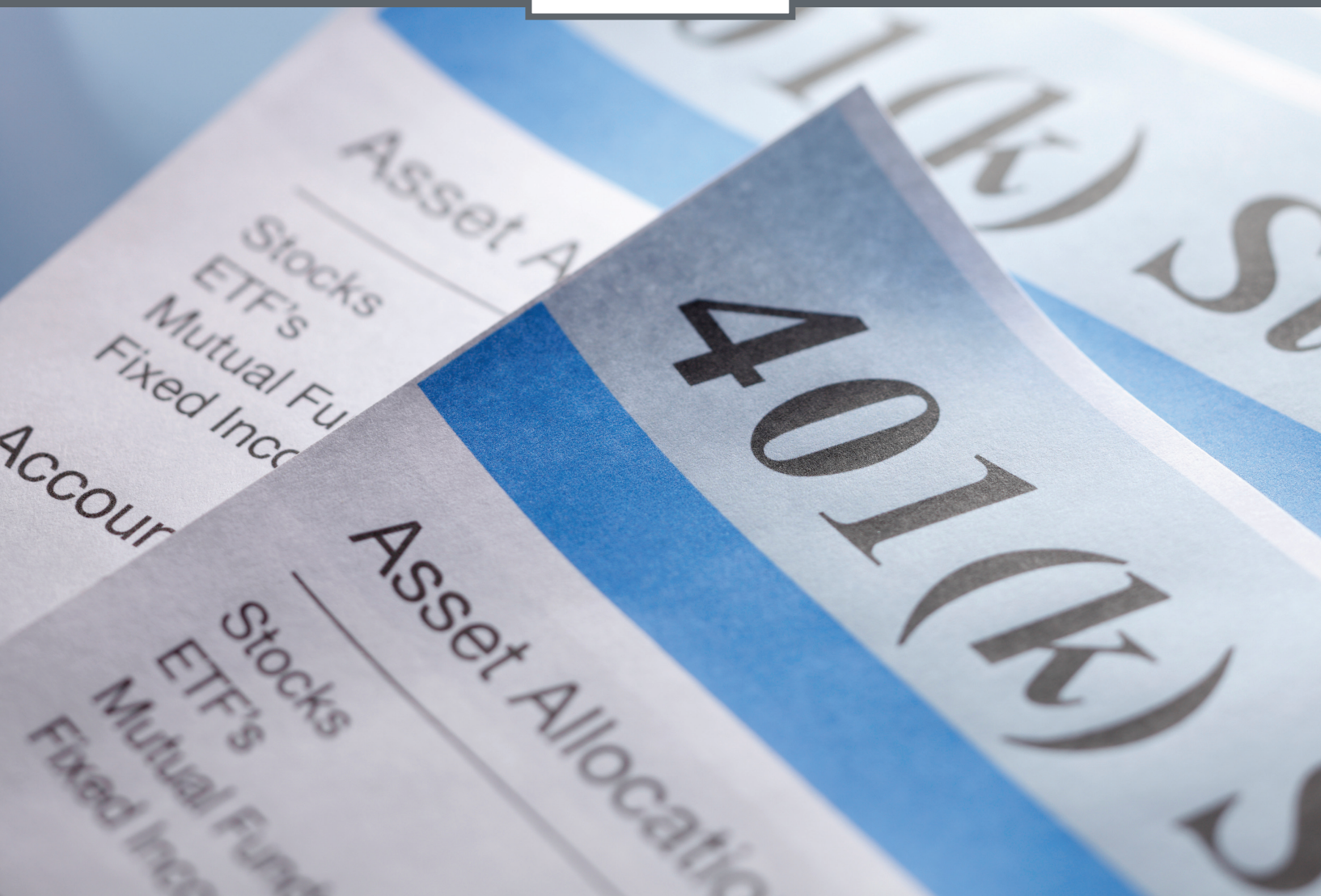


Financial Ratings Series

WeissRatings
& Grey House Publishing

Financial Literacy Basics: How to Start a 401(k)

2026



GREY HOUSE PUBLISHING

Financial Literacy Basics: Starting a 401(k)



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2026 Edition



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Welcome!

Grey House Publishing and Weiss Ratings are proud to announce the eighth edition of ***Financial Literacy Basics***. Each volume in this series provides readers with easy-to-understand guidance on how to manage their finances. Designed for those who are just starting out, as well as those who may need help handling their finances, the volumes in this series outline, step-by-step, how to make the most of your money, which pitfalls to avoid, what to watch out for, and the necessary tools to make sure you are fully equipped to manage your finances.

Each of these eight volumes focus on specific ways to take the guesswork out of financial planning—how to stick to a budget, how to manage debt, how to buy a car or rent an apartment, how to calculate the cost of college, and how to start saving for retirement—all information necessary to get started on your financial future. Each volume is devoted to a specific topic. Combined, they provide you with a full range of helpful information on how to best manage your money. Individual volumes are:

- How to **Make and Stick to a Budget**
- How to **Manage Debt**
- Starting a **401(k)**
- Understanding **Health Insurance Plans**
- **Renting an Apartment & Understanding Renters Insurance**
- Calculating the **Cost of College & Understanding Student Loans**
- **Buying a Car & Understanding Auto Insurance**
- What to Know About **Checking Accounts**

Filled with valuable information that includes helpful, hands-on worksheets and planners, these volumes are designed to point you toward a solid financial future with clear suggestions, supportive guidance, and easy-to-follow dos and don'ts.

Financial Literacy Basics: Starting a 401(k)



Would you like
to have a
million dollars?

If you're like most people, you probably answered "Yes!" Depending on when you start saving, you can actually save a million dollars during your lifetime using a 401(k) plan.

A 401(k) is one of the most popular types of retirement savings plans. If you start planning for retirement at a young age, becoming a millionaire is possible. If you're just starting out in the workplace or are still in college, retirement may seem like a lifetime away, but financial experts emphasize that by planning for retirement when you are young, you can maximize the amount of money you save for later.

In other words, if you start saving for retirement at age 25, you will have 10 more years of your money working for you (earning interest and making money) than someone who starts at age 35, and 20 more years than someone who starts at 45. This is why it's so important to start saving early.



What is a
401(k)?

A 401(k) plan is a retirement savings account sponsored by your employer. It works by allowing you to set aside (contribute) a portion of your paycheck to be placed in a special type of investment account.

This account is different from a regular savings account because the money in it is actively invested in mutual funds, stocks, or bonds. These investments can earn money over time and increase the value of your contributions.

The most popular type of 401(k) accounts allow you to contribute money from your paycheck before taxes are taken out—these are traditional 401(k) plans. You only pay taxes on the money when you withdraw it from the account. Because of this, most 401(k) accounts have restrictions on how much you can contribute and when you can access your money.



These restrictions vary by plan, but in most cases, taking money out of a 401(k) plan early (well before retirement age) results in a 10% penalty and other fees on top of that.

The bulk of this guidebook focuses on saving for retirement using a 401(k) because it's one of the most popular types of savings plans. If your employer does not offer a 401(k), that's OK. There are several types of retirement savings plans that allow you to save on your own. If you work for a non-profit, they might make a 403(b) available to you. You'll find more information on other types of retirement savings plans starting on page 19 in this guide. Regardless of which type of plan you decide to use, the most important piece of the puzzle is to start saving for retirement as early as you can.



The History of the 401(k)

In case you were wondering, the term 401(k) has nothing to do with the amount of money you can contribute or remove from your account. It is simply named after Section 401(k) of the Internal Revenue Service (IRS) code.

This section allows workers to avoid paying taxes immediately on a portion

of their income if they elect to receive that income at a later date. When the rule was originally written in the late 1970s, it did not allow employers to put this "deferred compensation" into savings accounts for their employees.

In 1980, Ted Benna, a benefits consultant with the company Johnson & Johnson, was working out a problem for a client. Taking note of the tax provision, Benna conceived of an account to which an employee could contribute tax-free and that the company could contribute to as well, in the form of matches.

Benna asked the IRS to adjust its laws to allow such a practice. The IRS agreed and the 401(k) plan was born. The plan became so popular that by 2024¹, 90% of large companies and 88% of medium-sized companies offered a 401(k) or similar employee-funded retirement plan.

The original 401(k) plan conceived by Ted Benna had only two investing options. You could choose a stock fund or you could choose a fund that guaranteed a return, similar to a money market fund. Today, the typical 401(k) comes with a menu of more than a dozen different funds that you can choose from.

¹

<https://www.bls.gov/news.release/ebs2.t01.htm>





Employer Matching

Many employers will also match the amount you put into your 401(k) with a contribution of their own. That means that if you contribute \$100 to your retirement plan, your employer will contribute \$100 too, with certain restrictions.

These employer contributions come with additional restrictions. For example, you may have to work for a company for a specific period of time before you can access its share (their contribution) of your 401(k) account. This is a process called vesting.

Employers can also choose to cap their matching contributions at a certain percentage of an employee's salary, in addition to the government's caps on the total amount of money that both you and your employer can put into a 401(k) each year.

Nasdaq.com reports that "in 2025, the average 401(k) employer match is 4% to 6% of an employee's total compensation. The most common matching structure is a 50% partial matching contribution up to 6% of the employee's salary²."

² <https://www.nasdaq.com/articles/what-average-401k-plan-match-2025>

If your employer matches your 401(k) contribution, **take advantage of it**. If you can, invest the maximum amount so you'll get the most out of employer matching. If you contribute \$500 a month to your retirement account and your employer matches that amount, that's like getting \$6,000 of free money every year. And, that extra \$6,000 will earn interest every year too.

If your employer does not offer a matching contribution, you should still save as much as you can for retirement. You can choose to participate in your employer's 401(k) plan without a match, or you can create your own Individual Retirement Account or IRA. See page 19 for more information on additional types of retirement plans.



Student Loan Matching

Starting in 2024, companies can offer a 401(k) match based on an employee's student loan payments. This program allows employees to start putting money into their retirement fund even if they cannot afford to contribute to their 401(k) directly.

The match works the same way a traditional 401(k) match does. Instead of matching what you contribute to



your 401(k), the match is based on your qualified student loan payments.

If a company offers this benefit, they must apply the same matching rate and vesting schedule for student loan payments as they do for regular 401(k) contributions.

This program applies to other retirement plans as well, like 403(b), governmental 457(b), and SIMPLE IRA plans.

Ask your HR department if your company offers this benefit. They'll be able to tell you about their eligibility rules and their certification process. Or, if you're interviewing for a new job, ask if the company offers this benefit to its employees.

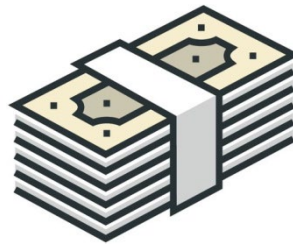


Vesting

The money you contribute to your 401(k) account is all yours. If you decide to withdraw it early you will have to pay penalties, but it is available to you at any time.

The matching contributions by your employer, however, are often subject to certain rules. As an incentive to keep their employees, many companies will only allow you full access to their 401(k) contributions if you remain there for a number of years. This process is called vesting.

Vesting periods differ by company, but some businesses will free up a percentage of their matching funds per year, and the entire amount after three or four years. If you choose to leave the company after their contributions have vested, then all their matching funds are yours to take with you.



401(k) Match = Free Money

If your employer matches the money you put into your 401(k) with a contribution of company funds, try to take advantage by saving the maximum amount your company allows.

This amount varies by company, and can be a set dollar limit or a percentage of your salary—usually about 4 to 6 percent. Be aware that some companies require you to work for them for a certain period of time before the money is “vested,” meaning its permanently yours.





Maximum Contributions

According to law, the maximum annual amount a person under 50 years old can contribute to a 401(k) in 2026 is \$24,500. A person older than 50 years old is allowed an extra \$8,000 “catch-up” contribution, for an annual total of \$32,500.

When you combine your own contribution with your employer’s contribution, plus other sources, the maximum annual amount by law a person can put into his or her plan in 2026 is \$72,000, or \$80,000 if you are 50 or older.

401(k) plans. The main difference between traditional 401(k) plans and Roth 401(k) plans is when your money is taxed.

With Roth plans, taxes are deducted from your paycheck as usual, and then your contribution is deposited into the Roth plan. Since you have already paid taxes on your money, you don’t have to pay taxes again upon withdrawal.

Both types of 401(k) plans offer tax benefits, so if your employer offers you a choice between a Roth 401(k) and a traditional 401(k), talk to your tax preparer about which option is the better fit for you right now.



When are Taxes Deducted?

In a traditional 401(k) your investments are transferred to your 401(k) account before taxes are deducted from your paycheck. This is called “tax-deferred.” You don’t pay taxes when you move money into your 401(k) but you will pay taxes when you withdraw your money later.

Some employers give you the option of having taxes deducted from your money before you make your contribution. These are known as Roth



When Can You Access Your Money?

Both traditional and Roth 401(k) plans come with rules that specify when you can access your money.

Since they are retirement plans, you can’t withdraw money without paying a penalty until you are at least 59½ years old. Exceptions occur if you become disabled or die before you reach 59½, which allows your family or beneficiaries to access the account.



You can also take your money out early if you declare a hardship or if the company you work for goes out of business, or terminates the plan.

Another rule that applies to Roth plans is that your money needs to be in the plan for at least five years before withdrawing it.



Choosing Investments

When you invest money in a 401(k), you get to choose the investments that you want to put your money into. You can make your choices from a list of different types of investments offered by your 401(k) manager.

Most employers who offer 401(k) plans hire a financial services company that manages the plan. The financial services company, or 401(k) manager, will help you choose from a range of investment opportunities. Keep in mind that not every investment will be available for you to choose. Your 401(k) manager will give you a list of investments to pick from and you can decide how much of your money you want to invest in each fund.

If this seems like an overwhelming task, don't worry. Your 401(k) manager is there to help you navigate

your options and pick a plan that's best for you.

Once you select your plan, your employer automatically deducts your requested contribution from your paycheck and sends the money directly to the company handling your 401(k).



Most Common 401(k) Investments

Most 401(k) investments are made in mutual funds, which are pools of money from a group of investors that are invested in a variety of stocks, bonds, and other securities.

Mutual funds are professionally managed and have the advantage of being diverse investments. This means they are spread out over a wide range of investment options and less likely to lose money if one stock or bond does poorly.

Money market funds

This type of mutual fund is considered one of the safest forms of investment. It comes with lower risk, but also has a lower return on your money.

Money market funds invest in short-term securities, such as certificates of deposit (CDs) or treasury bills (T-bills).



A CD is similar to a bank savings account, except you agree to leave your money in the account for a pre-determined length of time.

A T-bill is like loaning money to the U.S. government in exchange for an IOU. It does not pay interest until after a specific period of time. Since they are short-term investments, this period is always less than a year.

For example, an investor can purchase a \$1,000 T-bill for \$950. When the T-bill "matures," (meaning that it reaches its maximum worth) the investor is paid the full \$1,000 face value of the bill. In this example, the

investor made \$50 on this deal.

Stock funds

A stock fund is a mutual fund that invests in a specialized group of stocks. This means the investments will focus on a particular type of stock, such as stocks from large companies, technology companies, medical companies, etc. When you buy stocks, it is like you are buying a small piece of ownership in a company. The company uses your money to fund its business and pays you back a certain amount if it does well. Of course, if it does poorly, you run the risk of losing some or all of your money.

Mutual Fund Advantages



Most of the money invested into 401(k) plans is used to purchase mutual funds. Mutual funds are collections of stocks, bonds, and other securities.



Target-date funds

This fund is one of the most popular investment choices for 401(k) plans. A target-date fund is a mutual fund with a selected “target” date of your choice. This date is typically the year you think that you will retire.

For example, if you are 20 years old in 2026, and you want to retire when you turn 67, you may choose a target-date fund that is designed for people who want to retire in 2075. The fund manager invests your money in a range of stocks, bonds, and other securities, usually starting out with riskier options while you are younger. As you get older and closer to your target date, the manager shifts your money into safer investments with less risk.

Blend funds

These are a mix, or a “blend,” of growth funds and value funds. Growth funds are stocks in companies expected to grow at a faster rate than the overall stock market. Value funds are stocks that are considered to be selling at too low a price and have the potential to experience unexpected growth.

Both funds come with some risk. Growth stocks can fluctuate wildly and may not reach their expected earnings; value stocks may have been priced lower for a reason and never bounce back.

Bond funds

These funds are primarily invested in bonds. Bonds are similar to loans you make to a business or government. Like most loans, the recipient of the money is expected to pay you back with interest.

Bonds tend to be safer investments, but you are also relying on the company to hold to its repayment promise. The riskier the investment, the higher the rate of return on your money.

For example, bonds issued by an established company are nearly risk-free but would pay a lower rate than those issued by a start-up tech business.

Government bonds are considered the safest, but they also pay the lowest amount of interest. The longer you leave your money in a bond, the more it will pay you back.

One drawback with bonds is that their rate of return is tied to federal interest rates. When interest rates go up, bond prices go down. Interest rates have stayed quite high over the past few years, so bond investments are not very profitable right now.

Aggressive Growth Funds

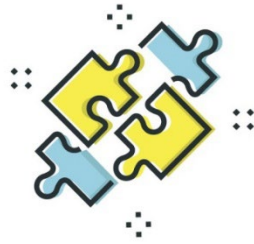
These mutual funds look to invest in the next big thing, taking on a lot of risk to hopefully share in windfall



profits. These funds invest in startup companies who might generate huge profits. These startups could fail as well, losing you money. The more aggressive the investment, the higher the risk of losses, so proceed with caution. If you want to take on this risk, talk to your 401(k) manager about how much of your investment should be in aggressive growth funds, and make sure some of your investments are in other categories to balance your risk.

Company Stock

If you work for a publicly traded company, you might be able to purchase shares of your own company's stock through your 401(k). You might be able to purchase those shares at a discount or your employer might match a higher percentage of your contribution if your purchase their stock. If you go this route, make sure that you have other investments in your 401(k) to be sure you have a diversified portfolio.



Learn About the Funds in Your Plan

Trying to keep track of your money with all the investment options available for your 401(k) may seem like an intimidating task.

The best way to learn about how your money is invested is to ask the financial manager who handles your 401(k). Part of their job is to answer your questions and steer you toward the best possible investment strategy.

Your employer's financial management company will also send you periodic updates on how your funds are performing. These may be available online or through an app. They might also be mailed to you or sent via e-mail.

Take the time to read your statements. It may seem confusing at first, but many of these reports are designed for the beginning investor.

If you have questions about which investments might be a good match for you, contact your plan administrator for more information.





Which Investments are Right for Me?

Investments vary from the most conservative, safe investments to the most aggressive investments that carry a lot of risk. Riskier investments have the potential to make a lot of money fast, but they also can lose all of your money just as quickly. Ultimately, you'll want to balance your risk with a diversified portfolio.

In order to determine whether more conservative or more aggressive investments are right for you, or if you should stay somewhere in the middle, consider the following factors:

Your Age

If you are younger and have a long time ahead of you to save for retirement, you can try a few riskier investments. If you make money, that's great, but if one of your investments loses money, you'll have a lot of time to make up for your loss.

As you get closer to retirement, you'll want to transition to more conservative, safer investments. You won't make as much money, but the money you have saved will be safe. You don't want to have a big loss right before you retire and need access to your savings.

Your Risk Tolerance

- **Low-Risk Tolerance**

If you have a low tolerance for risk, you are likely to invest in conservative options with small, steady increases, and where your initial investment is less likely to decrease.

Your earnings may not be as high as someone who accepts a greater degree of risk; however, your conservative nature helps to ensure that you do earn, and that the value of your investment doesn't decrease. This attitude makes the most sense if you are in the later stages of life, approaching retirement, or already in retirement.

- **Moderate-Risk Tolerance**

If you are moderately risk tolerant, you are likely to invest in growth opportunities, keeping a balanced approach with a portion of your funds in safer, more stable bonds, and another, perhaps smaller, portion in more stocks. Your earnings may be higher, and you may also have a slightly higher degree of loss exposure.



- **High-Risk Tolerance**

High-risk investors are highly aggressive in their investment choices. By taking added risk, they create a larger potential for greater earnings, as well as for greater losses. As an aggressive investor, you also add a greater risk of losing some or all of your initial investment. You may be headed for college or just out of college and getting your first job. A principal loss at this time in your life is a bit less devastating than the same loss in your retirement years. Most people can afford to take some added risk at a young age.

If the idea of a risky investment that might lose money causes you anxiety, it may be best to avoid more aggressive investments. If you don't mind taking some risk, talk to your 401(k) manager about how to achieve your goals.

You can balance your risk by diversification. If you choose a few riskier options, choose some others that are more conservative. That way, you can benefit from greater potential earnings from your more aggressive investments, but you won't lose too much if one of them doesn't perform well.



Changing Your Options

In some cases when you join a 401(k) plan, you are automatically enrolled in a default investment option. Some companies may even automatically enroll you in their 401(k) when you start your employment.

These plans may default to more conservative, lower-earning investments, such as money market funds, or may start your contribution on the low side. If you are slotted into a 401(k) that is not tailored to your financial needs, don't worry, it's easy to make changes to your plan.

Most financial services companies allow you to customize your investments or adjust your contributions over the phone or online.

If you need help or have any questions, don't be afraid to ask your plan administrator or your company's human resources representative for assistance.





How Much Should You Invest?

Experts often offer advice on how much money you should contribute to a 401(k) account, but only you can decide what you can afford.

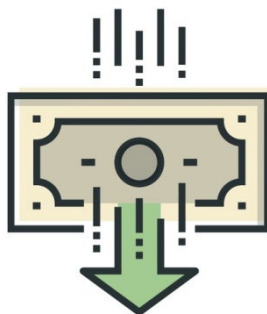
Remember that money invested early has more time to earn interest and grow in value. With standard rates of return, for example, \$1.00 invested at age 20 can turn into \$24.00 by age 67.

Young people often have fewer financial responsibilities than they will have later in life. Before your finances get complicated by marriage, children, and homeownership, consider getting a head start on your 401(k).

The best answer to “How much should you invest?” is, “As much as you can.” If you can invest 10% of your income, do it. If you cannot, invest the maximum amount you feel comfortable investing, but make sure that you examine your retirement planning every year.

When you’re in a better position to save more, do it. Keep in mind that it can be easiest to start saving when you’re young and have fewer other financial responsibilities. When you

start early, your money has more time to increase in value.



How to Invest the Ideal Amount

Experts say that if you start saving for retirement early, saving 10% of your income a year is the ideal amount. However, if you start your retirement fund later, in your 30s or 40s, saving 10% might not be enough. Obviously your personal financial situation will determine how much you can put in a 401(k) account.

If you can manage it, 10% of your income will provide you with a sizable fund to reach your retirement goals. For example, if a 22-year-old making \$50,000 a year put \$5,000 (10 percent) one time, in a 401(k) account and made no other contributions, the money would grow to more than \$78,000 by age 67 under a typical investment scenario. If that same 22-year-old put \$5,000 into a 401(k) each year, at a 6% rate of return, he or she would have more than \$1.2 million by age 67.

What if you can’t afford to save 10% of your income right now? If you have student loans that you’re paying off, or maybe your budget just does not allow for a 10% retirement contribution, starting at a lower



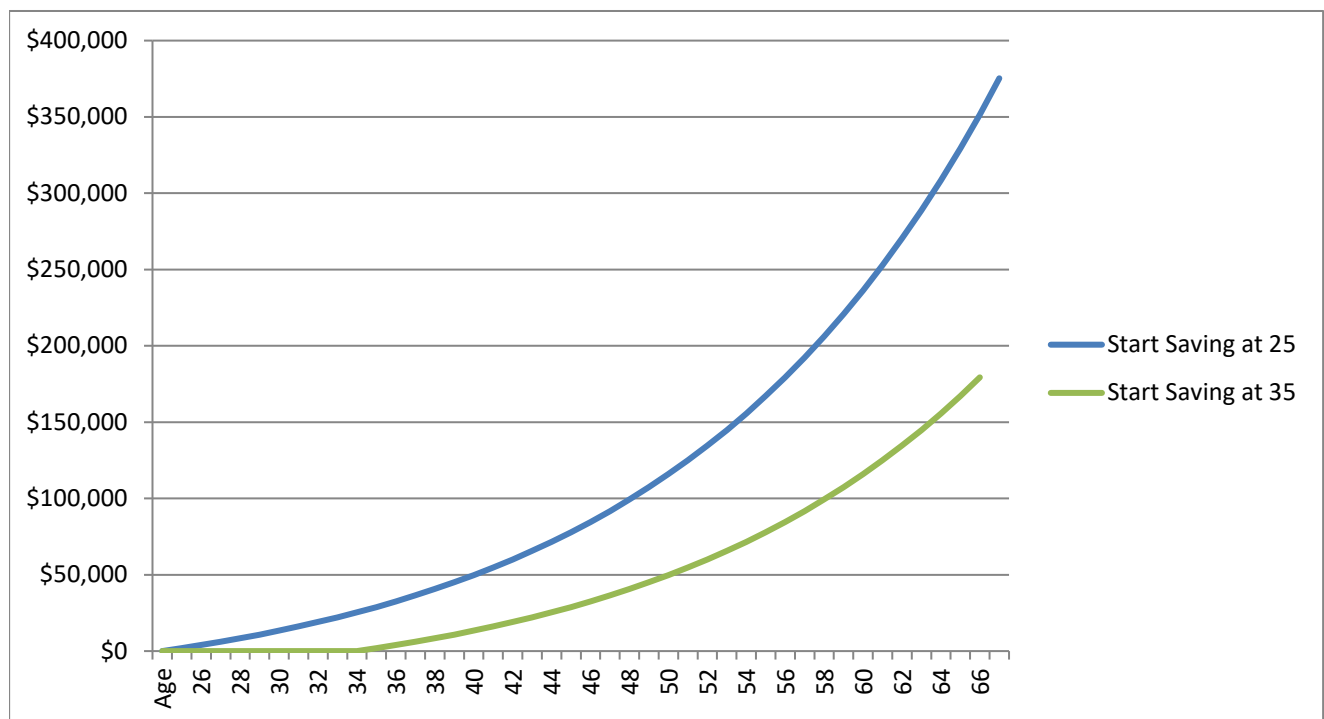
percentage is OK. You could start by saving 1% of your income and increase that amount as your situation changes.

The most important thing is to start now. The earlier you start saving, the faster your retirement account will grow. Remember, that every extra

dollar you save will multiply by 20 times over the course of 40 years. Spending less in other areas of your budget in order to put a little more into your retirement account will benefit you in the long run.

The chart below shows the difference 10 years of savings can make.

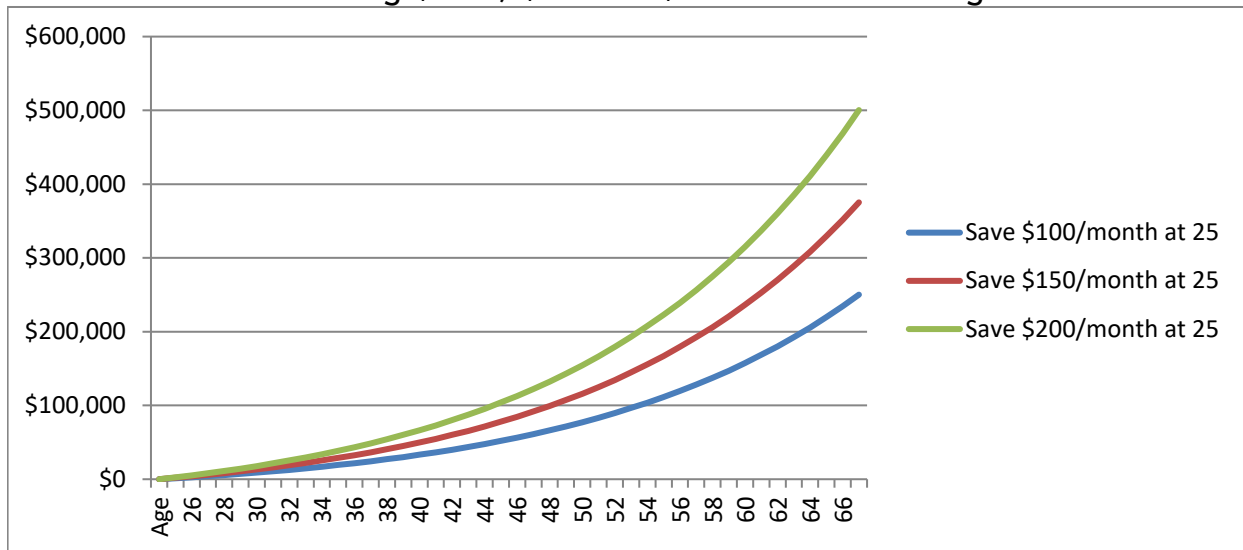
Savings \$150 per Month Starting at 25 Compared to Savings \$150 per Month Starting at 35



John and Sue put \$150 per month into a retirement account that earns 6% interest. John starting saving at age 25, and Sue starting saving at age 35. Over the course of 42 years, John contributed \$75,600 and that is now worth over \$375,000. Sue, who started saving 10 years later, contributed \$57,600 and that is now worth over \$192,000. John contributed only \$18,000 more than Sue, but because he started 10 years earlier, his retirement account is worth nearly \$183,000 more. The earlier you start saving—even if it's just a little bit—the longer your money will have to earn interest and grow larger over time.

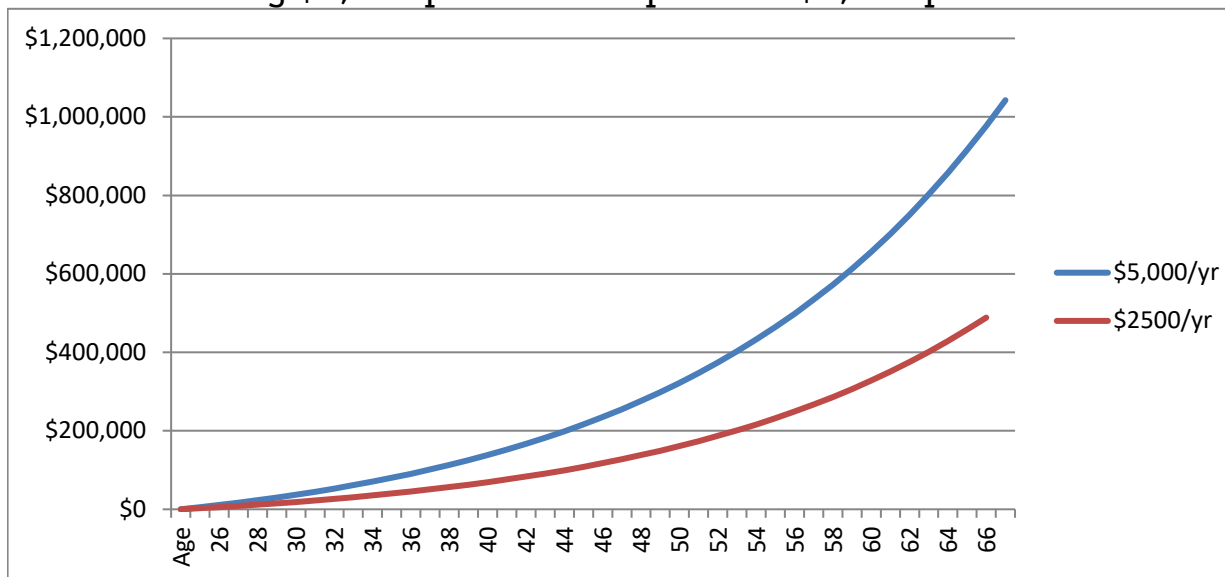


Start Saving \$100, \$150 or \$200 a month at age 25



The more you save and the earlier you start really make a difference. If you saved an additional \$100 per month starting at age 25, you would have an extra \$250,000 in your retirement account at age 67.

Saving \$5,000 per Year Compared to \$2,500 per Year



Saving \$5,000 per year starting at age 25 would yield over \$1,000,000 in your retirement account by the time you're 67. If you saved only half of that (\$2,500 per year), your retirement savings would be worth \$521,000.





Review Your 401(k) Contributions and Investments Every Year

Most financial advisors recommend that you review your 401(k) plan at least once per year. Reviewing your investments at the start of each new calendar year is a good rule of thumb. While you're at it, the New Year is a good time to review your budget to make sure it still makes sense.

This is a good time to review how much you are contributing. Did you get a raise and have a little extra money to contribute? Any extra money that you can add to your retirement fund will add up over the years, so it's important to review this amount regularly.

You'll also want to review your investment selection. Your employer will give you instructions on how to access your 401(k) account and how to make changes to your investment selections. The financial services company that manages your 401(k) will most likely have tools you can use to select the best investments based on your age, your tolerance for risk, and your retirement goals. The most important thing is to take the time to review your options and make sure you are on the right track to achieve your goals.



Create a Budget

Before you can determine how much you can afford to save, you need to figure out how much money you make and what your expenses are.

The best way to do this is to create a household budget. Budgets are typically made on a monthly basis, so the first step is to know how much income you bring in each month.

Then, look at your expenses—how much you spend on rent, utilities, student loan payments, car payments, groceries, gas, nights out, etc.

Subtract your expenses from your income. This will determine how much money you can afford to save.

However, make sure you have some money in a savings account for emergencies. Creating a budget is easiest if you use a worksheet or a digital tool. Many online resources, mobile apps, and financial software are available to help you make a budget that works for you. Refer to the budget worksheet on the next page to get started.



BUDGET WORKSHEET

Month/Year: _____

Monthly Income

Wages _____

Tips _____

Other Income _____

TOTAL MONTHLY INCOME _____

Monthly Expenses

HOUSING

Mortgage/Rent _____

Utilities (Electricity/Water) _____

Internet _____

Insurance (Homeowner's, Renters, etc.) _____

Other Housing Expenses (Cable, Streaming, etc.) _____

FOOD

Groceries/Household Supplies _____

Restaurant and Other Food _____

TRANSPORTATION

Public Transportation _____

Vehicle Loan _____

Gas for Personal Vehicle _____

Parking, Tolls, etc. _____

Maintenance & Supplies (oil, etc.) _____

Vehicle Insurance _____

HEALTH

Health Insurance _____

Medicine/Prescriptions _____

Other (Dental, Vision, Copays) _____

PERSONAL

Childcare or Support _____

Other Family Support _____

Laundry _____

Clothing, Shoes, etc. _____

Charitable Gifts, Donations, etc. _____

Entertainment (Movies, etc.) _____

Other (Haircuts, etc.) _____

DEBT & FINANCE

Debt (Credit Cards, etc.) _____

Student Loans or Other Debts _____

Fees (Bank, Credit Card, Debit) _____

Prepaid Cards, Phone Cards, etc. _____

FINANCIAL GOALS

Add to Emergency Fund _____

Payments to Reduce Debt _____

Other Financial Goals _____

TOTAL MONTHLY EXPENSES _____

TOTAL MONTHLY INCOME _____

subtract your **TOTAL MONTHLY EXPENSES** _____

= _____





Determine When You will Retire

Until recently, the retirement age in the United States had been 65. If you were born before 1943, you could retire when you turned 65 and collect full Social Security benefits. If you were born from 1943 to 1959, you can collect full retirement benefits sometime after you turn 66, depending on which year you were born. If you were born in 1960 or later, you'll have to wait until you turn 67 to collect full retirement benefits.

Social Security is a government-run insurance program to provide for people when they get older. The government takes a small amount of money from every paycheck an employee earns and puts it away into a fund.

Upon retirement, a person receives a monthly benefit based on the amount he or she has paid into the fund. For years, many older people relied on only this money to live on during retirement. However, as people have been living longer, and therefore needing more retirement money, the government has changed the way Social Security benefits are paid out.

Americans can start collecting their Social Security benefits when they turn 62, but since they are collecting

early, before their full retirement age, they will receive a reduced payout amount.

You may be asking yourself how this affects your retirement decision. Consider that the estimated average monthly Social Security benefit, for January 2025, is \$1,976. Think about how that number figures into your budget. Do you think you can live on that amount? Because the average Social Security benefit amount may increase over time, you may decide to wait until you are older than 66 or 67 to retire.

Remember, however, that while your benefit may increase the older you are, so will the prices you pay for everyday items. In determining when you wish to retire, take into account how much you want to rely on Social Security when you get older. Right now, you might set a retirement age of 67, but as you get older, you may want to retire earlier. Keep in mind that planning an early retirement will mean you have to put more money in your 401(k) plan now.





Increase Your Savings With Every Raise

As you gain more seniority at a company, chances are your salary will increase. With every increase in your paycheck, try to put a little more into your 401(k). The obvious benefits are that your retirement nest egg will grow that much larger.

You do not have to contribute the entire amount of your raise to your 401(k), but even a 1% increase can significantly add value to your retirement account.



Set a Goal—Save 10 Times Your Annual Income by Retirement

Financial experts suggest that making a “savings roadmap” toward retirement is the best way to achieve your financial goals. This means trying to save about one time your annual salary by age 30, two times by age 35, three times by age 40, all the way up to 10 times by age 67.

On average, Americans are retiring when they turn 66, and the average lifespan of an American right now is 78 years. So, that means that the

average person is spending 12 years in retirement. The more you save, and the earlier you start, the better off you will be.

Remember these are just guidelines. Your personal situation may not allow you to meet a specific milestone along your path to retirement. The important aspect is to start the journey. If you are aware of your goals, you may be able to find a way to catch up later.



What Happens if You Change Jobs?

When changing jobs, you’ll also need to decide what to do with your employment-based retirement savings. With a pension—a defined benefit plan—if you leave after being vested in the plan but before the plan’s retirement age, the benefit generally stays with the employer’s plan until you file a claim for it at retirement. Some pension plans offer early retirement options.

If you have a defined contribution plan, such as 401(k)s and 403(b)s, you can take advantage of the following options:

- **A lump sum distribution.** This allows you to cash out your account in full with a single payment. You will owe taxes



and may have to pay tax penalties if you take money out before the age of 59½.

- **A rollover to another retirement plan.** You can ask your former employer to transfer your account balance directly to your new employer's plan if it accepts such transfers.
- **A rollover to an IRA.** You can ask your former employer to transfer your account balance to an individual retirement account (IRA) where it can continue to grow over time, giving you more income to live on in retirement. See page 20 for more information about rollovers.
- **No changes.** If you have more than \$7,000 in your 401(k) most plans will allow you to keep your money there, until you decide where you'd like to move those funds. Keep in mind that you won't be able to make more contributions to that plan since you're no longer receiving paychecks from that employer. If you do decide to go this route, make sure you don't forget about your funds in this old account!



Individual Retirement Accounts (IRA)

A 401(k) plan is not your only option for retirement savings. You can also consider Individual Retirement Accounts (IRAs).

If your employer does not offer a 401(k) plan, or if your employer does not offer a matching contribution, an IRA might be a good fit for you, since you'll have more control over your investment options.

IRA plans have two options: a Traditional IRA and a Roth IRA.

Traditional IRAs are available to everyone. Roth IRAs, which were introduced in the late 1990s, are only fully available to people earning less than \$150,000 a year.

IRAs are a powerful retirement savings tool because they are heavily tax-advantaged. For this reason, there are also limits to how much you can squirrel away in your IRA.

For 2025, for example, the combined annual contribution limit for both traditional and Roth IRAs is:

- Under age 50: \$7,000
- Age 50 or older: \$8,000





Can You Have a 401(k) and an IRA?

The answer is yes!
You can contribute to both a 401(k) plan and an IRA, provided you stay under the contribution limits of each plan.

If your employer does not offer a matching contribution, you might consider starting your retirement savings with an IRA which can provide more investment options than a 401(k).

But, given the IRA's lower contribution limits, when you want to save more than \$7,000 a year, you can start directing your retirement contributions to a 401(k) plan.

You can review the differences between traditional and Roth IRAs and 401(k)s on page 28. Ask a financial planning professional if you have questions determining which plan is right for you.



403(b) Retirement Savings Accounts

Similar to the 401(k) retirement plans offered by for-profit employers, 403(b) retirement savings plans are offered by non-profit companies.

403(b) plans can only be offered by non-profit institutions, like public schools, colleges, universities, churches, or 501(c)(3) charities.

The investments offered in a 403(b) plan are limited to mutual funds and annuities. Investors with 401(k) plans have a few more options when it comes to selecting investments.



Rollovers

Since a 401(k) plan is an employer-sponsored retirement account, you may be wondering what happens if you change companies or leave your job?

The money that you have invested, and vested employer matching funds in a 401(k), are yours; if you leave your employer, you can take the money with you.

The rollover process allows you to reinvest your 401(k) funds in several other plans. The most common of these is an Individual Retirement Account, or IRA. An IRA is very similar to a 401(k) except that it's a retirement savings account you contribute to on your own. An employer is not involved in managing or contributing to an IRA. While IRAs have many of the same rules as 401(k) plans (contribution limits, age



restrictions, penalties for early withdrawal), they also tend to have lower administrative fees and more investment options.

Just as with 401(k) plans, traditional IRAs defer taxes until you withdraw your money while Roth IRAs tax you up front. The government has instituted income limits to be eligible for a Roth IRA, although these tend to be fairly high.

As of 2025, these limits were \$150,000 in taxable income for individuals (single filers) and \$230,000 for couples (married filers).

While rolling over your 401(k) is relatively easy, be aware of a few financial pitfalls. First, decide on what type of IRA best suits you. You can open an IRA account with a financial services provider of your choice, or with the same company that managed your 401(k).

When transferring your funds from your 401(k) to your IRA, ask for a direct rollover. That way, the money manager will deposit your funds directly from one account to the other. If the money is given to you and you in turn deposit it in a new account, you may be subject to unnecessary taxes. If it makes better financial sense, you can also rollover your 401(k) into a 401(k) offered by your new employer. The best way to determine what is best for you is to talk to a financial adviser.



Retirement Plans if You Are Self-Employed

Solo 401(k) Plans

What if you're self-employed, or if your employer does not offer a traditional 401(k)? If that's true, a Solo 401(k) or One-Participant 401(k) might be an option for you.

A Solo or One-Participant 401(k) is a traditional 401(k) plan covering a business owner with no employees, or that person and his or her spouse. These plans have the same rules and requirements as any other 401(k) plan.

Solo 401(k) plans have the same contribution limits as other plans, so individuals can contribute up to \$24,500 per year, or \$32,000 per year for individuals over 50. In addition, if you're self-employed, your business can contribute an additional 25% as an employer match.

Visit www.irs.gov/retirement-plans/self-employed-individuals-calculating-your-own-retirement-plan-contribution-and-deduction for more specific instructions on how to calculate your maximum contributions.

There are other options for retirement savings for self-employed individuals, like a Simplified Employee Pension Plan (SEP), or an IRA or Roth IRA.



Simplified Employee Pension Plan (SEP)

If you are self-employed, you can contribute to a SEP Plan for your retirement savings. The contributions you make will go into a SEP-IRA which is an Individual Retirement Account. SEP-IRA rules and regulations are the same as a traditional IRA.

Some small business owners make a SEP Plan available for their employees to save for retirement.

IRAs & Roth IRAs

As a self-employed individual, you can also contribute to an Individual Retirement Account (IRA) or a Roth IRA to save for retirement. See pages 19 and 28 for more information about IRAs.

More information on alternative retirement plans for the self-employed can be found here:

www.irs.gov/retirement-plans/retirement-plans-for-self-employed-people



401(k) Loans

While most 401(k) providers allow you to take loans from your account, financial experts advise against doing this.

Taking money from your 401(k) not only prevents it from earning interest, but requires you to pay interest on the amount of the loan. The interest rate you will be charged varies by company, but it is usually more than the prime lending rate—the lowest amount of interest commercial banks in the United States charge to lend money.

If you do decide to take a loan from your 401(k), the IRS limits the amount you can borrow to \$50,000 or half of your 401(k) vested balance, whichever is smaller. You gradually repay the amount of the loan, plus interest, back into your own account. Generally, loan payments are made through payroll deductions and participants have a maximum of five years to repay the loan.

When you borrow from your 401(k), you sign a loan agreement that spells out the principal, the term of the loan, the interest rate, any fees and other terms that may apply. You may have to wait for the loan to be approved, though in most cases you'll qualify. If you're married, your plan might



require that your spouse agree to the loan in writing too.

When you take a 401(k) loan, you don't pay taxes on the loan amount. But, if you don't pay the loan back on time, taxes and other penalties might be due.

Be aware that if you change jobs, you'll be required to repay the loan by October of the next calendar year. If you do not repay the loan by that time, you'll have to pay taxes on the disbursement.

A list of the pros and cons of taking out a 401(k) loan is on the next page.

- To prevent you from being evicted from your home or having to foreclose on your mortgage
- To cover costs associated with repairing damages to your home
- To cover college tuition payments and related educational costs
- To cover funeral expenses
- To cover unexpected medical expenses

You may need to present proof that you qualify for a hardship withdrawal to the financial manager who handles your company's plan.

The IRS also requires that any money you take out must not exceed the amount you need and that you must have first applied for any 401(k) loans you may be eligible for.

Unless you are disabled or your medical debt is higher than 7.5% of your income, you will have to pay taxes and fees on any hardship withdrawal. You will also not be allowed to make any contributions to your 401(k) for six months after taking a hardship withdrawal.



Hardship Withdrawals

Some 401(k) providers offer a way for you to access your funds if you experience a personal or financial emergency.

Not every 401(k) plan allows hardship withdrawals and the IRS has established strict rules to govern those that do.

The IRS accepts six reasons for a hardship withdrawal:

- To cover costs associated with the purchase of a primary residence



Pros and Cons of a 401(k) Loan

Before you determine whether to borrow from your 401(k) account, consider the following advantages and drawbacks to this decision.

Pros:

- You usually don't have to explain why you need the money or how you intend to spend it.
- You may qualify for a lower interest rate than you would at a bank or other lender, especially if you have a low credit score.
- The interest you repay is paid back into your account.
- Since you're borrowing rather than withdrawing money, no income tax or potential early withdrawal penalty is due.

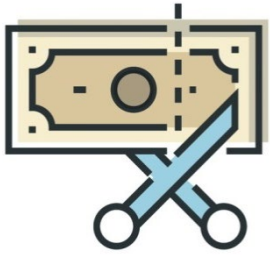
Cons:

- The money you withdraw will not grow if it isn't invested.
- Repayments are made with after-tax dollars that will be taxed again when you eventually withdraw them from your account.
- The fees you pay to arrange the loan may be higher than on a conventional loan, depending on the way they are calculated.
- The interest is never deductible even if you use the money to buy or renovate your home.

CAUTION: Perhaps the biggest risk you run is leaving your job while you have an outstanding loan balance. If that's the case, you'll probably have to repay the entire balance by October of the following calendar year. If you don't repay, you're in default, and the remaining loan balance is considered a withdrawal. Income taxes are due on the full amount. And if you're younger than 59½, you may owe the 10% early withdrawal penalty as well. If this should happen, you could find your retirement savings substantially drained.

Source: <http://www.finra.org/investors/401k-loans-hardship-withdrawals-and-other-important-considerations>





401(k) Fees

Since your 401(k) plan is handled by a financial manager, you can expect to pay a small fee to maintain the account.

However, hidden costs and fees can add up and drain your savings if you are not careful to avoid them. Even a 1% fee charged by a financial provider can mean a difference in thousands of dollars from your account down the road.

The best way to get around paying extra costs is to ask questions and select a financial adviser or investment plan with the lowest fees.

Some of the most common fees associated with a 401(k) plan are:

- **Brokerage account fees:** These are fees you pay a company or an individual to maintain and manage your account
- **Trade commissions:** These are fees charged when the person managing your plan buys or sells investments such as stocks
- **Mutual fund transaction fees:** Fees charged when your money manager buys or sells some mutual funds

- **Expense ratios:** Annual fees charged by all mutual funds to cover the cost of operating the fund
- **Sales loads:** A charge or commission on some mutual funds, paid to the money manager who sold the fund
- **Management or advisory fees:** A percentage of your 401(k) assets paid to the financial manager handling your plan
- **401(k) fees:** Administrative fees passed down to you from your employer



Tips for Managing Your 401(k) Plan

Choose the right plan

Both traditional and Roth 401(k) plans have their advantages, but choosing between them can be difficult. Deferring taxes until withdrawal allows more of your money to earn interest over time, while paying up front removes the hassle of paying later.

Experts suggest that a Roth 401(k) may be the best route for a young person because it takes taxes out first, rather than years later when he or she



may be in a higher tax bracket. For older workers who are more likely to be earning a higher salary, a traditional 401(k) may be more suitable.

Know that high-risk does not always mean high returns

It may seem like a great idea to put all your money into the hottest new tech stock, but that is no guarantee it will make you the next Bill Gates. High-risk investments are called “high-risk” for a reason. While a stock may do well, it is also possible it will fail, taking your money with it.

Safer investments may take more time to grow, but they are also less likely to disappoint. That doesn’t mean avoiding risk at all cost; sometimes aggressive investing can pay off. It just means being smart with your money.

Mix up your asset types

One of the best ways to be smart with your money is to spread it out over a number of different investments. A diversified mixture of stocks, bonds, and short-term funds is often the best way to ensure your money grows while guarding it against fluctuations in the stock market. It also allows you to take some chances, putting some money in high-risk stocks, while keeping a good portion of it in steady investments.

Don’t hesitate to ask for help

Many resources are available offering advice on how to invest your money. Some say you should focus on growth stocks, some push target funds, while others swear by high-risk bonds. It can get confusing very quickly. The simplest and best way to make any decision is to talk to the financial manager, the person who manages your company’s plan. He or she knows your account the best and is familiar with you and your financial needs. Ask questions and seek his or her advice. This person is there to help.

401(k) loans & hardship withdrawals: EMERGENCY measures

Because a 401(k) plan is a retirement account, the money is not intended to be used as a pool of funds you can dip into easily. Remember, your goal is to allow your money to grow into a sizable nest egg you can use later in life. If you start early and are able to invest enough, reaching a goal of a million dollars is a realistic objective. However, you can only get there if you leave your money where it can work for you.

Review your asset allocation and your fund performance each year

The beginning of each new year is a good time to take a step back and review how your funds are performing. When you get your year-end performance report from your



fund manager, take some time to look it over. Are your funds performing well? If you're not satisfied, you can make an appointment to discuss your options with the financial manager who handles your 401(k), or you can make some changes on your own, so you can make sure that your retirement fund is making the most money possible.



Overview of Your Retirement Account Options

This table has been summarized and synthesized from www.irs.gov

	Traditional IRA	Roth IRA	Traditional 401(k)	Roth 401(k)
Contributions	Made with pre-tax dollars. In 2026, you can contribute up to \$7,500. If you're 50, it's \$8,500.	Made with after-tax dollars. In 2026, you can contribute up to \$7,500. If you're 50, it's \$8,500.	Made with pre-tax dollars. In 2026, you can contribute up to \$24,500 per year. If you're 50, it's \$32,500.	Made with after-tax dollars. In 2026, you can contribute up to \$24,500 per year. If you're 50, it's \$32,500.
Eligibility	Anyone can participate. Contributions can only be made until age 70 ½	Income limits are projected to increase in 2026 to a MAGI of \$246,000 for couples and \$165,000 for individuals. Contributions can be made at any age, and you must have earned-income.	You must work for an employer that provides a 401(k).	You must work for an employer that provides a 401(k). No income limits.
Taxes on Withdrawal	All withdrawals are taxed at federal and state income tax rates.	None for qualified distributions.	All withdrawals are taxed at federal and state income tax rates.	None for qualified distributions.
Penalties	10% penalty on withdrawals of distributions made before age 59 ½ (can be up to 25%)	10% penalty on withdrawals of earnings made before age 59 ½ with few exceptions; you can generally withdraw your contributions anytime.	10% penalty on withdrawals on distributions made before age 59 ½.	10% penalty on withdrawals of earnings made before age 59 ½ with few exceptions; you can generally withdraw your contributions anytime.
Required Minimum Distribution (RMD)	Must begin taking RMDs by age 70 ½	None during your lifetime.	Must begin taking RMDs by age 70 ½.	Must begin taking RMDs by age 70 ½.



Weiss Ratings' Recommended Mutual Funds for Retirement Accounts

The following pages list Weiss Ratings' Recommended Mutual Funds for Retirement Accounts (based strictly on Weiss' Investment Rating). These "Class R" mutual funds are for retirement accounts, and the R share class mutual funds are only available through employer-sponsored retirement plans. R share mutual funds do not have any loads (front-end fees or back-end fees), but they do have annual asset-based fees typically of around 0.25% to 0.50%.

These funds currently receive a Weiss Investment Rating of B- or higher, which means the fund has a good track record for balancing performance with risk. Compared to other mutual funds, it has achieved above-average returns given the level of risk in its underlying investments. Although even good funds can decline in a down market, our "B" rating is considered the equivalent of a "Buy". The funds listed here have a minimum initial investment minimum required of \$1,500 or less.

Fund Name	Describes the fund's assets, regions of investments and investment strategies.
Investment Rating	The Weiss rating measured on a scale from A to F based on each fund's risk and performance.
Ticker Symbol	An arrangement of characters (usually letters) representing a particular security listed on an exchange or otherwise traded publicly. When a company issues securities to the public marketplace, it selects an available ticker symbol for its securities which investors use to place trade orders. Every listed security has a unique ticker symbol, facilitating the vast array of trade orders that flow through the financial markets every day.
Telephone	The company's phone number.
Provider	The legal company that issues the fund.
5-Year Total Return	The rate of return on an investment over a five-year period that includes interest, capital gains, dividends and distributions realized.

To get the Weiss Investment Rating for a fund not included here, go to <https://greyhouse.weissratings.com>.

The following list of Recommended Mutual Funds for Retirement Accounts (Class R) is based on ratings as of September 19, 2025. Visit <https://greyhouse.weissratings.com> to check the latest rating of these funds.

The following list is sorted by Overall Rating then alphabetically by Fund Name.





Weiss Ratings' Recommended Class R Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Allspring Low Volatility U.S. Equity Fund Class R6	B	WLVJX	415-396-8000	Allspring Global Investments	59.37%
Goldman Sachs Energy Infrastructure Fund Class R Shares	B	GLERX	800-526-7384	Goldman Sachs	203.57%
Goldman Sachs MLP Energy Infrastructure Fund Class R	B	GLPRX	800-526-7384	Goldman Sachs	216.88%
Invesco SteelPath MLP Alpha Fund Class R	B	SPMGX	800-659-1005	Invesco	252.66%
Invesco SteelPath MLP Alpha Plus Fund Class R	B	SPMJX	800-659-1005	Invesco	379.34%
Invesco SteelPath MLP Select 40 Fund Class R	B	SPMWX	800-659-1005	Invesco	234.58%
PGIM Jennison Energy Infrastructure Fund-Class R6	B	PRPQX	800-225-1852	PGIM Investments	194.03%
Allspring Large Cap Core Fund - Class R6	B-	EGORX	833-568-4255	Allspring Global Investments	127.78%
Allspring Large Cap Growth Fund - Class R6	B-	STFFX	833-568-4255	Allspring Global Investments	77.37%
Allspring Special Large Cap Value Fund - Class R6	B-	EIVFX	833-568-4255	Allspring Global Investments	95.01%
American Beacon Large Cap Value Fund Class R6	B-	AALRX	800-658-5811	American Beacon	102.94%
American Funds American Mutual Fund® Class R-4	B-	RMFEX	213-486-9257	Capital Group	77.38%
American Funds American Mutual Fund® Class R-5	B-	RMFFX	213-486-9257	Capital Group	80.02%
American Funds American Mutual Fund® Class R-5E	B-	RMFHX	213-486-9257	Capital Group	79.27%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
American Funds American Mutual Fund® Class R-6	B-	RMFGX	213-486-9257	Capital Group	80.50%
American Funds Investment Company of America® Class R-1	B-	RICAX	213-486-9257	Capital Group	103.00%
American Funds Investment Company of America® Class R-2	B-	RICBX	213-486-9257	Capital Group	102.75%
American Funds Investment Company of America® Class R-2E	B-	RIBEX	213-486-9257	Capital Group	105.78%
American Funds Investment Company of America® Class R-3	B-	RICCX	213-486-9257	Capital Group	107.37%
American Funds Investment Company of America® Class R-4	B-	RICEX	213-486-9257	Capital Group	110.47%
American Funds Investment Company of America® Class R-5	B-	RICFX	213-486-9257	Capital Group	113.68%
American Funds Investment Company of America® Class R-5E	B-	RICHX	213-486-9257	Capital Group	112.58%
American Funds Investment Company of America® Class R-6	B-	RICGX	213-486-9257	Capital Group	114.17%
American Funds Washington Mutual Investors Fund Class R-4	B-	RWMEX	213-486-9257	Capital Group	101.18%
American Funds Washington Mutual Investors Fund Class R-5	B-	RWMFX	213-486-9257	Capital Group	104.21%
American Funds Washington Mutual Investors Fund Class R-5E	B-	RWMHX	213-486-9257	Capital Group	103.20%
American Funds Washington Mutual Investors Fund Class R-6	B-	RWMGX	213-486-9257	Capital Group	104.71%
BrandywineGLOBAL - Diversified US Large Cap Value Fund Class R	B-	LBDRX	650-312-2000	Franklin Templeton Investments	96.36%
ClearBridge Large Cap Growth Fund Class R	B-	LMPLX	650-312-2000	Franklin Templeton Investments	66.35%
Cohen & Steers Future of Energy Fund, Inc. Class R	B-	MLORX	212-832-3232	Cohen & Steers	142.76%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Columbia Dividend Income Fund Class R	B-	CDIRX	800-345-6611	Columbia Threadneedle	79.31%
Columbia Dividend Opportunity Fund Class R	B-	RSOOX	800-345-6611	Columbia Threadneedle	78.99%
Columbia Large Cap Growth Fund Class R	B-	CGWRX	800-345-6611	Columbia Threadneedle	92.30%
Easterly Hedged Equity Fund Class R6	B-	JDSEX		Easterly Funds	62.29%
Eaton Vance Atlanta Capital SMID-Cap Fund Class R	B-	ERSMX		Eaton Vance	58.90%
Eaton Vance Global Macro Absolute Return Advantage Fund Class R	B-	EGRRX		Eaton Vance	34.43%
Eaton Vance Growth Fund Class R	B-	ELCRX		Eaton Vance	82.50%
Federated Hermes MDT Large Cap Value Fund Class R6	B-	FSTLX	800-341-7400	Federated	116.96%
Franklin Rising Dividends Fund Class R	B-	FRDRX	650-312-2000	Franklin Templeton Investments	67.13%
GMO Quality Fund Class R6	B-	GQESX	617-330-7500	GMO	98.38%
Goldman Sachs Equity Income Fund Class R	B-	GRGRX	800-526-7384	Goldman Sachs	71.16%
Goldman Sachs GQG Partners International Opportunities Fund Class R	B-	GSIQX	800-526-7384	Goldman Sachs	49.44%
Goldman Sachs Large Cap Value Fund Class R	B-	GSVRX	800-526-7384	Goldman Sachs	79.01%
Goldman Sachs Rising Dividend Growth Fund Class R	B-	GSRRX	800-526-7384	Goldman Sachs	88.14%
Hartford Low Duration High Income Fund Class R5	B-	HFHTX		Hartford Mutual Funds	30.47%
Invesco Comstock Fund Class R	B-	ACSRX	800-659-1005	Invesco	122.22%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Invesco Dividend Income Fund Class R	B-	IRTCX	800-659-1005	Invesco	67.84%
Invesco Senior Floating Rate Fund Class R	B-	OOSNX	800-659-1005	Invesco	40.05%
JAG Large Cap Growth Fund Class R	B-	JGRRX		JAG Capital Management	81.40%
John Hancock Funds Disciplined Value Fund Class R2	B-	JDVPX	800-225-5291	John Hancock	104.89%
John Hancock Funds Disciplined Value Fund Class R4	B-	JDVFX	800-225-5291	John Hancock	107.36%
John Hancock Funds Disciplined Value Fund Class R5	B-	JDVWX	800-225-5291	John Hancock	109.49%
John Hancock Funds III U.S. Growth Fund - Class R2	B-	JSGRX	800-225-5291	John Hancock	94.42%
John Hancock Funds III U.S. Growth Fund - Class R4	B-	JHSGX	800-225-5291	John Hancock	97.16%
JPMorgan Equity Income Fund Class R3	B-	OIEPX	800-480-4111	JPMorgan	74.50%
JPMorgan Equity Income Fund Class R4	B-	OIEQX	800-480-4111	JPMorgan	76.64%
JPMorgan Equity Income Fund Class R5	B-	OIERX	800-480-4111	JPMorgan	77.96%
JPMorgan Equity Premium Income Fund Class R5	B-	JEPSX	800-480-4111	JPMorgan	63.15%
JPMorgan Hedged Equity Fund Class R5	B-	JHQPX	800-480-4111	JPMorgan	57.31%
JPMorgan U.S. Large Cap Core Plus Fund Class R5 Shares	B-	JCPRX	800-480-4111	JPMorgan	110.25%
JPMorgan U.S. Value Fund Class R2	B-	VGRTX	800-480-4111	JPMorgan	85.49%
JPMorgan U.S. Value Fund Class R3	B-	JGAVX	800-480-4111	JPMorgan	87.83%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
JPMorgan U.S. Value Fund Class R4	B-	JGRUX	800-480-4111	JPMorgan	90.20%
JPMorgan U.S. Value Fund Class R5	B-	VGIFX	800-480-4111	JPMorgan	91.62%
Lord Abbett Dividend Growth Fund Class R2	B-	LAMQX	201-827-2000	Lord Abbett	82.54%
Lord Abbett Dividend Growth Fund Class R3	B-	LAMRX	201-827-2000	Lord Abbett	83.51%
Lord Abbett Dividend Growth Fund Class R4	B-	LAMSX	201-827-2000	Lord Abbett	85.78%
Lord Abbett Dividend Growth Fund Class R5	B-	LAMTX	201-827-2000	Lord Abbett	88.21%
Lord Abbett Dividend Growth Fund Class R6	B-	LAMHX	201-827-2000	Lord Abbett	88.70%
Lord Abbett Floating Rate Fund Class R4	B-	LRRKX	201-827-2000	Lord Abbett	36.49%
Lord Abbett Floating Rate Fund Class R5	B-	LRRTX	201-827-2000	Lord Abbett	38.20%
Lord Abbett Floating Rate Fund Class R6	B-	LRRVX	201-827-2000	Lord Abbett	38.83%
Lord Abbett Fundamental Equity Class R4	B-	LAVSX	201-827-2000	Lord Abbett	94.50%
Lord Abbett Fundamental Equity Class R5	B-	LAVTX	201-827-2000	Lord Abbett	96.89%
Lord Abbett Fundamental Equity Class R6	B-	LAVVX	201-827-2000	Lord Abbett	97.75%
Lord Abbett Fundamental Equity Fund Class R3	B-	LAVRX	201-827-2000	Lord Abbett	92.14%
Lord Abbett Short Duration High Yield Fund Class R6	B-	LSYUX	201-827-2000	Lord Abbett	35.51%
Macquarie Floating Rate Fund Class R	B-	DDFFX		Macquarie	34.43%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Macquarie Floating Rate Fund Class R6	B-	DDFZX		Macquarie	38.22%
Macquarie Growth and Income Fund Class R6	B-	FGIQX		Macquarie	114.62%
Macquarie Large Cap Growth Fund Class R	B-	WLGRX		Macquarie	76.92%
MassMutual Diversified Value Fund Class R3	B-	MDVNX		MassMutual	96.81%
MassMutual Diversified Value Fund Class R4	B-	MDDRXX		MassMutual	99.31%
MassMutual Diversified Value Fund Class R5	B-	MDVSX		MassMutual	102.78%
MassMutual Equity Opportunities Fund Class R3	B-	MFVNX		MassMutual	63.68%
MassMutual Equity Opportunities Fund Class R4	B-	MFVFX		MassMutual	65.60%
MassMutual Equity Opportunities Fund Class R5	B-	MFVSX		MassMutual	68.65%
MFS Blended Research Core Equity Fund Class R3	B-	MUETX	877-960-6077	MFS	105.11%
MFS Blended Research Core Equity Fund Class R4	B-	MUEUX	877-960-6077	MFS	107.67%
MFS Blended Research Core Equity Fund Class R6	B-	MUEVX	877-960-6077	MFS	108.74%
MFS Blended Research Value Equity Fund Class R1	B-	BRUJX	877-960-6077	MFS	91.74%
MFS Blended Research Value Equity Fund Class R2	B-	BRUKX	877-960-6077	MFS	90.43%
MFS Blended Research Value Equity Fund Class R3	B-	BRULX	877-960-6077	MFS	92.67%
MFS Blended Research Value Equity Fund Class R4	B-	BRUMX	877-960-6077	MFS	95.19%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
MFS Blended Research Value Equity Fund Class R6	B-	BRUNX	877-960-6077	MFS	96.07%
MFS Equity Income Fund Class R1	B-	EQNRX	877-960-6077	MFS	83.18%
MFS Equity Income Fund Class R2	B-	EQNSX	877-960-6077	MFS	87.73%
MFS Equity Income Fund Class R3	B-	EQNTX	877-960-6077	MFS	90.28%
MFS Equity Income Fund Class R4	B-	EQNUX	877-960-6077	MFS	92.49%
MFS Equity Income Fund Class R6	B-	EQNVX	877-960-6077	MFS	93.32%
MFS Global Alternative Strategy Fund Class R4	B-	DVRKX	877-960-6077	MFS	31.36%
MFS Global Alternative Strategy Fund Class R6	B-	DVRLX	877-960-6077	MFS	31.83%
MFS Growth Fund Class R1	B-	MFELX	877-960-6077	MFS	67.49%
MFS Growth Fund Class R2	B-	MEGRX	877-960-6077	MFS	71.74%
MFS Growth Fund Class R3	B-	MFEHX	877-960-6077	MFS	73.90%
MFS Growth Fund Class R4	B-	MFEJX	877-960-6077	MFS	76.09%
MFS Growth Fund Class R6	B-	MFEKX	877-960-6077	MFS	76.90%
MFS Low Volatility Equity Fund Class R6	B-	MLVTX	877-960-6077	MFS	68.67%
MFS Low Volatility Global Equity Fund Class R3	B-	MVGLX	877-960-6077	MFS	64.35%
MFS Low Volatility Global Equity Fund Class R4	B-	MVGMX	877-960-6077	MFS	66.39%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
MFS Low Volatility Global Equity Fund Class R6	B-	MVGNX	877-960-6077	MFS	67.18%
MFS Technology Fund Class R1	B-	MTCKX	877-960-6077	MFS	67.76%
MFS Technology Fund Class R2	B-	MTERX	877-960-6077	MFS	71.99%
MFS Technology Fund Class R3	B-	MTCHX	877-960-6077	MFS	74.17%
MFS Technology Fund Class R4	B-	MTCJX	877-960-6077	MFS	76.34%
MFS Technology Fund Class R6	B-	MTCLX	877-960-6077	MFS	77.19%
MFS Value Fund Class R1	B-	MEIGX	877-960-6077	MFS	65.30%
MFS Value Fund Class R2	B-	MVRRX	877-960-6077	MFS	69.50%
MFS Value Fund Class R3	B-	MEIHX	877-960-6077	MFS	71.62%
MFS Value Fund Class R4	B-	MEIJX	877-960-6077	MFS	73.75%
MFS Value Fund Class R6	B-	MEIKX	877-960-6077	MFS	74.66%
NYLI Epoch Global Equity Yield Class R6	B-	EPSRX	212-938-6500	New York Life Investment Management LLC	81.37%
NYLI Epoch U.S. Equity Yield Class R6	B-	EPLDX	212-938-6500	New York Life Investment Management LLC	85.31%
NYLI PineStone Global Equity Class R6	B-	FCGMX	212-938-6500	New York Life Investment Management LLC	62.17%
NYLI PineStone U.S. Equity Class R6	B-	FCUDX	212-938-6500	New York Life Investment Management LLC	79.95%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
NYLI WMC Enduring Capital Class R6	B-	MCSDX	212-938-6500	New York Life Investment Management LLC	74.25%
PGIM Floating Rate Income Fund- Class R6	B-	PFRIX	800-225-1852	PGIM Investments	39.08%
PGIM Jennison Financial Services Fund- Class R	B-	PSSRX	800-225-1852	PGIM Investments	121.65%
PGIM Jennison Financial Services Fund- Class R6	B-	PFSQX	800-225-1852	PGIM Investments	128.30%
PGIM Jennison Focused Value Fund- Class R6	B-	PJOQX	800-225-1852	PGIM Investments	99.30%
PGIM Securitized Credit Fund Class R6	B-	SCFQX	800-225-1852	PGIM Investments	33.56%
Principal Blue Chip Fund Class R-3	B-	PGBEX		Principal Funds	68.37%
Principal Blue Chip Fund Class R-5	B-	PGBGX		Principal Funds	70.97%
Principal Blue Chip Fund Class R6	B-	PGBHX		Principal Funds	73.20%
Putnam Floating Rate Income Fund Class R6 Shares	B-	PFRZX	650-312-2000	Franklin Templeton Investments	32.71%
Putnam Focused Equity Fund Class R	B-	PGIOX	650-312-2000	Franklin Templeton Investments	99.08%
Putnam Focused Equity Fund Class R6 Shares	B-	PGWTX	650-312-2000	Franklin Templeton Investments	105.59%
Putnam Global Health Care Fund Class R6 Shares	B-	PGHAX	650-312-2000	Franklin Templeton Investments	43.10%
Putnam Large Cap Growth Fund Class R	B-	PGORX	650-312-2000	Franklin Templeton Investments	84.46%
Putnam Large Cap Growth Fund Class R5	B-	PGODX	650-312-2000	Franklin Templeton Investments	89.11%
Putnam Large Cap Growth Fund Class R6	B-	PGOEX	650-312-2000	Franklin Templeton Investments	90.06%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Putnam Large Cap Value Fund Class R	B-	PEQRX	650-312-2000	Franklin Templeton Investments	107.83%
Putnam Large Cap Value Fund Class R5	B-	PEQLX	650-312-2000	Franklin Templeton Investments	113.02%
Putnam Large Cap Value Fund Class R6	B-	PEQSX	650-312-2000	Franklin Templeton Investments	114.13%
Putnam Mortgage Opportunities Fund Class R6 Shares	B-	PMOLX	650-312-2000	Franklin Templeton Investments	37.41%
The Hartford Equity Income Fund Class R5	B-	HQITX		Hartford Mutual Funds	82.07%
The Hartford Equity Income Fund Class R6	B-	HQIVX		Hartford Mutual Funds	82.98%
Thornburg Investment Income Builder Fund Class R3	B-	TIBRX	800-847-0200	Thornburg	101.62%
Thornburg Investment Income Builder Fund Class R4	B-	TIBGX	800-847-0200	Thornburg	102.67%
Thornburg Investment Income Builder Fund Class R5	B-	TIBMX	800-847-0200	Thornburg	106.68%
Thornburg Investment Income Builder Fund Class R6	B-	TIBOX	800-847-0200	Thornburg	108.64%
Transamerica Large Cap Value Fund Class R6	B-	TALCX	888-233-4339	Transamerica	113.71%
Transamerica Large Value Opportunities Fund Class R	B-	TLORX	888-233-4339	Transamerica	86.74%
Victory Pioneer Fundamental Growth Fund Class R	B-	PFGRX	210-694-9700	Victory Capital Management Inc.	76.02%
Victory Pioneer Fundamental Growth Fund Class R6	B-	PFGKX	210-694-9700	Victory Capital Management Inc.	82.59%
Victory Sycamore Established Value Fund Class R6	B-	VEVRX	210-694-9700	Victory Capital Management Inc.	88.72%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Virtus Newfleet Short Duration High Income Fund Class R6	B-	ASHSX	800-243-1574	Virtus	34.18%
Voya Large Cap Value Fund Class R	B-	IEDRX	800-366-0066	Voya	98.29%
Wedgewood Fund Class Retail	B-	RWGFX	888-564-4517	RiverPark Funds	84.68%





Target-Date Mutual Funds

The following pages list Weiss Ratings' Overall Investment Rating of Target-Date Mutual Funds. These mutual funds currently receive a Weiss Investment Rating of C or higher.

A target-date mutual fund is designed to maximize its investment strategy based on when the funds will be withdrawn, the target date. Funds that have many years to go before the target date will generally employ a more aggressive investment strategy to maximize profits. As the fund nears the target date its investment strategy will become more and more conservative.

You would choose a Target-Date Fund based on the year you want to retire. For example, if you are 35 years old and want to retire when you're 67, you may choose a target-date fund for 2055.

A rating of B+, B or B- means the fund has a good track record for balancing performance with risk. Compared to other mutual funds, it has achieved above-average returns given the level of risk in its underlying investments. Although even good funds can decline in a down market, our "B" rating is considered the equivalent of a "Buy".

A rating of C+, C or C- means Fair. In the trade-off between performance and risk, the fund has a track record which is about average. It is neither significantly better nor significantly worse than most other funds. With some funds in this category, the total return may be better than average, but this can be misleading if the higher return was achieved with higher-than-average risk. With other funds, the risk may be lower than average, but the returns are also lower. Although funds can be driven higher or lower by general market trends, our "C" rating can generally be considered the equivalent of a "Hold" or "Avoid."

The funds listed here do not have a minimum initial investment required.

Fund Name	Describes the fund's assets, regions of investments and investment strategies.
Investment Rating	The Weiss rating measured on a scale from A to F based on each fund's risk and performance.
Ticker Symbol	An arrangement of characters (usually letters) representing a particular security listed on an exchange or otherwise traded publicly. When a company issues securities to the public marketplace, it selects an available ticker symbol for its securities which investors use to place trade orders. Every listed security has a unique ticker symbol, facilitating the vast array of trade orders that flow through the financial markets every day.
Telephone	The company's phone number.
Provider	The legal company that issues the fund.



5-Year Total Return

The rate of return on an investment over a five-year period that includes interest, capital gains, dividends and distributions realized.

This section is sorted by Target-Date Year, by Overall Investment Rating, and then alphabetically by Fund Name.

To get the Weiss Investment Rating for a fund not included here, go to <https://greyhouse.weissratings.com>.

The following list of Target-Date Mutual Funds is based on ratings as of September 19, 2025. Visit <https://greyhouse.weissratings.com> to check the latest rating of these funds.



Target-Date Mutual Funds

2040 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
JPMorgan SmartRetirement® 2040 Fund Class R5	C+	SMTIX	800-480-4111	JPMorgan	59.84%
JPMorgan SmartRetirement® Blend 2040 Fund Class R5	C+	JOBBX	800-480-4111	JPMorgan	59.90%
MFS Lifetime 2040 Fund Class I	C+	MLFIX	877-960-6077	MFS	62.01%
MFS Lifetime 2040 Fund Class R2	C+	MLFGX	877-960-6077	MFS	58.10%
MFS Lifetime 2040 Fund Class R3	C+	MLFHX	877-960-6077	MFS	60.09%
MFS Lifetime 2040 Fund Class R4	C+	MLFJX	877-960-6077	MFS	62.01%
MFS Lifetime 2040 Fund Class R6	C+	MLFKX	877-960-6077	MFS	63.17%
Nuveen Lifecycle Index 2040 Fund Premier Class	C+	TLPRX	312-917-8146	Nuveen	58.81%
Nuveen Lifecycle Index 2040 Fund Retirement Class	C+	TLZRX	312-917-8146	Nuveen	58.02%
PGIM Target Date 2040 Fund Class R5	C+	PDHHX	800-225-1852	PGIM Investments	58.74%
PGIM Target Date 2040 Fund Class R6	C+	PDHJX	800-225-1852	PGIM Investments	59.83%
Putnam Retirement Advantage 2040 Fund Class A Shares	C+	PCCLX	650-312-2000	Franklin Templeton Investments	64.47%
Putnam Retirement Advantage 2040 Fund Class C Shares	C+	PBBZX	650-312-2000	Franklin Templeton Investments	58.40%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Putnam Retirement Advantage 2040 Fund Class R Shares	C+	PBAOX	650-312-2000	Franklin Templeton Investments	61.13%
Putnam Retirement Advantage 2040 Fund Class R3 Shares	C+	PAGKX	650-312-2000	Franklin Templeton Investments	63.09%
Putnam Retirement Advantage 2040 Fund Class R4 Shares	C+	PAGJX	650-312-2000	Franklin Templeton Investments	65.18%
Putnam Retirement Advantage 2040 Fund Class R5 Shares	C+	PAGOX	650-312-2000	Franklin Templeton Investments	66.36%
Putnam Retirement Advantage 2040 Fund Class R6 Shares	C+	PBAMX	650-312-2000	Franklin Templeton Investments	67.21%
Putnam Retirement Advantage 2040 Fund Class Y Shares	C+	PALZX	650-312-2000	Franklin Templeton Investments	66.37%
Putnam Sustainable Retirement 2040 Fund Class A	C+	PRRZX	650-312-2000	Franklin Templeton Investments	48.44%
Putnam Sustainable Retirement 2040 Fund Class C	C+		650-312-2000	Franklin Templeton Investments	43.02%
Putnam Sustainable Retirement 2040 Fund Class R	C+		650-312-2000	Franklin Templeton Investments	45.60%
Putnam Sustainable Retirement 2040 Fund Class R3 Shares	C+	PAAUX	650-312-2000	Franklin Templeton Investments	47.48%
Putnam Sustainable Retirement 2040 Fund Class R4 Shares	C+	PAAYX	650-312-2000	Franklin Templeton Investments	49.28%
Putnam Sustainable Retirement 2040 Fund Class R5 Shares	C+	PABTX	650-312-2000	Franklin Templeton Investments	50.32%
Putnam Sustainable Retirement 2040 Fund Class R6	C+	PREHX	650-312-2000	Franklin Templeton Investments	51.13%
Putnam Sustainable Retirement 2040 Fund Class Y	C+	PRZZX	650-312-2000	Franklin Templeton Investments	50.37%
Schwab Target 2040 Index Fund	C+	SWYGX	877-824-5615	Schwab Funds	58.63%
American Century Investments One Choice 2040 Portfolio R6 Class	C	ARDUX	800-444-4015	American Century Investments	40.65%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
American Century One Choice Blend+ 2040 Portfolio R6 Class	C	AACZX	800-444-4015	American Century Investments	--
Dimensional 2040 Target Date Retirement Income Fund Institutional Class	C	DRIHX	512-306-7400	Dimensional Fund Advisors	51.14%
Empower Lifetime 2040 Fund Institutional Class	C	MXBGX		Empower Funds	54.87%
Empower Lifetime 2040 Fund Investor Class	C	MXBDX		Empower Funds	52.17%
Empower Lifetime 2040 Fund Service Class	C	MXBEX		Empower Funds	51.30%
Fidelity Advisor Freedom 2040 Fund - Class A	C	FAFFX	617-563-7000	Fidelity Investments	62.60%
Fidelity Advisor Freedom 2040 Fund - Class C	C	FCFFX	617-563-7000	Fidelity Investments	56.64%
Fidelity Advisor Freedom 2040 Fund - Class I	C	FIFFX	617-563-7000	Fidelity Investments	64.66%
Fidelity Advisor Freedom 2040 Fund - Class K6	C	FKGLX	617-563-7000	Fidelity Investments	66.83%
Fidelity Advisor Freedom 2040 Fund - Class M	C	FTFFX	617-563-7000	Fidelity Investments	60.62%
Fidelity Advisor Freedom 2040 Fund - Class Z	C	FIJPX	617-563-7000	Fidelity Investments	65.41%
Fidelity Advisor Freedom Blend 2040 Fund - Class A	C	FHDEX	617-563-7000	Fidelity Investments	62.03%
Fidelity Advisor Freedom Blend 2040 Fund - Class C	C	FHZEX	617-563-7000	Fidelity Investments	56.02%
Fidelity Advisor Freedom Blend 2040 Fund - Class I	C	FHJFX	617-563-7000	Fidelity Investments	64.00%
Fidelity Advisor Freedom Blend 2040 Fund - Class M	C	FHOEX	617-563-7000	Fidelity Investments	59.97%
Fidelity Advisor Freedom Blend 2040 Fund - Class Z	C	FHHFX	617-563-7000	Fidelity Investments	64.82%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Fidelity Flex Freedom Blend 2040 Fund	C	FCLSX	617-563-7000	Fidelity Investments	68.18%
Fidelity Freedom 2040 Fund	C	FFFFX	617-563-7000	Fidelity Investments	67.97%
Fidelity Freedom 2040 Fund - Class K6	C	FHTKX	617-563-7000	Fidelity Investments	70.24%
Fidelity Freedom Blend 2040 Fund	C	FHARX	617-563-7000	Fidelity Investments	63.97%
Fidelity Freedom Blend 2040 Fund - Class K	C	FHYDX	617-563-7000	Fidelity Investments	64.89%
Fidelity Freedom Blend 2040 Fund - Class K6	C	FHHDX	617-563-7000	Fidelity Investments	65.62%
Fidelity Freedom Index 2040 Fund - Investor Class	C	FBIFX	617-563-7000	Fidelity Investments	61.09%
John Hancock Funds 2040 Lifetime Blend Portfolio Class 1	C	JRTTX	800-225-5291	John Hancock	58.06%
John Hancock Funds II Multimanager 2040 Lifetime Portfolio Class 1	C	JLIOX	800-225-5291	John Hancock	54.36%
John Hancock Funds II Multimanager 2040 Lifetime Portfolio Class R2	C	JLIEY	800-225-5291	John Hancock	50.91%
John Hancock Funds II Multimanager 2040 Lifetime Portfolio Class R4	C	JLIGX	800-225-5291	John Hancock	52.74%
John Hancock Funds II Multimanager 2040 Lifetime Portfolio Class R5	C	JLIHX	800-225-5291	John Hancock	54.16%
JPMorgan SmartRetirement® 2040 Fund Class R2	C	SMTZX	800-480-4111	JPMorgan	54.71%
JPMorgan SmartRetirement® 2040 Fund Class R3	C	SMTPX	800-480-4111	JPMorgan	56.77%
JPMorgan SmartRetirement® 2040 Fund Class R4	C	SMTQX	800-480-4111	JPMorgan	58.66%
JPMorgan SmartRetirement® Blend 2040 Fund Class R2	C	JOBRX	800-480-4111	JPMorgan	54.82%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
JPMorgan SmartRetirement® Blend 2040 Fund Class R3	C	JNTEX	800-480-4111	JPMorgan	56.79%
JPMorgan SmartRetirement® Blend 2040 Fund Class R4	C	JNTNX	800-480-4111	JPMorgan	58.71%
MassMutual Select T. Rowe Price Retirement 2040 Fund Class I	C	MMFOX		MassMutual	58.79%
MassMutual Select T. Rowe Price Retirement 2040 Fund Class M3	C	MMFRX		MassMutual	53.63%
MassMutual Select T. Rowe Price Retirement 2040 Fund Class M4	C	MMFQX		MassMutual	55.52%
MassMutual Select T. Rowe Price Retirement 2040 Fund Class M5	C	MMFPX		MassMutual	57.38%
MFS Lifetime 2040 Fund Class R1	C	MLFEX	877-960-6077	MFS	54.11%
Nationwide Destination 2040 Fund Class R	C	NWMDX	800-848-0920	Nationwide	50.72%
Nuveen Lifecycle 2040 Fund Premier Class	C	TCZPX	312-917-8146	Nuveen	54.94%
Nuveen Lifecycle 2040 Fund Retirement Class	C	TCLOX	312-917-8146	Nuveen	54.24%
PGIM Target Date 2040 Fund Class R1	C	PDHDX	800-225-1852	PGIM Investments	54.00%
PGIM Target Date 2040 Fund Class R2	C	PDHEX	800-225-1852	PGIM Investments	55.90%
PGIM Target Date 2040 Fund Class R3	C	PDHFX	800-225-1852	PGIM Investments	56.97%
PGIM Target Date 2040 Fund Class R4	C	PDHGX	800-225-1852	PGIM Investments	57.77%
Principal LifeTime 2040 Fund Institutional Class	C	PTDIX		Principal Funds	53.54%
Principal LifeTime 2040 Fund R-3 Class	C	PTDMX		Principal Funds	49.16%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Principal LifeTime 2040 Fund R-5 Class	C	PTDPX		Principal Funds	51.46%
Principal LifeTime Hybrid 2040 Fund Institutional Class	C	PLTQX		Principal Funds	57.52%
Principal LifeTime Hybrid 2040 Fund R-6	C	PLMTX		Principal Funds	57.74%
Schwab Target 2040 Fund	C	SWERX	877-824-5615	Schwab Funds	54.99%
State Street Target Retirement 2040 Fund Class I	C	SSCNX	617-664-7338	State Street Investment Management	48.76%
State Street Target Retirement 2040 Fund Class K	C	SSCQX	617-664-7338	State Street Investment Management	51.44%
State Street Target Retirement 2040 Fund Class R3	C	SSAKX	617-664-7338	State Street Investment Management	48.13%
Voya Index Solution 2040 Portfolio Class ADV	C	IDXKX	800-366-0066	Voya	56.35%
Voya Index Solution 2040 Portfolio Class I	C	IDXLX	800-366-0066	Voya	60.26%
Voya Index Solution 2040 Portfolio Class S	C	IDXMX	800-366-0066	Voya	58.33%
Voya Index Solution 2040 Portfolio Class S2	C	IDXNX	800-366-0066	Voya	57.12%
Voya Index Solution 2040 Portfolio Class Z	C	VSZEX	800-366-0066	Voya	61.46%
Voya Solution 2040 Portfolio Class ADV	C	ISNKX	800-366-0066	Voya	55.72%
Voya Solution 2040 Portfolio Class I	C	ISNLX	800-366-0066	Voya	59.71%
Voya Solution 2040 Portfolio Class S	C	ISNMX	800-366-0066	Voya	57.80%
Voya Solution 2040 Portfolio Class S2	C	ISNNX	800-366-0066	Voya	56.54%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Voya Target Retirement 2040 Fund Class R	C	VRRKX	800-366-0066	Voya	58.72%

2045 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Dimensional 2045 Target Date Retirement Income Fund Institutional Class	C+	DRIIX	512-306-7400	Dimensional Fund Advisors	74.48%
JPMorgan SmartRetirement® 2045 Fund Class R4	C+	JSAQX	800-480-4111	JPMorgan	64.91%
JPMorgan SmartRetirement® 2045 Fund Class R5	C+	JSAIX	800-480-4111	JPMorgan	66.15%
JPMorgan SmartRetirement® Blend 2045 Fund Class R3	C+	JNTOX	800-480-4111	JPMorgan	62.99%
JPMorgan SmartRetirement® Blend 2045 Fund Class R4	C+	JNTLX	800-480-4111	JPMorgan	65.08%
JPMorgan SmartRetirement® Blend 2045 Fund Class R5	C+	JMBRX	800-480-4111	JPMorgan	66.32%
MFS Lifetime 2045 Fund Class I	C+	LTMKX	877-960-6077	MFS	66.36%
MFS Lifetime 2045 Fund Class R1	C+	LTMRX	877-960-6077	MFS	58.19%
MFS Lifetime 2045 Fund Class R2	C+	LTMSX	877-960-6077	MFS	62.28%
MFS Lifetime 2045 Fund Class R3	C+	LTMTX	877-960-6077	MFS	64.30%
MFS Lifetime 2045 Fund Class R4	C+	LTMUX	877-960-6077	MFS	66.33%
MFS Lifetime 2045 Fund Class R6	C+	LTMLX	877-960-6077	MFS	67.59%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Nuveen Lifecycle Index 2045 Fund Premier Class	C+	TLMPX	312-917-8146	Nuveen	65.87%
Nuveen Lifecycle Index 2045 Fund Retirement Class	C+	TLMRX	312-917-8146	Nuveen	65.00%
PGIM Target Date 2045 Fund Class R2	C+	PDIEX	800-225-1852	PGIM Investments	60.97%
PGIM Target Date 2045 Fund Class R3	C+	PDIKX	800-225-1852	PGIM Investments	62.19%
PGIM Target Date 2045 Fund Class R4	C+	PDIGX	800-225-1852	PGIM Investments	62.89%
PGIM Target Date 2045 Fund Class R5	C+	PDIHX	800-225-1852	PGIM Investments	63.83%
PGIM Target Date 2045 Fund Class R6	C+	PDIJX	800-225-1852	PGIM Investments	64.98%
Principal LifeTime Hybrid 2045 Fund Institutional Class	C+	PHTYX		Principal Funds	64.02%
Principal LifeTime Hybrid 2045 Fund R-6	C+	PLNTX		Principal Funds	64.36%
Putnam Retirement Advantage 2045 Fund Class A Shares	C+	PALGX	650-312-2000	Franklin Templeton Investments	70.46%
Putnam Retirement Advantage 2045 Fund Class C Shares	C+	PAFPX	650-312-2000	Franklin Templeton Investments	64.25%
Putnam Retirement Advantage 2045 Fund Class R Shares	C+	PAFZX	650-312-2000	Franklin Templeton Investments	67.19%
Putnam Retirement Advantage 2045 Fund Class R3 Shares	C+	PAGQX	650-312-2000	Franklin Templeton Investments	69.23%
Putnam Retirement Advantage 2045 Fund Class R4 Shares	C+	PAGUX	650-312-2000	Franklin Templeton Investments	71.34%
Putnam Retirement Advantage 2045 Fund Class R5 Shares	C+	PAGWX	650-312-2000	Franklin Templeton Investments	72.60%
Putnam Retirement Advantage 2045 Fund Class R6 Shares	C+	PAFMX	650-312-2000	Franklin Templeton Investments	73.48%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Putnam Retirement Advantage 2045 Fund Class Y Shares	C+	PAFJX	650-312-2000	Franklin Templeton Investments	72.58%
Putnam Sustainable Retirement 2045 Fund Class A	C+	PRVLX	650-312-2000	Franklin Templeton Investments	54.53%
Putnam Sustainable Retirement 2045 Fund Class C	C+		650-312-2000	Franklin Templeton Investments	48.88%
Putnam Sustainable Retirement 2045 Fund Class R	C+		650-312-2000	Franklin Templeton Investments	51.57%
Putnam Sustainable Retirement 2045 Fund Class R3 Shares	C+	PACGX	650-312-2000	Franklin Templeton Investments	53.74%
Putnam Sustainable Retirement 2045 Fund Class R4 Shares	C+	PACFX	650-312-2000	Franklin Templeton Investments	55.62%
Putnam Sustainable Retirement 2045 Fund Class R5 Shares	C+	PACHX	650-312-2000	Franklin Templeton Investments	56.73%
Putnam Sustainable Retirement 2045 Fund Class R6	C+	PREKX	650-312-2000	Franklin Templeton Investments	57.30%
Putnam Sustainable Retirement 2045 Fund Class Y	C+	PRVYX	650-312-2000	Franklin Templeton Investments	56.69%
Schwab Target 2045 Index Fund	C+	SWYHX	877-824-5615	Schwab Funds	64.38%
Voya Index Solution 2045 Portfolio Class I	C+	ISJIX	800-366-0066	Voya	66.96%
Voya Index Solution 2045 Portfolio Class Z	C+	VSZFX	800-366-0066	Voya	68.06%
American Century Investments One Choice 2045 Portfolio R6 Class	C	ARDOX	800-444-4015	American Century Investments	44.42%
American Century One Choice Blend+ 2045 Portfolio R6 Class	C	AADMX	800-444-4015	American Century Investments	--
Fidelity Advisor Freedom 2045 Fund - Class A	C	FFFZX	617-563-7000	Fidelity Investments	65.82%
Fidelity Advisor Freedom 2045 Fund - Class C	C	FFFJX	617-563-7000	Fidelity Investments	59.63%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Fidelity Advisor Freedom 2045 Fund - Class I	C	FFFIX	617-563-7000	Fidelity Investments	67.71%
Fidelity Advisor Freedom 2045 Fund - Class K6	C	FCGLX	617-563-7000	Fidelity Investments	70.11%
Fidelity Advisor Freedom 2045 Fund - Class M	C	FFFTX	617-563-7000	Fidelity Investments	63.61%
Fidelity Advisor Freedom 2045 Fund - Class Z	C	FIJQX	617-563-7000	Fidelity Investments	68.59%
Fidelity Advisor Freedom Blend 2045 Fund - Class A	C	FHGFX	617-563-7000	Fidelity Investments	65.12%
Fidelity Advisor Freedom Blend 2045 Fund - Class C	C	FHDFX	617-563-7000	Fidelity Investments	59.02%
Fidelity Advisor Freedom Blend 2045 Fund - Class I	C	FHCFX	617-563-7000	Fidelity Investments	67.16%
Fidelity Advisor Freedom Blend 2045 Fund - Class M	C	FHEFX	617-563-7000	Fidelity Investments	63.01%
Fidelity Advisor Freedom Blend 2045 Fund - Class Z	C	FHBFX	617-563-7000	Fidelity Investments	67.98%
Fidelity Flex Freedom Blend 2045 Fund	C	FOLSX	617-563-7000	Fidelity Investments	71.09%
Fidelity Freedom 2045 Fund	C	FFFGX	617-563-7000	Fidelity Investments	71.32%
Fidelity Freedom 2045 Fund - Class K6	C	FJTKX	617-563-7000	Fidelity Investments	73.65%
Fidelity Freedom Blend 2045 Fund	C	FHAQX	617-563-7000	Fidelity Investments	67.23%
Fidelity Freedom Blend 2045 Fund - Class K	C	FHXDX	617-563-7000	Fidelity Investments	68.12%
Fidelity Freedom Blend 2045 Fund - Class K6	C	FHFDX	617-563-7000	Fidelity Investments	68.90%
Fidelity Freedom Index 2045 Fund - Investor Class	C	FIOFX	617-563-7000	Fidelity Investments	64.21%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
John Hancock Funds 2045 Lifetime Blend Portfolio Class 1	C	JRLQX	800-225-5291	John Hancock	64.47%
John Hancock Funds II Multimanager 2045 Lifetime Portfolio Class 1	C	JLJOX	800-225-5291	John Hancock	59.68%
John Hancock Funds II Multimanager 2045 Lifetime Portfolio Class R2	C	JLJEX	800-225-5291	John Hancock	56.14%
John Hancock Funds II Multimanager 2045 Lifetime Portfolio Class R4	C	JLJGX	800-225-5291	John Hancock	58.10%
John Hancock Funds II Multimanager 2045 Lifetime Portfolio Class R5	C	JLJHX	800-225-5291	John Hancock	59.73%
JPMorgan SmartRetirement® 2045 Fund Class R2	C	JSAZX	800-480-4111	JPMorgan	60.87%
JPMorgan SmartRetirement® 2045 Fund Class R3	C	JSAPX	800-480-4111	JPMorgan	62.94%
JPMorgan SmartRetirement® Blend 2045 Fund Class R2	C	JNARX	800-480-4111	JPMorgan	60.96%
MassMutual Select T. Rowe Price Retirement 2045 Fund Class I	C	MMFTX		MassMutual	63.61%
MassMutual Select T. Rowe Price Retirement 2045 Fund Class M3	C	MMFZX		MassMutual	58.17%
MassMutual Select T. Rowe Price Retirement 2045 Fund Class M4	C	MMFWX		MassMutual	60.10%
MassMutual Select T. Rowe Price Retirement 2045 Fund Class M5	C	MMFUX		MassMutual	62.13%
Nationwide Destination 2045 Fund Class R	C	NWNBX	800-848-0920	Nationwide	55.15%
Nuveen Lifecycle 2045 Fund Premier Class	C	TTFPX	312-917-8146	Nuveen	61.22%
Nuveen Lifecycle 2045 Fund Retirement Class	C	TTFRX	312-917-8146	Nuveen	60.37%
PGIM Target Date 2045 Fund Class R1	C	PDIDX	800-225-1852	PGIM Investments	59.01%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Principal LifeTime 2045 Fund Institutional Class	C	LTRIX		Principal Funds	59.13%
Principal LifeTime 2045 Fund R-3 Class	C	LTRVX		Principal Funds	54.62%
Principal LifeTime 2045 Fund R-5 Class	C	LTRDX		Principal Funds	57.18%
Schwab Target 2045 Fund	C	SWMRX	877-824-5615	Schwab Funds	59.61%
State Street Target Retirement 2045 Fund Class I	C	SSDDX	617-664-7338	State Street Investment Management	53.70%
State Street Target Retirement 2045 Fund Class K	C	SSDEX	617-664-7338	State Street Investment Management	55.62%
State Street Target Retirement 2045 Fund Class R3	C	SSAOX	617-664-7338	State Street Investment Management	52.34%
Voya Index Solution 2045 Portfolio Class ADV	C	ISJAX	800-366-0066	Voya	62.82%
Voya Index Solution 2045 Portfolio Class S	C	ISJSX	800-366-0066	Voya	64.80%
Voya Index Solution 2045 Portfolio Class S2	C	ISVLX	800-366-0066	Voya	63.67%
Voya Solution 2045 Portfolio Class ADV	C	ISRAX	800-366-0066	Voya	61.76%
Voya Solution 2045 Portfolio Class I	C	ISRIX	800-366-0066	Voya	65.89%
Voya Solution 2045 Portfolio Class S	C	ISRSX	800-366-0066	Voya	63.75%
Voya Solution 2045 Portfolio Class S2	C	ISPDX	800-366-0066	Voya	62.48%
Voya Target Retirement 2045 Fund Class R	C	VRRLX	800-366-0066	Voya	64.76%



2050 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Dimensional 2050 Target Date Retirement Income Fund Institutional Class	C+	DRIJX	512-306-7400	Dimensional Fund Advisors	83.64%
Empower Lifetime 2050 Fund Institutional Class	C+	MXBSX		Empower Funds	61.38%
JPMorgan SmartRetirement® 2050 Fund Class R4	C+	JTSQX	800-480-4111	JPMorgan	66.36%
JPMorgan SmartRetirement® 2050 Fund Class R5	C+	JTSIX	800-480-4111	JPMorgan	67.67%
JPMorgan SmartRetirement® Blend 2050 Fund Class R3	C+	JNTKX	800-480-4111	JPMorgan	64.66%
JPMorgan SmartRetirement® Blend 2050 Fund Class R4	C+	JNTPX	800-480-4111	JPMorgan	66.75%
JPMorgan SmartRetirement® Blend 2050 Fund Class R5	C+	JNABX	800-480-4111	JPMorgan	67.96%
MFS Lifetime 2050 Fund Class I	C+	MFFIX	877-960-6077	MFS	67.65%
MFS Lifetime 2050 Fund Class R1	C+	MFFMX	877-960-6077	MFS	59.54%
MFS Lifetime 2050 Fund Class R2	C+	MFFNX	877-960-6077	MFS	63.51%
MFS Lifetime 2050 Fund Class R3	C+	MFFOX	877-960-6077	MFS	65.61%
MFS Lifetime 2050 Fund Class R4	C+	MFFPX	877-960-6077	MFS	67.60%
MFS Lifetime 2050 Fund Class R6	C+	MFFKX	877-960-6077	MFS	68.95%
Nuveen Lifecycle Index 2050 Fund Premier Class	C+	TLLPX	312-917-8146	Nuveen	68.33%
Nuveen Lifecycle Index 2050 Fund Retirement Class	C+	TLLRX	312-917-8146	Nuveen	67.42%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
PGIM Target Date 2050 Fund Class R1	C+	PDJDX	800-225-1852	PGIM Investments	62.92%
PGIM Target Date 2050 Fund Class R2	C+	PDJEX	800-225-1852	PGIM Investments	65.00%
PGIM Target Date 2050 Fund Class R3	C+	PDJFX	800-225-1852	PGIM Investments	66.18%
PGIM Target Date 2050 Fund Class R4	C+	PDJGX	800-225-1852	PGIM Investments	67.05%
PGIM Target Date 2050 Fund Class R5	C+	PDJHX	800-225-1852	PGIM Investments	67.89%
PGIM Target Date 2050 Fund Class R6	C+	PDJJX	800-225-1852	PGIM Investments	69.14%
Principal LifeTime Hybrid 2050 Fund Institutional Class	C+	PHTUX		Principal Funds	68.91%
Principal LifeTime Hybrid 2050 Fund R-6	C+	PLJTX		Principal Funds	69.01%
Putnam Retirement Advantage 2050 Fund Class A Shares	C+	PAEZX	650-312-2000	Franklin Templeton Investments	75.66%
Putnam Retirement Advantage 2050 Fund Class R Shares	C+	PAEQX	650-312-2000	Franklin Templeton Investments	72.20%
Putnam Retirement Advantage 2050 Fund Class R3 Shares	C+	PAGZX	650-312-2000	Franklin Templeton Investments	74.41%
Putnam Retirement Advantage 2050 Fund Class R4 Shares	C+	PAHAX	650-312-2000	Franklin Templeton Investments	76.47%
Putnam Retirement Advantage 2050 Fund Class R5 Shares	C+	PAHDX	650-312-2000	Franklin Templeton Investments	77.86%
Putnam Retirement Advantage 2050 Fund Class R6 Shares	C+	PAEKX	650-312-2000	Franklin Templeton Investments	78.75%
Putnam Retirement Advantage 2050 Fund Class Y Shares	C+	PHPDX	650-312-2000	Franklin Templeton Investments	77.87%
Putnam Sustainable Retirement 2050 Fund Class A	C+	PRRJX	650-312-2000	Franklin Templeton Investments	58.84%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Putnam Sustainable Retirement 2050 Fund Class C	C+		650-312-2000	Franklin Templeton Investments	53.02%
Putnam Sustainable Retirement 2050 Fund Class R	C+	PRRKX	650-312-2000	Franklin Templeton Investments	55.93%
Putnam Sustainable Retirement 2050 Fund Class R3 Shares	C+	PADWX	650-312-2000	Franklin Templeton Investments	57.77%
Putnam Sustainable Retirement 2050 Fund Class R4 Shares	C+	PAEHX	650-312-2000	Franklin Templeton Investments	59.76%
Putnam Sustainable Retirement 2050 Fund Class R5 Shares	C+	PAEJX	650-312-2000	Franklin Templeton Investments	60.94%
Putnam Sustainable Retirement 2050 Fund Class R6	C+	PREUX	650-312-2000	Franklin Templeton Investments	61.68%
Putnam Sustainable Retirement 2050 Fund Class Y	C+	PRRUX	650-312-2000	Franklin Templeton Investments	60.90%
Schwab Target 2050 Index Fund	C+	SWYMX	877-824-5615	Schwab Funds	67.87%
Voya Index Solution 2050 Portfolio Class I	C+	IDXQX	800-366-0066	Voya	68.41%
Voya Index Solution 2050 Portfolio Class Z	C+	VSZGX	800-366-0066	Voya	69.65%
American Century Investments One Choice 2050 Portfolio R6 Class	C	ARFEX	800-444-4015	American Century Investments	48.97%
American Century One Choice Blend+ 2050 Portfolio R6 Class	C	AADUX	800-444-4015	American Century Investments	--
Empower Lifetime 2050 Fund Investor Class	C	MXBOX		Empower Funds	58.62%
Empower Lifetime 2050 Fund Service Class	C	MXBOX		Empower Funds	57.81%
Fidelity Advisor Freedom 2050 Fund - Class A	C	FFFLX	617-563-7000	Fidelity Investments	65.63%
Fidelity Advisor Freedom 2050 Fund - Class C	C	FFFYX	617-563-7000	Fidelity Investments	59.64%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Fidelity Advisor Freedom 2050 Fund - Class I	C	FFFPX	617-563-7000	Fidelity Investments	67.85%
Fidelity Advisor Freedom 2050 Fund - Class K6	C	FVGLX	617-563-7000	Fidelity Investments	70.03%
Fidelity Advisor Freedom 2050 Fund - Class M	C	FFFQX	617-563-7000	Fidelity Investments	63.70%
Fidelity Advisor Freedom 2050 Fund - Class Z	C	FIJRX	617-563-7000	Fidelity Investments	68.63%
Fidelity Advisor Freedom Blend 2050 Fund - Class A	C	FHJKX	617-563-7000	Fidelity Investments	65.03%
Fidelity Advisor Freedom Blend 2050 Fund - Class C	C	FHXEX	617-563-7000	Fidelity Investments	59.05%
Fidelity Advisor Freedom Blend 2050 Fund - Class I	C	FHWEX	617-563-7000	Fidelity Investments	67.11%
Fidelity Advisor Freedom Blend 2050 Fund - Class M	C	FHYEX	617-563-7000	Fidelity Investments	62.95%
Fidelity Advisor Freedom Blend 2050 Fund - Class Z	C	FHVEX	617-563-7000	Fidelity Investments	68.03%
Fidelity Flex Freedom Blend 2050 Fund	C	FYLSX	617-563-7000	Fidelity Investments	70.85%
Fidelity Freedom 2050 Fund	C	FFFHX	617-563-7000	Fidelity Investments	71.20%
Fidelity Freedom 2050 Fund - Class K6	C	FZTKX	617-563-7000	Fidelity Investments	73.60%
Fidelity Freedom Blend 2050 Fund	C	FHAPX	617-563-7000	Fidelity Investments	67.15%
Fidelity Freedom Blend 2050 Fund - Class K	C	FHWDX	617-563-7000	Fidelity Investments	68.02%
Fidelity Freedom Blend 2050 Fund - Class K6	C	FHEDX	617-563-7000	Fidelity Investments	68.89%
Fidelity Freedom Index 2050 Fund - Investor Class	C	FIPFX	617-563-7000	Fidelity Investments	64.20%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
John Hancock Funds 2050 Lifetime Blend Portfolio Class 1	C	JRLWX	800-225-5291	John Hancock	67.09%
John Hancock Funds Multimanager 2050 Lifetime Portfolio Class 1	C	JLKOX	800-225-5291	John Hancock	61.57%
John Hancock Funds Multimanager 2050 Lifetime Portfolio Class R2	C	JLKEX	800-225-5291	John Hancock	57.93%
John Hancock Funds Multimanager 2050 Lifetime Portfolio Class R4	C	JLKGX	800-225-5291	John Hancock	59.87%
John Hancock Funds Multimanager 2050 Lifetime Portfolio Class R5	C	JLKHX	800-225-5291	John Hancock	61.53%
JPMorgan SmartRetirement® 2050 Fund Class R2	C	JTSZX	800-480-4111	JPMorgan	62.33%
JPMorgan SmartRetirement® 2050 Fund Class R3	C	JTSPX	800-480-4111	JPMorgan	64.32%
JPMorgan SmartRetirement® Blend 2050 Fund Class R2	C	JNNRX	800-480-4111	JPMorgan	62.66%
MassMutual Select T. Rowe Price Retirement 2050 Fund Class I	C	MMDDX		MassMutual	64.57%
MassMutual Select T. Rowe Price Retirement 2050 Fund Class M3	C	MMDHX		MassMutual	59.05%
MassMutual Select T. Rowe Price Retirement 2050 Fund Class M4	C	MMDGX		MassMutual	61.17%
MassMutual Select T. Rowe Price Retirement 2050 Fund Class M5	C	MMDFX		MassMutual	63.15%
Nationwide Destination 2050 Fund Class R	C	NWOBX	800-848-0920	Nationwide	57.71%
Nuveen Lifecycle 2050 Fund Premier Class	C	TCLPX	312-917-8146	Nuveen	63.48%
Nuveen Lifecycle 2050 Fund Retirement Class	C	TLFRX	312-917-8146	Nuveen	62.73%
Principal LifeTime 2050 Fund Institutional Class	C	PPLIX		Principal Funds	63.29%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Principal LifeTime 2050 Fund R-3 Class	C	PTERX		Principal Funds	58.75%
Principal LifeTime 2050 Fund R-5 Class	C	PTEFX		Principal Funds	61.13%
Putnam Retirement Advantage 2050 Fund Class C Shares	C	PAENX	650-312-2000	Franklin Templeton Investments	69.48%
Schwab Target 2050 Fund	C	SWNRX	877-824-5615	Schwab Funds	62.97%
State Street Target Retirement 2050 Fund Class I	C	SSDJX	617-664-7338	State Street Investment Management	56.31%
State Street Target Retirement 2050 Fund Class K	C	SSDLX	617-664-7338	State Street Investment Management	59.04%
State Street Target Retirement 2050 Fund Class R3	C	SSAUX	617-664-7338	State Street Investment Management	55.79%
T. Rowe Price Target 2050 Fund Advisor Class	C	PAOFX	410-345-2000	T. Rowe Price	58.45%
Voya Index Solution 2050 Portfolio Class ADV	C	IDXPX	800-366-0066	Voya	64.27%
Voya Index Solution 2050 Portfolio Class S	C	IDXRX	800-366-0066	Voya	66.26%
Voya Index Solution 2050 Portfolio Class S2	C	IDXSX	800-366-0066	Voya	65.13%
Voya Solution 2050 Portfolio Class ADV	C	ISNPX	800-366-0066	Voya	63.02%
Voya Solution 2050 Portfolio Class I	C	ISNOX	800-366-0066	Voya	67.08%
Voya Solution 2050 Portfolio Class S	C	ISNRX	800-366-0066	Voya	65.13%
Voya Solution 2050 Portfolio Class S2	C	ISNSX	800-366-0066	Voya	63.90%
Voya Target Retirement 2050 Fund Class R	C	VRRMX	800-366-0066	Voya	65.73%



2055 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Dimensional 2055 Target Date Retirement Income Fund Institutional Class	C+	DRIKX	512-306-7400	Dimensional Fund Advisors	84.07%
JPMorgan SmartRetirement® 2055 Fund Class R4	C+	JFFQX	800-480-4111	JPMorgan	66.41%
JPMorgan SmartRetirement® 2055 Fund Class R5	C+	JFFIX	800-480-4111	JPMorgan	67.73%
JPMorgan SmartRetirement® Blend 2055 Fund Class R2	C+	JTRBX	800-480-4111	JPMorgan	62.80%
JPMorgan SmartRetirement® Blend 2055 Fund Class R3	C+	JTTUX	800-480-4111	JPMorgan	64.83%
JPMorgan SmartRetirement® Blend 2055 Fund Class R4	C+	JTTLX	800-480-4111	JPMorgan	66.90%
JPMorgan SmartRetirement® Blend 2055 Fund Class R5	C+	JTBBX	800-480-4111	JPMorgan	68.12%
MFS Lifetime 2055 Fund Class I	C+	LFIIX	877-960-6077	MFS	67.73%
MFS Lifetime 2055 Fund Class R1	C+	LFIRX	877-960-6077	MFS	59.59%
MFS Lifetime 2055 Fund Class R2	C+	LFISX	877-960-6077	MFS	63.57%
MFS Lifetime 2055 Fund Class R3	C+	LFITX	877-960-6077	MFS	65.58%
MFS Lifetime 2055 Fund Class R4	C+	LFIUX	877-960-6077	MFS	67.67%
MFS Lifetime 2055 Fund Class R6	C+	LFIKX	877-960-6077	MFS	68.99%
Nuveen Lifecycle Index 2055 Fund Premier Class	C+	TTIPX	312-917-8146	Nuveen	69.59%
Nuveen Lifecycle Index 2055 Fund Retirement Class	C+	TTIRX	312-917-8146	Nuveen	68.67%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
PGIM Target Date 2055 Fund Class R1	C+	PDKDX	800-225-1852	PGIM Investments	65.59%
PGIM Target Date 2055 Fund Class R2	C+	PDKEX	800-225-1852	PGIM Investments	67.81%
PGIM Target Date 2055 Fund Class R3	C+	PDKFX	800-225-1852	PGIM Investments	68.86%
PGIM Target Date 2055 Fund Class R4	C+	PDKGX	800-225-1852	PGIM Investments	69.74%
PGIM Target Date 2055 Fund Class R5	C+	PDKHX	800-225-1852	PGIM Investments	70.69%
PGIM Target Date 2055 Fund Class R6	C+	PDKJX	800-225-1852	PGIM Investments	72.01%
Principal LifeTime Hybrid 2055 Fund Institutional Class	C+	PLTNX		Principal Funds	70.61%
Principal LifeTime Hybrid 2055 Fund R-6	C+	PLHTX		Principal Funds	70.84%
Putnam Retirement Advantage 2055 Fund Class A Shares	C+	PADYX	650-312-2000	Franklin Templeton Investments	81.14%
Putnam Retirement Advantage 2055 Fund Class C Shares	C+	PACWX	650-312-2000	Franklin Templeton Investments	74.56%
Putnam Retirement Advantage 2055 Fund Class R Shares	C+	PACSX	650-312-2000	Franklin Templeton Investments	77.59%
Putnam Retirement Advantage 2055 Fund Class R3 Shares	C+	PAHEX	650-312-2000	Franklin Templeton Investments	79.82%
Putnam Retirement Advantage 2055 Fund Class R4 Shares	C+	PAHFX	650-312-2000	Franklin Templeton Investments	82.05%
Putnam Retirement Advantage 2055 Fund Class R5 Shares	C+	PAHGX	650-312-2000	Franklin Templeton Investments	83.36%
Putnam Retirement Advantage 2055 Fund Class R6 Shares	C+	PACJX	650-312-2000	Franklin Templeton Investments	84.27%
Putnam Retirement Advantage 2055 Fund Class Y Shares	C+	PAAWX	650-312-2000	Franklin Templeton Investments	83.37%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Putnam Sustainable Retirement 2055 Fund Class A	C+	PRRFX	650-312-2000	Franklin Templeton Investments	62.52%
Putnam Sustainable Retirement 2055 Fund Class C	C+		650-312-2000	Franklin Templeton Investments	56.55%
Putnam Sustainable Retirement 2055 Fund Class R	C+	PRRVX	650-312-2000	Franklin Templeton Investments	59.30%
Putnam Sustainable Retirement 2055 Fund Class R3	C+	PAEOX	650-312-2000	Franklin Templeton Investments	61.32%
Putnam Sustainable Retirement 2055 Fund Class R4	C+	PAEPX	650-312-2000	Franklin Templeton Investments	63.45%
Putnam Sustainable Retirement 2055 Fund Class R5	C+	PAESX	650-312-2000	Franklin Templeton Investments	64.45%
Putnam Sustainable Retirement 2055 Fund Class R6	C+	PREVX	650-312-2000	Franklin Templeton Investments	65.35%
Putnam Sustainable Retirement 2055 Fund Class Y	C+	PRTLX	650-312-2000	Franklin Templeton Investments	64.52%
Schwab Target 2055 Index Fund	C+	SWYJX	877-824-5615	Schwab Funds	70.20%
Voya Index Solution 2055 Portfolio Class I	C+	IISNX	800-366-0066	Voya	69.09%
Voya Index Solution 2055 Portfolio Class Z	C+	VSZHX	800-366-0066	Voya	70.41%
American Century Investments One Choice 2055 Portfolio R6 Class	C	AREUX	800-444-4015	American Century Investments	52.42%
American Century One Choice Blend+ 2055 Portfolio R6 Class	C	AAEEX	800-444-4015	American Century Investments	--
Fidelity Advisor Freedom 2055 Fund - Class A	C	FHFAX	617-563-7000	Fidelity Investments	65.75%
Fidelity Advisor Freedom 2055 Fund - Class C	C	FHFCX	617-563-7000	Fidelity Investments	59.56%
Fidelity Advisor Freedom 2055 Fund - Class I	C	FHFIX	617-563-7000	Fidelity Investments	67.80%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Fidelity Advisor Freedom 2055 Fund - Class K6	C	FBGLX	617-563-7000	Fidelity Investments	70.15%
Fidelity Advisor Freedom 2055 Fund - Class M	C	FHFTX	617-563-7000	Fidelity Investments	63.69%
Fidelity Advisor Freedom 2055 Fund - Class Z	C	FIJSX	617-563-7000	Fidelity Investments	68.60%
Fidelity Advisor Freedom Blend 2055 Fund - Class A	C	FHUEX	617-563-7000	Fidelity Investments	65.17%
Fidelity Advisor Freedom Blend 2055 Fund - Class C	C	FHREX	617-563-7000	Fidelity Investments	59.13%
Fidelity Advisor Freedom Blend 2055 Fund - Class I	C	FHQEX	617-563-7000	Fidelity Investments	67.20%
Fidelity Advisor Freedom Blend 2055 Fund - Class M	C	FHTEX	617-563-7000	Fidelity Investments	63.01%
Fidelity Advisor Freedom Blend 2055 Fund - Class Z	C	FHPEX	617-563-7000	Fidelity Investments	68.10%
Fidelity Flex Freedom Blend 2055 Fund	C	FQLSX	617-563-7000	Fidelity Investments	70.92%
Fidelity Freedom 2055 Fund	C	FDEEX	617-563-7000	Fidelity Investments	71.33%
Fidelity Freedom 2055 Fund - Class K6	C	FCTKX	617-563-7000	Fidelity Investments	73.59%
Fidelity Freedom Blend 2055 Fund	C	FHAOX	617-563-7000	Fidelity Investments	67.17%
Fidelity Freedom Blend 2055 Fund - Class K	C	FHVDX	617-563-7000	Fidelity Investments	68.05%
Fidelity Freedom Blend 2055 Fund - Class K6	C	FHDDX	617-563-7000	Fidelity Investments	68.96%
Fidelity Freedom Index 2055 Fund - Investor Class	C	FDEWX	617-563-7000	Fidelity Investments	64.24%
John Hancock Funds 2055 Lifetime Blend Portfolio Class 1	C	JLKZX	800-225-5291	John Hancock	67.13%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
John Hancock Funds Multimanager 2055 Lifetime Portfolio Class 1	C	JLKUX	800-225-5291	John Hancock	61.60%
John Hancock Funds Multimanager 2055 Lifetime Portfolio Class R2	C	JLKNX	800-225-5291	John Hancock	57.88%
John Hancock Funds Multimanager 2055 Lifetime Portfolio Class R4	C	JLKQX	800-225-5291	John Hancock	60.71%
John Hancock Funds Multimanager 2055 Lifetime Portfolio Class R5	C	JLKSX	800-225-5291	John Hancock	61.60%
JPMorgan SmartRetirement® 2055 Fund Class R2	C	JFFRX	800-480-4111	JPMorgan	62.36%
JPMorgan SmartRetirement® 2055 Fund Class R3	C	JFFPX	800-480-4111	JPMorgan	64.38%
MassMutual Select T. Rowe Price Retirement 2055 Fund Class I	C	MMDJX		MassMutual	64.67%
MassMutual Select T. Rowe Price Retirement 2055 Fund Class M3	C	MMDO X		MassMutual	59.13%
MassMutual Select T. Rowe Price Retirement 2055 Fund Class M4	C	MMDM X		MassMutual	61.11%
MassMutual Select T. Rowe Price Retirement 2055 Fund Class M5	C	MMDKX		MassMutual	63.28%
Nationwide Destination 2055 Fund Class R	C	NTDTX	800-848-0920	Nationwide	59.54%
Nuveen Lifecycle 2055 Fund Premier Class	C	TTRPX	312-917-8146	Nuveen	64.47%
Nuveen Lifecycle 2055 Fund Retirement Class	C	TTRLX	312-917-8146	Nuveen	63.67%
Principal LifeTime 2055 Fund Institutional Class	C	LTFIX		Principal Funds	64.90%
Principal LifeTime 2055 Fund R- 3 Class	C	LTFDX		Principal Funds	60.37%
Principal LifeTime 2055 Fund R- 5 Class	C	LTFPX		Principal Funds	62.88%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Schwab Target 2055 Fund	C	SWORX	877-824-5615	Schwab Funds	64.30%
State Street Target Retirement 2055 Fund Class I	C	SSDOX	617-664-7338	State Street Investment Management	57.09%
State Street Target Retirement 2055 Fund Class K	C	SSDQX	617-664-7338	State Street Investment Management	59.55%
State Street Target Retirement 2055 Fund Class R3	C	SSAWX	617-664-7338	State Street Investment Management	56.30%
Voya Index Solution 2055 Portfolio Class ADV	C	IISAX	800-366-0066	Voya	64.91%
Voya Index Solution 2055 Portfolio Class S	C	IISX	800-366-0066	Voya	66.95%
Voya Index Solution 2055 Portfolio Class S2	C	IISTX	800-366-0066	Voya	65.75%
Voya Solution 2055 Portfolio Class ADV	C	IASPX	800-366-0066	Voya	63.85%
Voya Solution 2055 Portfolio Class I	C	IISPX	800-366-0066	Voya	67.96%
Voya Solution 2055 Portfolio Class S	C	ISSPX	800-366-0066	Voya	65.88%
Voya Solution 2055 Portfolio Class S2	C	ITSPX	800-366-0066	Voya	64.59%
Voya Target Retirement 2055 Fund Class R	C	VRRNX	800-366-0066	Voya	66.41%



2060 Target-Date Mutual Funds

Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Dimensional 2060 Target Date Retirement Income Fund Institutional Class	C+	DRILX	512-306-7400	Dimensional Fund Advisors	84.20%
JPMorgan SmartRetirement® 2060 Fund Class R4	C+	JAKQX	800-480-4111	JPMorgan	66.49%
JPMorgan SmartRetirement® 2060 Fund Class R5	C+	JAKIX	800-480-4111	JPMorgan	67.78%
JPMorgan SmartRetirement® Blend 2060 Fund Class R2	C+	JATPX	800-480-4111	JPMorgan	63.00%
JPMorgan SmartRetirement® Blend 2060 Fund Class R3	C+	JATQX	800-480-4111	JPMorgan	64.98%
JPMorgan SmartRetirement® Blend 2060 Fund Class R4	C+	JATUX	800-480-4111	JPMorgan	67.07%
JPMorgan SmartRetirement® Blend 2060 Fund Class R5	C+	JAABX	800-480-4111	JPMorgan	68.37%
MFS Lifetime 2060 Fund Class I	C+	MFJIX	877-960-6077	MFS	67.35%
MFS Lifetime 2060 Fund Class R1	C+	MFJEX	877-960-6077	MFS	62.84%
MFS Lifetime 2060 Fund Class R2	C+	MFJGX	877-960-6077	MFS	63.24%
MFS Lifetime 2060 Fund Class R3	C+	MFJTX	877-960-6077	MFS	65.28%
MFS Lifetime 2060 Fund Class R4	C+	MFJUX	877-960-6077	MFS	67.25%
MFS Lifetime 2060 Fund Class R6	C+	MFJKX	877-960-6077	MFS	68.49%
Nuveen Lifecycle Index 2060 Fund Premier Class	C+	TVIPX	312-917-8146	Nuveen	70.71%
Nuveen Lifecycle Index 2060 Fund Retirement Class	C+	TVITX	312-917-8146	Nuveen	69.96%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
PGIM Target Date 2060 Fund Class R1	C+	PDLDX	800-225-1852	PGIM Investments	66.85%
PGIM Target Date 2060 Fund Class R2	C+	PDLEX	800-225-1852	PGIM Investments	69.03%
PGIM Target Date 2060 Fund Class R3	C+	PDLFX	800-225-1852	PGIM Investments	70.15%
PGIM Target Date 2060 Fund Class R4	C+	PDLGX	800-225-1852	PGIM Investments	71.17%
PGIM Target Date 2060 Fund Class R5	C+	PDLHX	800-225-1852	PGIM Investments	71.92%
PGIM Target Date 2060 Fund Class R6	C+	PDLJX	800-225-1852	PGIM Investments	73.31%
Principal LifeTime Hybrid 2060 Fund Institutional Class	C+	PLTHX		Principal Funds	71.61%
Principal LifeTime Hybrid 2060 Fund R-6	C+	PLKTX		Principal Funds	71.75%
Putnam Retirement Advantage 2060 Fund Class A Shares	C+	PAAVX	650-312-2000	Franklin Templeton Investments	85.78%
Putnam Retirement Advantage 2060 Fund Class C Shares	C+	PAAPX	650-312-2000	Franklin Templeton Investments	79.08%
Putnam Retirement Advantage 2060 Fund Class R Shares	C+	PAAMX	650-312-2000	Franklin Templeton Investments	82.09%
Putnam Retirement Advantage 2060 Fund Class R3 Shares	C+	PAHJX	650-312-2000	Franklin Templeton Investments	84.33%
Putnam Retirement Advantage 2060 Fund Class R4 Shares	C+	PAHKX	650-312-2000	Franklin Templeton Investments	86.58%
Putnam Retirement Advantage 2060 Fund Class R5 Shares	C+	PAHLX	650-312-2000	Franklin Templeton Investments	88.15%
Putnam Retirement Advantage 2060 Fund Class R6 Shares	C+	PAAKX	650-312-2000	Franklin Templeton Investments	88.94%
Putnam Retirement Advantage 2060 Fund Class Y Shares	C+	PAKJX	650-312-2000	Franklin Templeton Investments	88.12%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Putnam Sustainable Retirement 2060 Fund Class A	C+	PRTFX	650-312-2000	Franklin Templeton Investments	65.77%
Putnam Sustainable Retirement 2060 Fund Class C	C+		650-312-2000	Franklin Templeton Investments	59.68%
Putnam Sustainable Retirement 2060 Fund Class R	C+	PRTRX	650-312-2000	Franklin Templeton Investments	62.69%
Putnam Sustainable Retirement 2060 Fund Class R3 Shares	C+	PAEVX	650-312-2000	Franklin Templeton Investments	64.70%
Putnam Sustainable Retirement 2060 Fund Class R4 Shares	C+	PAEUX	650-312-2000	Franklin Templeton Investments	66.55%
Putnam Sustainable Retirement 2060 Fund Class R5 Shares	C+	PAEWX	650-312-2000	Franklin Templeton Investments	67.75%
Putnam Sustainable Retirement 2060 Fund Class R6	C+	PEFGX	650-312-2000	Franklin Templeton Investments	68.60%
Putnam Sustainable Retirement 2060 Fund Class Y	C+	PRTYX	650-312-2000	Franklin Templeton Investments	67.95%
Schwab Target 2060 Index Fund	C+	SWYNX	877-824-5615	Schwab Funds	72.16%
Voya Index Solution 2060 Portfolio Class Z	C+	VSZIX	800-366-0066	Voya	70.87%
American Century Investments One Choice 2060 Portfolio R6 Class	C	ARGDX	800-444-4015	American Century Investments	54.40%
American Century One Choice Blend+ 2060 Portfolio R6 Class	C	AAEJX	800-444-4015	American Century Investments	--
Empower Lifetime 2060 Fund Institutional Class	C	MXGUX		Empower Funds	61.18%
Empower Lifetime 2060 Fund Investor Class	C	MXGNX		Empower Funds	58.51%
Empower Lifetime 2060 Fund Service Class	C	MXGQX		Empower Funds	57.70%
Fidelity Advisor Freedom 2060 Fund - Class A	C	FDKPX	617-563-7000	Fidelity Investments	65.71%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Fidelity Advisor Freedom 2060 Fund - Class C	C	FDKSX	617-563-7000	Fidelity Investments	59.60%
Fidelity Advisor Freedom 2060 Fund - Class I	C	FDKQX	617-563-7000	Fidelity Investments	67.78%
Fidelity Advisor Freedom 2060 Fund - Class K6	C	FNGLX	617-563-7000	Fidelity Investments	70.18%
Fidelity Advisor Freedom 2060 Fund - Class M	C	FDKTX	617-563-7000	Fidelity Investments	63.59%
Fidelity Advisor Freedom 2060 Fund - Class Z	C	FIJTX	617-563-7000	Fidelity Investments	68.65%
Fidelity Advisor Freedom Blend 2060 Fund - Class A	C	FHNEX	617-563-7000	Fidelity Investments	65.16%
Fidelity Advisor Freedom Blend 2060 Fund - Class C	C	FHLEX	617-563-7000	Fidelity Investments	58.99%
Fidelity Advisor Freedom Blend 2060 Fund - Class I	C	FHKEX	617-563-7000	Fidelity Investments	67.09%
Fidelity Advisor Freedom Blend 2060 Fund - Class M	C	FHMEX	617-563-7000	Fidelity Investments	62.99%
Fidelity Advisor Freedom Blend 2060 Fund - Class Z	C	FHJEX	617-563-7000	Fidelity Investments	67.98%
Fidelity Flex Freedom Blend 2060 Fund	C	FWLSX	617-563-7000	Fidelity Investments	71.00%
Fidelity Freedom 2060 Fund	C	FDKVX	617-563-7000	Fidelity Investments	71.25%
Fidelity Freedom 2060 Fund - Class K6	C	FVTKX	617-563-7000	Fidelity Investments	73.60%
Fidelity Freedom Blend 2060 Fund	C	FHANX	617-563-7000	Fidelity Investments	67.24%
Fidelity Freedom Blend 2060 Fund - Class K	C	FHTDX	617-563-7000	Fidelity Investments	67.96%
Fidelity Freedom Blend 2060 Fund - Class K6	C	FHCDX	617-563-7000	Fidelity Investments	68.77%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Fidelity Freedom Index 2060 Fund - Investor Class	C	FDKLX	617-563-7000	Fidelity Investments	64.21%
John Hancock Funds 2060 Lifetime Blend Portfolio Class 1	C	JRODX	800-225-5291	John Hancock	67.20%
John Hancock Funds 2060 Lifetime Blend Portfolio Class R4	C	JHIKX	800-225-5291	John Hancock	65.42%
John Hancock Funds Multimanager 2060 Lifetime Portfolio Class 1	C	JRETX	800-225-5291	John Hancock	61.89%
John Hancock Funds Multimanager 2060 Lifetime Portfolio Class R2	C	JVIMX	800-225-5291	John Hancock	58.22%
John Hancock Funds Multimanager 2060 Lifetime Portfolio Class R4	C	JROUX	800-225-5291	John Hancock	60.57%
John Hancock Funds Multimanager 2060 Lifetime Portfolio Class R5	C	JGHTX	800-225-5291	John Hancock	61.75%
JPMorgan SmartRetirement® 2060 Fund Class R2	C	JAKZX	800-480-4111	JPMorgan	62.46%
JPMorgan SmartRetirement® 2060 Fund Class R3	C	JAKPX	800-480-4111	JPMorgan	64.54%
MassMutual Select T. Rowe Price Retirement 2060 Fund Class I	C	MMSKX		MassMutual	64.64%
MassMutual Select T. Rowe Price Retirement 2060 Fund Class M3	C	MMSVX		MassMutual	59.13%
MassMutual Select T. Rowe Price Retirement 2060 Fund Class M4	C	MMSGX		MassMutual	61.04%
MassMutual Select T. Rowe Price Retirement 2060 Fund Class M5	C	MMSOX		MassMutual	63.13%
Nationwide Destination 2060 Fund Class R	C	NWWTX	800-848-0920	Nationwide	60.39%
Nuveen Lifecycle 2060 Fund Premier Class	C	TLXPX	312-917-8146	Nuveen	65.48%
Nuveen Lifecycle 2060 Fund Retirement Class	C	TLRX	312-917-8146	Nuveen	64.63%



Fund Name	Overall Rating	Ticker Symbol	Telephone	Provider	5-Year Total Return %
Principal LifeTime 2060 Fund Class R-3	C	PLTCX		Principal Funds	61.20%
Principal LifeTime 2060 Fund Class R-5	C	PLTOX		Principal Funds	63.65%
Principal LifeTime 2060 Fund Institutional Class	C	PLTZX		Principal Funds	65.84%
Schwab Target 2060 Fund	C	SWPRX	877-824-5615	Schwab Funds	66.14%
State Street Target Retirement 2060 Fund Class I	C	SSDWX	617-664-7338	State Street Investment Management	57.91%
State Street Target Retirement 2060 Fund Class K	C	SSDYX	617-664-7338	State Street Investment Management	59.57%
State Street Target Retirement 2060 Fund Class R3	C	SSAYX	617-664-7338	State Street Investment Management	56.16%
Voya Index Solution 2060 Portfolio Class ADV	C	VPSAX	800-366-0066	Voya	65.37%
Voya Index Solution 2060 Portfolio Class I	C	VISPX	800-366-0066	Voya	69.60%
Voya Index Solution 2060 Portfolio Class S	C	VPISX	800-366-0066	Voya	67.48%
Voya Index Solution 2060 Portfolio Class S2	C	VPSSX	800-366-0066	Voya	66.18%
Voya Solution 2060 Portfolio Class ADV	C	VSPAX	800-366-0066	Voya	63.36%
Voya Solution 2060 Portfolio Class I	C	VSIPX	800-366-0066	Voya	67.57%
Voya Solution 2060 Portfolio Class S	C	VSPSX	800-366-0066	Voya	65.47%
Voya Solution 2060 Portfolio Class S2	C	VSSPX	800-366-0066	Voya	64.17%
Voya Target Retirement 2060 Fund Class R	C	VRROX	800-366-0066	Voya	67.04%



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Helpful Resources

Internal Revenue Service

Telephone: 1-800-829-1040

Website: www.irs.gov

401(k) Resource Guide:

www.irs.gov/retirement-plans/401k-resource-guide

401(k) Calculators:

Bankrate.com:

www.bankrate.com/calculators/retirement/401-k-retirement-calculator.aspx

Calculator.net:

www.calculator.net/401k-calculator.html

Nerdwallet:

www.nerdwallet.com/investing/401k-calculator

Retirement Plans Frequently Asked Questions

www.irs.gov/retirement-plans/retirement-plans-frequently-asked-questions-faqs



Providers of Target-Date Mutual Funds

1290 Funds

1290 Funds
1290 Avenue of the Americas
New York NY 10104
212-554-1234
1290Funds.com

Allspring Global Investments

Allspring Global Investments
1415 Vantage Park Drive, 3rd Floor
Charlotte NC 28203
833-568-4255
allspringglobal.com

American Century Investments

American Century Investments
P.O. Box 419200
4500 Main Street
Kansas City, MO 64141
800-444-4015
americancentury.com

American Funds

American Funds
333 South Hope Street
Los Angeles CA 90071-1406
800-421-4225
americanfunds.com

BlackRock

BlackRock Funds
Providence RI 02940-8019
800-441-7762
blackrock.com

Columbia Threadneedle

Liberty Financial Funds
P.O. Box 8081
Boston MA 02266-8081
800-345-6611
columbiathreadneedle.com

Dimensional Fund Advisors

Dimensional Fund Advisors
1299 Ocean Avenue, 11th Floor
Santa Monica CA 90401
512-306-7400
dimensional.com

Empower Funds

Empower Funds
8515 E. Orchard Road
Greenwood Village CO 80111
empower.com/investments

Fidelity Investments

Fidelity Investments
82 Devonshire Street
Boston MA 02109
617-563-7000
institutional.fidelity.com

Franklin Templeton Investments

Franklin Templeton Investments
One Franklin Parkway
Building 970, 1st Floor
San Mateo CA 94403
650-312-2000
franklintempleton.com



GuideStone Funds

Guidestone Funds
Suite 2200
Dallas TX 75244-6152
214-720-1171
guidestonefunds.org

John Hancock

601 Congress Street
Boston MA 02210
800-225-5291
jhinvestments.com

JPMorgan

JPMorgan 270 Park Avenue
New York NY 10017-2070
800-480-4111
https://www.jpmorganfunds.com

JPMorgan

JPMorgan
One Beacon Street
Boston MA 02108

Legal & General

58 rue de la Victoire
Paris 75009 France

MassMutual

MML Investment Advisers, LLC
100 Bright Meadow Blvd.
Enfield CT 06082
massmutual.com/funds

MFS

MFS 111 Huntington Avenue
Boston MA 02199-7632
877-960-6077
mfs.com

Mutual of America

Mutual of America
666 Fifth Avenue New York NY 10103
mutualofamerica.com

Nationwide

Nationwide
One Nationwide Plaza
Columbus OH 43215
800-848-0920
nationwide.com/mutualfunds

Natixis Funds

Natixis Funds
399 Boylston Street
Boston MA 02116
800-862-4863
im.natixis.com

PGIM Investments

Prudential Investments
One Seaport Plaza
New York NY 10292
800-225-1852
pgim.com/investments

PIMCO

PIMCO
840 Newport Center Drive, Suite 100
Newport Beach CA 92660
866-746-2602
pimco.com

Principal Funds

1290 Broadway, Suite 1100
Denver CO 80203 United States

Principal Funds

Principal Funds
430 W 7th St, Ste 219971
Kansas City MO 64105-1407
800-787-1621
Principalam.com



Putnam

Putnam Investments
100 Federal Street
Boston MA 02110
617-292-1000
putnam.com

Schwab Funds

Schwab Funds
101 Montgomery Street
San Francisco CA 94104
877-824-5615
schwabassetmanagement.com

State Street Global Advisors

State Street Global Advisors
One Iron Street
Boston MA 02210
617-664-7338
ssga.com

T. Rowe Price

100 East Pratt Street
Baltimore MD 21202
410-345-2000
troweprice.com

TIAA Investments

TIAA-CREF Funds
P.O. Box 1259
Charlotte NC 28201
877-518-9161
tiaa.org

Transamerica

Transamerica Funds
1801 California Street, Suite 5200
Denver CO 80202
888-233-4339
transamerica.com/investments

Vanguard

Vanguard
100 Vanguard Boulevard
Malvern PA 19355
877-662-7447
vanguard.com

Victory Capital

Victory Capital Management Inc.
15935 La Cantera Parkway
Building Two
San Antonio TX 78256
210-694-9700
vcm.com

Voya

Voya Investments
7337 E. Doubletree Ranch Road
Scottsdale AZ 85258
800-366-0066
investments.voya.com



Glossary

This glossary contains the most important terms used in this publication.

Interest	A small fee paid to you for allowing financial institutes to use your money.
Traditional 401(k)	A retirement savings account where contributions are taken out from an employee's paycheck without being taxed. Taxes are paid upon withdrawal of the money.
Roth 401(k)	A retirement savings account where contributions are taxed when they are taken out from an employee's paycheck. Taxes are not paid upon withdrawal of the money.
Stocks	Shares of a company signifying ownership by the stockholder. Stocks pay dividends to the stockholder based on the company's performance.
Bonds	Investments in which a person loans money to a company or organization. The company uses that money and pays the bondholder back at a certain percentage rate.
Mutual Funds	Investments in which investors pool their money together into a professionally managed investment. Mutual funds can invest in stocks, bonds, or other assets.
Growth Funds	Company stocks expected to outperform the stock market.
Value Funds	Company stocks considered undervalued and priced below expectations.



Vesting	The process by which an employee is granted the right to company-provided investment funds.
Rollovers	The extension or transfer of funds from one account to another.
Individual Retirement Account	A retirement savings account provided by an individual rather than an employer.



SOURCES

<http://401kbenna.com/401k-history.html>

<http://blogs.marketwatch.com/encore/2011/11/22/father-of-the-401ks-tough-love/>

<http://guides.wsj.com/personal-finance/retirement/what-is-a-401k/>

<http://money.cnn.com/2013/06/25/pf/expert/roth-401k/>

http://money.cnn.com/retirement/guide/401k_401kplans.money.com/

<https://money.usnews.com/money/retirement/articles/2016-04-25/how-to-become-a-millionaire-by-retirement>

<http://money.usnews.com/money/retirement/articles/2016-01-19/how-to-avoid-401-k-fees-and-penalties>

http://www.401khelpcenter.com/401k_education/401k_fees_and_expenses.html#.WMq38fkrKU

<http://www.bankrate.com/finance/retirement/4-reasons-to-take-out-a-401k-loan-1.aspx>

<http://www.investopedia.com/articles/retirement/08/401k-info.asp>

<http://www.marketwatch.com/story/the-inventor-of-the-401k-says-he-created-a-monster-2016-05-16>

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- A Excellent.** The fund has an excellent track record for maximizing performance while minimizing risk, thus delivering the best possible combination of total return on investment and reduced volatility. It has made the most of the recent economic environment to maximize risk-adjusted returns compared to other mutual funds. Although even the best funds can decline in a down market, our "A" rating can generally be considered the equivalent of a "Strong Buy".
- B Good.** The fund has a good track record for balancing performance with risk. Compared to other mutual funds, it has achieved above-average returns given the level of risk in its underlying investments. Although even good funds can decline in a down market, our "B" rating is considered the equivalent of a "Buy".
- C Fair.** In the trade-off between performance and risk, the fund has a track record which is about average. It is neither significantly better nor significantly worse than most other funds. With some funds in this category, the total return may be better than average, but this can be misleading if the higher return was achieved with higher-than-average risk. With other funds, the risk may be lower than average, but the returns are also lower. Although funds can be driven higher or lower by general market trends, our "C" rating can generally be considered the equivalent of a "Hold" or "Avoid."
- D Weak.** The fund has underperformed the universe of other funds given the level of risk in its underlying investments, resulting in a weak risk-adjusted performance. Thus, its investment strategy and/or management has not been attuned to capitalize on the recent economic environment. Even weak funds can rise in an up market. However, our "D" rating can generally be considered equivalent to a "Sell."
- E Very Weak.** The fund has significantly underperformed most other funds given the level of risk in its underlying investments, resulting in a very weak risk-adjusted performance. Thus, its investment strategy and/or management has done just the opposite of what was needed to maximize returns in the recent economic environment. Even some of the weakest funds can rise in certain market conditions. However, our "E" rating can generally be considered the equivalent of a "Strong Sell."
- +** The plus sign is an indication that the fund is in the upper third of the letter grade.
- The minus sign is an indication that the fund is in the lower third of the letter grade.
- U** Unrated. The fund is unrated because it is too new to make a reliable assessment of its risk-adjusted performance. Typically, a fund must be established for at least one year before it is eligible to receive a Weiss Investment Rating.



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