINE

Your L.J. Gonzer Retirement Savings Plan overview



Key topics

Getting to know Empower Retirement

Your retirement income

Investing choices

Website demo

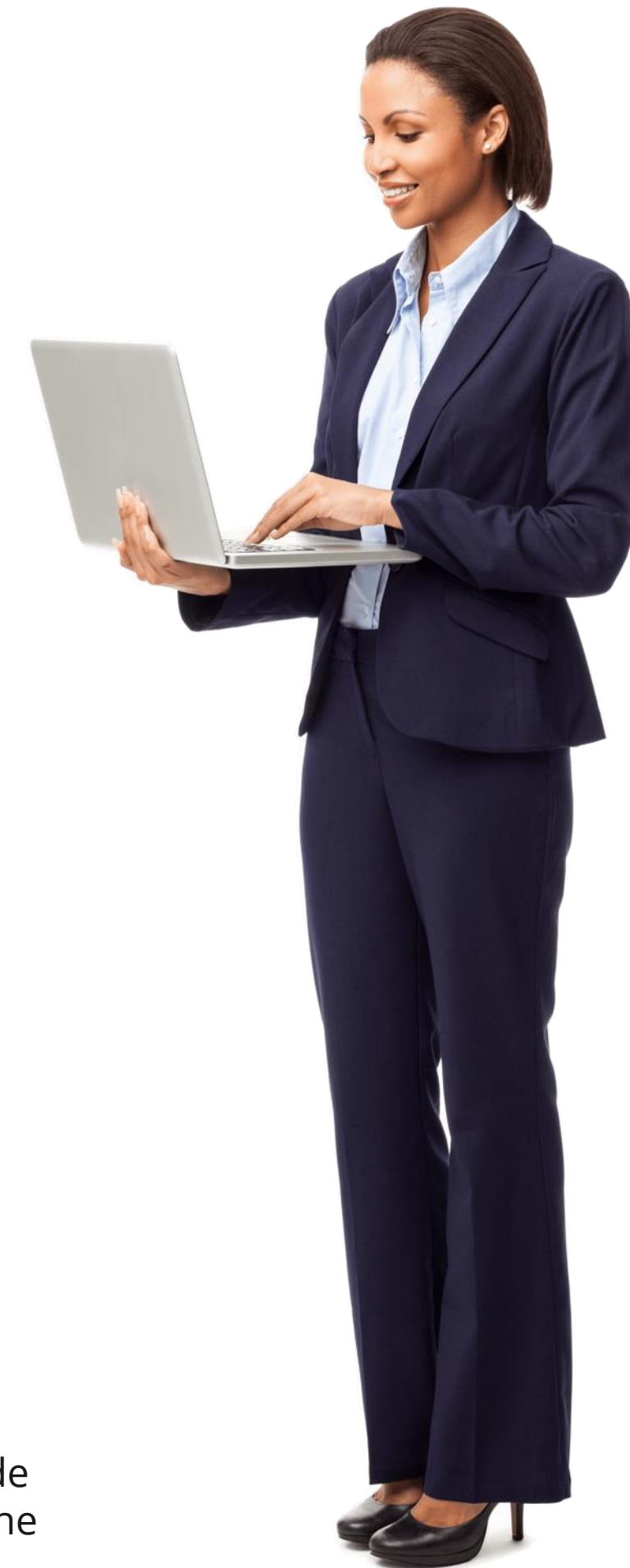


What we do and why we do it

Our goal is to help you replace — for life — the income you made while working.

As your partner, we're here to:

- › Help you plan for the retirement you imagine.
- › Give you a better view of your retirement picture.
- › Help you reach your financial goals.
- › Offer ongoing support and guidance.
- › Provide recommendations at no extra cost to you.



The Retirement Readiness Review is provided by an Empower representative registered with Advised Assets Group, LLC and may provide investment counseling and/or recommendations at no additional cost to you. There is no guarantee provided by any party that use of the review will result in a profit.

Pursuing the future you imagine

What will your retirement look like? No matter how far or near you are to retirement, you probably have a picture in your head of what you'd like it to look like. How you want to live in retirement will help determine how much you need to save.



Travel to places you've always wanted to visit



Spend more time with friends and family



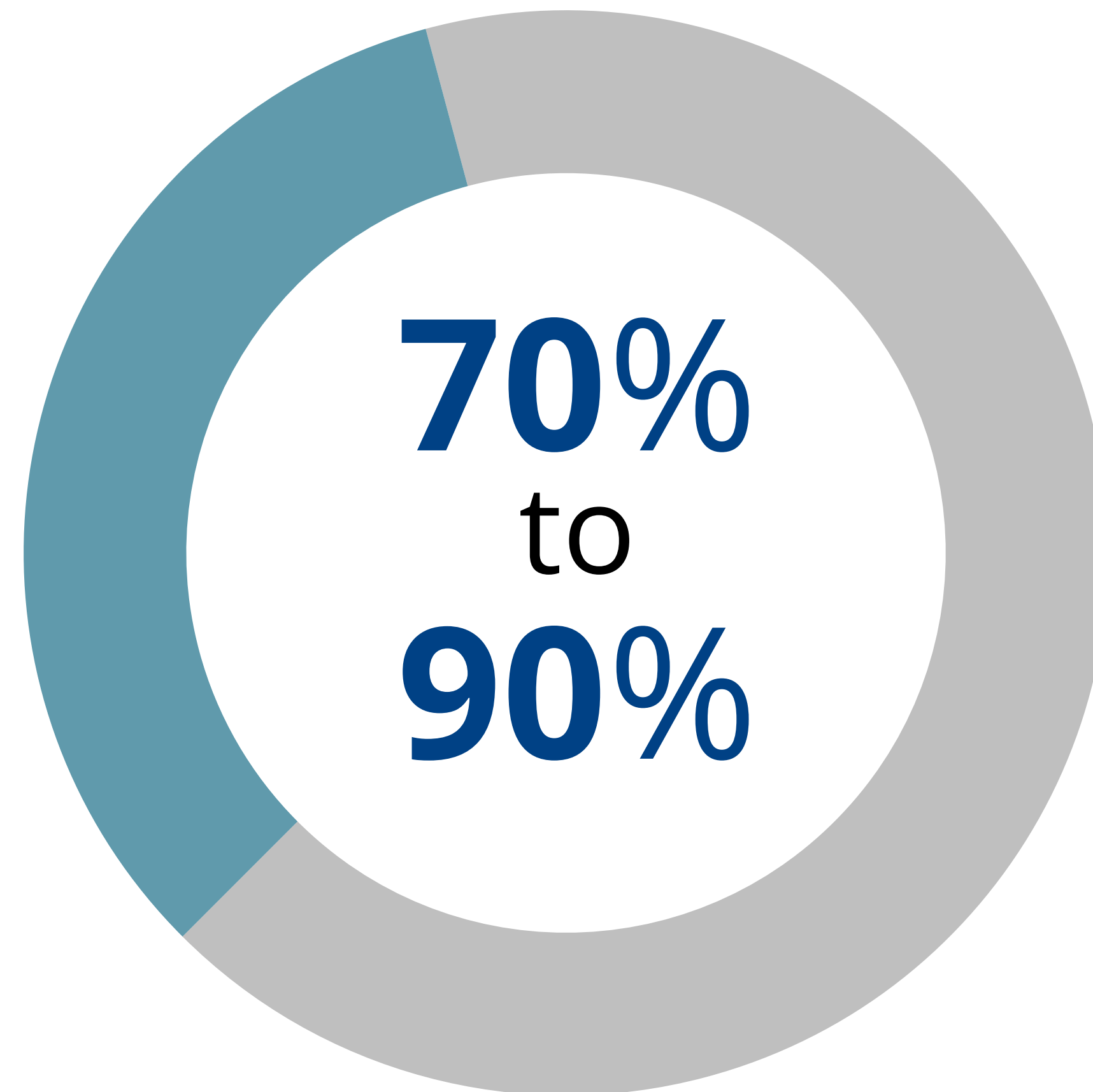
Split time between two homes



Have more quiet time at home or a busy social calendar

■ How much does it take to retire?

Many financial advisors recommend saving enough to cover 70% to 90% of your pre-retirement annual income to maintain your standard of living.



■ When you can get started

Eligibility

- › Completed 1 month of service.
- › Eligible employees may enroll each month.



■ How much you can contribute

Like everything in life, there are some rules when it comes to contributing to your plan.

- ▶ IRS limit for an individual: **2023:** \$22,500
- ▶ Catch-up contributions: An additional \$7,500 for people 50 and older. **2023:** \$30,000



■ The different ways to add to your account

One account, many ways to help it grow



Pretax



Rollover

Consider all your options and their features and fees before moving money between accounts.



■ The power of one — rolling money in

If your plan allows, you can roll money from previous employers into your new plan. That way you only have one account to manage.

- ▶ You can roll qualified balances into your account.
- ▶ Rollovers don't count as part of your annual contribution limits.
- ▶ You can start by requesting a distribution form from your previous employer(s).

Consider all your options and their features and fees before moving money between accounts



Investing in your retirement accounts

Different investment
strategies may impact how
your savings potentially grow.



■ Do-it-myself investors

You can choose from the individual core funds included as part of your plan to create a diversified mix of investments to match your risk tolerance.

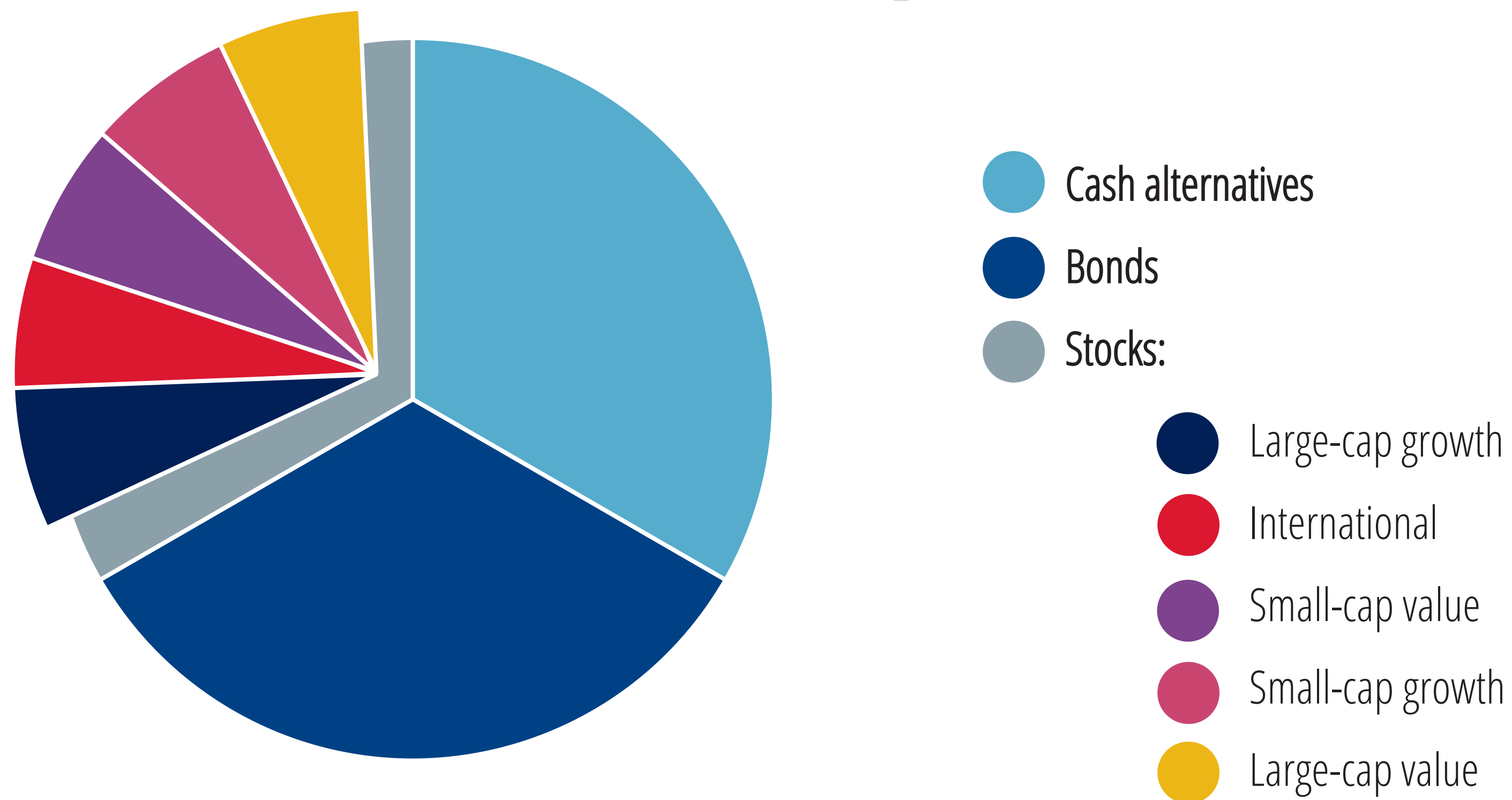
- › Select your own mix of individual funds.
- › Decide how much to invest in each fund.
- › Manage and monitor your account accordingly.



Why diversification matters

Diversifying your investments may help you offset market volatility and manage the overall risk of your portfolio.

Sample of diversified investments



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Diversification does not ensure a profit or protect against loss.

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How target date investment options work

These investment options provide a diversified mix of investments from different asset classes or investment categories that align with an expected retirement date.

- › Professionally managed
- › Provide diversification through a single fund
- › Adjust over time to become more conservative

The date in the name of the investment option is the assumed date of retirement. The asset allocation becomes more conservative as the fund nears the target retirement date; however, the principal value of the fund is never guaranteed.

Asset allocation investment options and models are subject to the risks of their underlying investments.

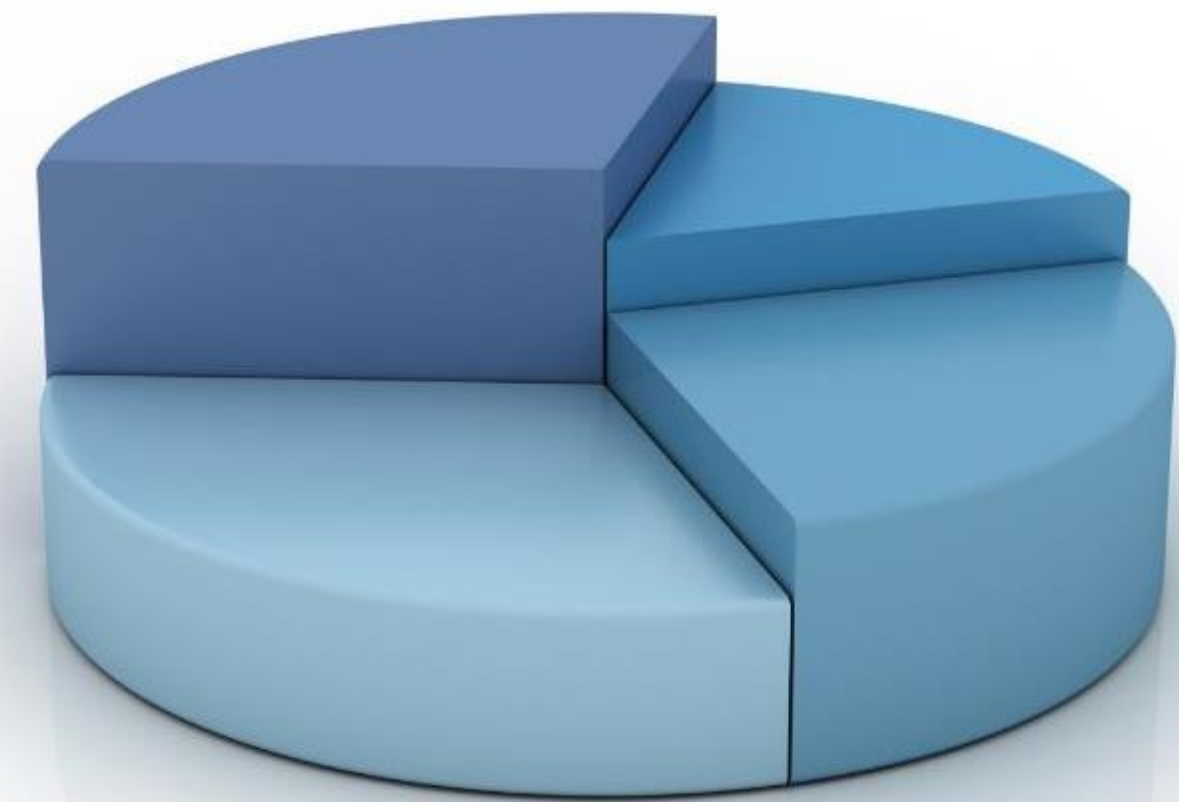


Get help along the way with timely advice

Take advantage of Empower Retirement's team of specially trained and licensed consultants who will act in your best interest by providing recommendations at no additional cost.

- › Investing options in your plan
- › Savings and financial wellness
- › Rolling outside assets into your plan
- › Guidance on your options if you change jobs or retire

Consider all your options and their features and fees before moving money between accounts.



Point-in-time advice is provided by an Empower representative at no additional cost to you and may help with reviewing investment options, consolidating outside retirement accounts, rollovers and providing retirement investment advice and education relating to financial goals. Empower representatives are registered with GWFS Equities, Inc. There is no guarantee provided by any party that use of the advice will result in a profit.

Online Advice

If you prefer to manage your own investments but would like some assistance, Online Advice generates personalized saving and investing suggestions to help you make decisions based on information you provide about your situation and your goals.

Online Advice and My Total Retirement are part of the Empower Retirement Advisory Services suite of services offered by Empower Advisory Group, LLC, a registered investment adviser.



An investment strategy created just for you

You may want to look into a professionally managed account that offers a personalized approach to planning for the future you want.

Personalized - We develop an investment strategy that fits your needs and goals.

Simple- We do the work for you to help you stay on track for your future.

Comprehensive -We look at your saving, investing and retirement income needs.

One-to-one- You have ongoing access to investment adviser representatives.

There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.



Online Advice and My Total Retirement are part of the Empower Retirement Advisory Services suite of services offered by Empower Advisory Group, LLC, a registered investment adviser.

Personalized planning vs. Online Advice

Whether you want to manage your investments yourself or have someone do it for you, here's what you can expect.

HOW MUCH HELP IS RIGHT FOR YOU?

View and compare the benefits of each offering

My Total Retirement™

ONLINE ADVICE

Saving and investment recommendations	✓	✓
A personalized retirement strategy managed by professionals	✓	
Investment advice implemented for you	✓	
One-to-one access to investment professionals	✓	
Retirement income advice	✓	
Fee-based service paid from your account	✓	
Control over your investment transactions		✓
No additional cost to you		✓

There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

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Ways to enhance your savings journey

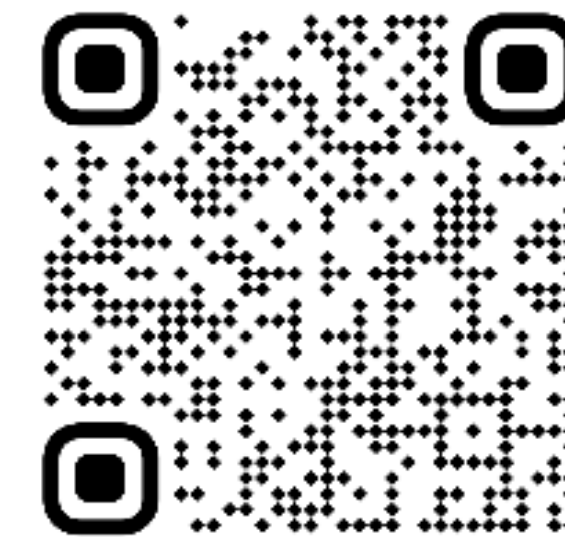
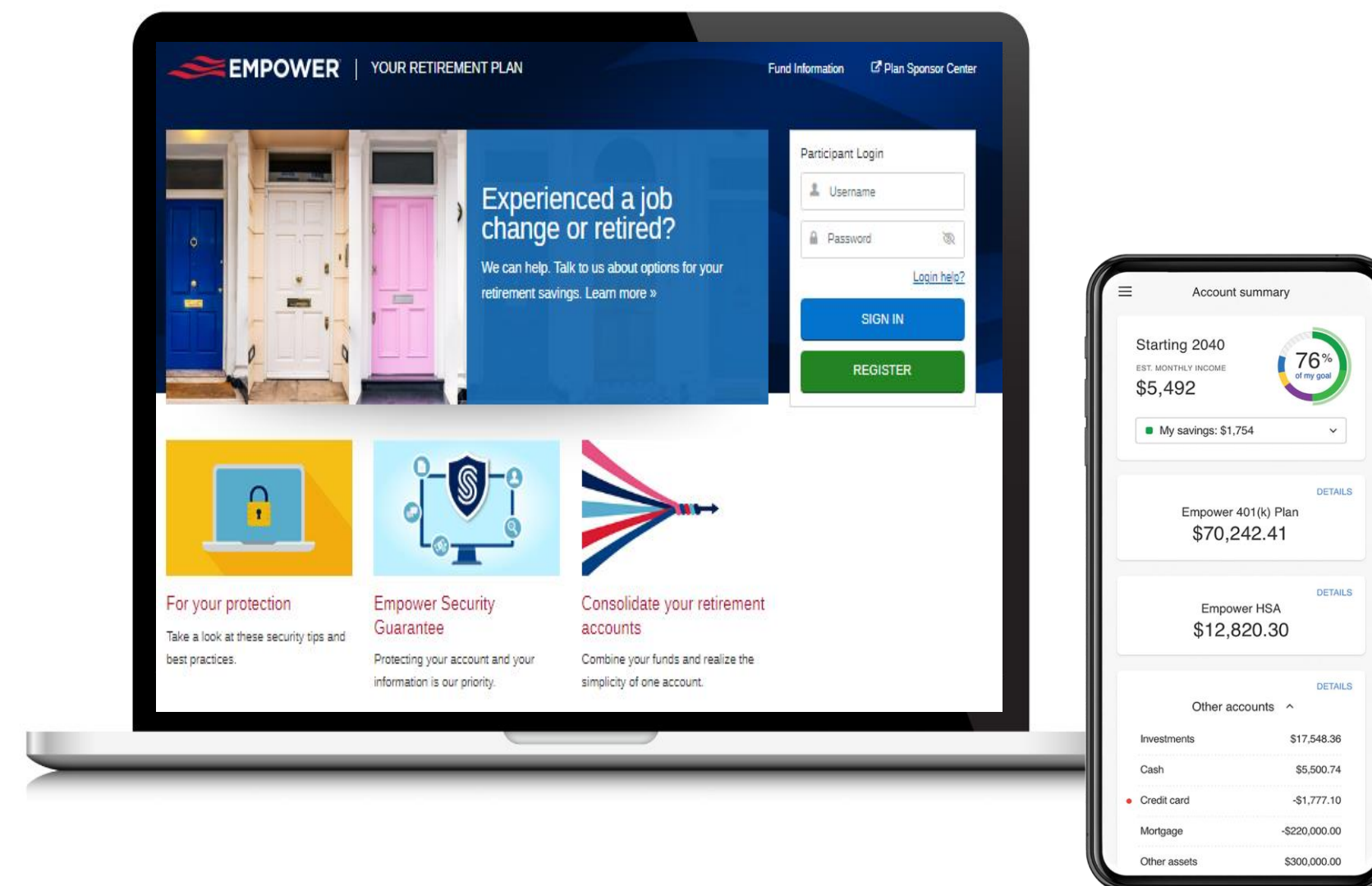
Provide your email address:

- Click on your initials in the top right corner of the screen.
- Choose *Edit Full Profile* and make your election.

Select your beneficiary:

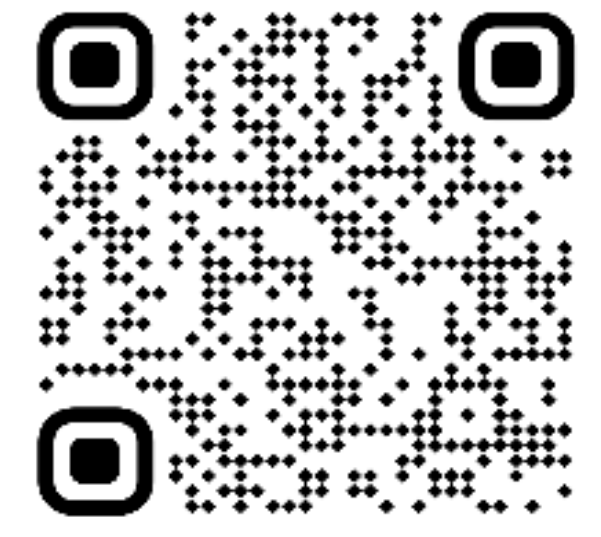
- Choose your plan name.
- Click on *Beneficiaries*.

Download the app in the App Store[®] and on Google Play[™]. After you download the app, open it and follow the prompts to register your account.



Available on the
App Store

or



GET IT ON
Google Play

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■ We're here when you need us

Weekdays 8 a.m. to 10 p.m. Eastern time
Saturdays 9 a.m. to 5:30 p.m. Eastern time

empowermyretirement.com

800-338-4015

Automated system available 24/7.

TTY: 800-345-1833



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Your Empower representative is a retirement plan advisor (RPA) acting on behalf of Empower Advisory Group, LLC, (EAG) and Empower Financial Services, Inc. (EFSI). EAG is a federally registered investment adviser that provides investment advisory services to retirement plan participants and IRA accountholders nationwide. EAG's goal, through the RPAs and otherwise, is for you to leverage EAG's investment expertise to make retirement planning smarter and more accessible than ever before. EFSI is a broker-dealer registered with FINRA and the U.S. Securities and Exchange Commission. EFSI primarily provides broker-dealer services to employer-sponsored retirement plans. Both EAG and EFSI are members of the Empower Retirement family of companies.

Your RPA is authorized to act as both an investment advisor representative of EAG and a registered representative of EFSI. Your RPA acts as an EAG investment advisor representative when providing investment counseling or recommendations and as a EFSI registered representative when executing securities transactions on your behalf.

Your RPA may conduct a Retirement Readiness Review with you and educate you about available investment options and products offered by EAG. During a Retirement Readiness Review, you will meet with a plan advisor to discuss your current and future goals. Your RPA will look at your full financial picture and provide tailored recommendations in order to help you achieve your personal retirement readiness. Your RPA will assist you with learning about (and, when appropriate, enrolling in) Empower managed accounts solutions, rollovers into plan options, optimized investment allocation and savings amounts, financial planning, general financial wellness, health savings accounts (HSAs), distribution options, and additional products/ solutions offered by your plan and aligned with your needs. While basic investment strategies consider only your age, the service of your RPA includes consideration of a wide range of factors to develop a more in-depth picture of who you are before creating a strategy that best fits your individual needs. Your RPA considers your individual financial situation and goals to create a plan designed to help you reach the future you want. Your RPA, acting on behalf of EFSI, can assist you with executing securities transactions related to the recommendations they provide. There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

By engaging in a dialogue with your RPA, you will receive ongoing direction and advice, including professional support through education when it comes to making important savings, investing and retirement income decisions. Although your RPA cannot provide you with advice on your tax situation, they will share information related to the potential tax implications of taking receipt of the proceeds from your retirement investments. If you feel that you need specific tax advice, please consult with your personal tax advisor.

To obtain the EAG and EFSI Form CRS, or for more information about Empower representatives, visit **empower.com**.



Important information regarding your meeting with a retirement plan counselor (RPC) of Empower

Your Empower representative is a retirement plan counselor (RPC) acting on behalf of Empower Financial Services, Inc. (EFSI), a member of the Empower family of companies. EFSI is a broker-dealer registered with FINRA and the U.S. Securities and Exchange Commission. EFSI primarily provides broker-dealer services to employer-sponsored retirement plans. All Empower RPCs are registered representatives of EFSI.

Empower's RPC can provide information and guidance about a variety of topics, including plan enrollments, distribution and rollover options, consolidation, investment conversations, and savings and contributions strategies by educating you about available options. During your interaction with your RPC, you will engage in an informational dialogue intended to help you understand basic concepts about investing, distribution options available to you, and the advantages of participating in your employer-sponsored retirement plan or an individual retirement account. Although your RPC cannot provide you with advice on your tax situation, they will share information related to the potential tax implications of taking receipt of the proceeds from your retirement investments.

In their capacity as RPCs, the representatives may provide you with retirement counseling services that include education related to various investment options available to you and enrollment processes related to products and services offered or serviced by EFSI or its affiliates. Services provided by your RPC do not include providing securities recommendations or investment advice. If you feel that you need specific securities recommendations, investment advice or tax advice, please consult with your personal investment and/or tax advisor.

To obtain the EFSI Form CRS, or for more information about Empower representatives, visit **empower.com**



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

Investing involves risk, including the potential loss of principal.

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On August 1, 2022, Empower announced that it is changing the names of various companies within its corporate group to align the names with the Empower brand. For more information regarding the name changes, please visit empower.com/name-change.

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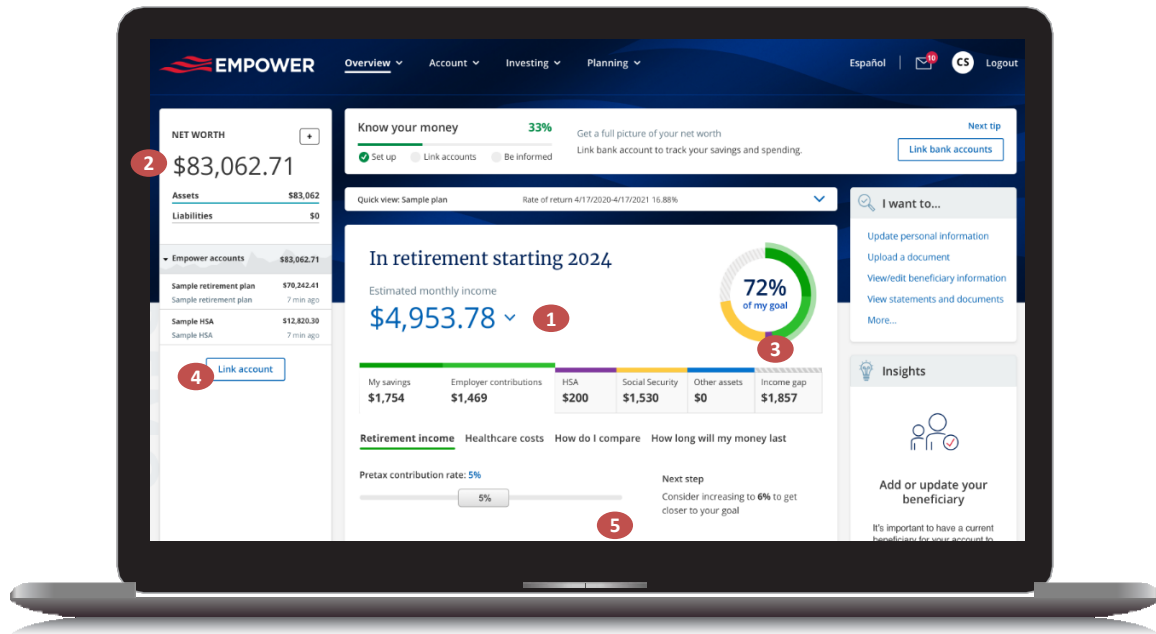


■ Questions



View all your finances in one secure place

Retirement. Credit. Cash. Mortgage.



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As a part of your plan, your account dashboard gives you a real-time view of spending, saving, debt and more so you can track, manage and plan all your financial priorities in one place

1. Know your estimated monthly retirement income

- See what your retirement might look like and what percentage of your goal you're on track to reach.
- Adjust the sliders to see how changes affect your savings in real time.
- Put your savings in context.
- Make changes with just one click.

2. See and understand your net worth

Your net worth is a good measure of where you stand at a point in time. The more accounts you link, the clearer view you'll have of what you own (your assets) and what you owe (your liabilities).

3. Manage progress toward your goals

Your dashboard includes a progress meter and personalized next steps to help you reach your individual goals.

4. Easily and securely link other accounts

Advanced security measures are taken to protect your privacy and information and ensure your accounts can't be viewed by your employer or plan administrators.

5. Access an expanded financial toolbox

Designed to help you better plan and manage your finances, it includes a retirement planner, a savings planner, budgeting tools and more.

Log in to your account and start linking accounts

Take advantage of all the tools available to you and link outside accounts to enjoy a 360° view of your finances.

It's easy to create your account if you haven't already.

- Log on and select *Register*.
- Choose the *I do not have a PIN* tab.
- Follow the prompts to create your username and password.

Click *Español* to view the website and receive your statements in Spanish.

For more help, call **800-338-4015**.

Representatives are available

View tips and best practices to protect yourself

See what you can do to help defend against cybersecurity threats. Visit **empowermyretirement.com** and click on the *Security Tips* link at the bottom of the page.



Get the Empower mobile app and connect to your plan whenever, wherever

Accessing the site from your smartphone or tablet? Download the Empower app to view your account and link your financial life.

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