

Terry Combs,  
Chief Executive Officer

Scott Roberts,  
Accounting Manager



Linda Bowers,  
Program Director

Jonathan Hurd,  
Human Resources Manager

Dear Participant:

Your retirement plan serviced by MassMutual currently includes the following fund(s). We are writing to inform you about a proposed change that will affect these funds.

**Proposed changes to the Fund(s)**

Invesco has approved the reorganization of the Merging Fund(s) (the "Fund(s)") into the Acquiring Fund(s) after the close of business of the New York Stock Exchange ("NYSE") on or about **April 17, 2020**.

<u>Merging Fund</u>	<u>Acquiring Fund</u>
Invesco Oppenheimer Real Estate Fund	Invesco Real Estate Fund

**What this fund merger means to you:**

- The Merging Fund(s) **will not be available for contributions or transfers in** after the close of the NYSE on or about **April 17, 2020**.
- Participants who have **future contributions** in the Merging Fund(s) may re-direct their contribution allocation to another investment option available in the Plan by the close of business of the NYSE on or about **April 17, 2020**. Participants who have **existing assets** in the Merging Fund(s) may re-direct their existing assets to another investment option available in the Plan by the close of business of the NYSE on or about **April 17, 2020**.
- Participants who have an **Asset Rebalancing Program** that includes the Merging Fund(s) will need to modify their program otherwise the Asset Rebalancing Program will terminate.

**NOTE:** The Acquiring Fund(s) will not be available as an investment option until the close of business of the NYSE on or about **April 17, 2020**.

**Actions MassMutual will take:**

- MassMutual will close the Merging Fund(s) to new contributions and transfers in, after the close of the New York Stock Exchange on or about **April 17, 2020**.
- Unless you direct MassMutual otherwise, any **future contribution allocations** and/or **existing assets** remaining in the Merging Fund(s) will be redirected to the Acquiring Fund(s) after the close of the NYSE on or about **April 17, 2020**.
- MassMutual will send out financial transaction confirmation statements to Participants.

If you have any questions, please contact me at \_\_\_\_\_.

Sincerely,

