

746424 01

Participant Information						
Last Name (The name provided MUST mate	First Name	MI		Social S	Security Number	
(The name provided MOST maic	n the name on fite with Ser	vice Frovider.)				
]	Mailing Address			E-N	Mail Address	
City	<u>'</u>	State Zip Code	Mo	Day Year	☐ Female	☐ Male
()	(Date of Birth	☐ Married	☐ Unmarried
Home Phone	Wor	rk Phone				
□ Check box if you prefer spanish.	to receive quarterly acc	ount statements in				
Do you have a retirement say	vings account with a prev	vious employer or an I	RA? □ Yes	□ No		
Would you like help consolic	lating your other retirem	ent accounts into your	account with	n Empower?* □ Yes,	, I would like a repres	sentative to call me
at phone # P.M. (circle one - available 6	to revie	w my options and ass	ist me with the	ne process. The best ti	me to call is	_ to A.M.
1 .w. (chele one - available o	a.m. to 8 p.m. Wountain	time). Ronovers are	subject to ye	our rian's provisions.		
Payroll Information						
☐ I elect to contribute \$until such time as I revok	per pay period of te or amend my election.	f my compensation as	EMPLOYEE	E ELECTIVE DEFER	RAL contributions to	the 401(k) Plan
☐ I elect to contribute \$ Plan until such time as I	per pay period of revoke or amend my elec	my compensation as ction.	ROTH EMPL	OYEE ELECTIVE D	EFERRAL contribut	ions to the 401(k)
Note: The total of your before contribution, I understand I m		ls cannot exceed \$23	,000.00. If I a	am 50 years of age or	older and I am elig	ible for a catch-up
☐ I decline to make contrib	utions to the Plan at this	time.				
Payroll 1	Effective Date:		Date of	Hire:		
,		Day Year		Mo Day Y	Year	
Investment Option Infor	matian (annlies to al	Loontwibutions) T	laga mafar ta		at for investment 1	aminti and
•	`	<i>'</i>				•
I understand that funds may fund's prospectus or other dis	impose redemption fees sclosure documents. I wi	on certain transfers, re ll refer to the fund's n	edemptions or rospectus and	r exchanges if assets a /or disclosure docume	re neid less than the j ints for more informa	period stated in the tion.
r r		•	•	Required Signatur		

INVESTMENT	OPTION	INVESTM	\mathbf{E}

INVESTMENT OPTION	INVESTMENT OPTION			
NAME D C 1	4 -14:	- 4 4 1-4- C 1	ICKER O	CODE %
American Funds 2010 Trgt Dat Deraul	t election i	is target date fund.	A S	S1007B
American Funds 2015 Trgt Dat		9	A S	S6130B
American Funds 2020 Trgt Dat	/ 1	4 4 11 4	A S	S2460C
American Funds 2025 Trgt Dat 10 update	/change in	vestment allocations,	A S	S6219B
American Funds 2030 Trgt Dat			A S	S4012B
American Funds 2035 Trgt Dat n ease 0	gin to vou	r Empower account.	A S	S7575A
American Funds 2040 Trgt Dat	5m to you	Empower account.	A S	S7866A
American Funds 2045 Trgt Dat			A S	S3611B
American Funds 2050 Trgt Date Retire R6 N/A	S1704C	Hartford Dividend and Growth R6	N/A S	S3053B
American Funds 2055 Trgt Date Retire R6 N/A	S9122B	JPMorgan Growth Advantage R6	N/A S	S2725F
American Funds 2060 Trgt Date Retire R6 N/A	S5222B	JPMorgan US Equity R6	N/A S	S2552B
American Funds 2065 Trgt Date Retire R6 N/A	S5108B	MassMutual Blue Chip Growth I	N/A S	S6679B
American Funds Capital World Gr&Inc R6 N/A	S7865A	American Funds American Balanced R6	N/A S	S5816B
American Funds New World R6	S4896B	Hartford Balanced Income R6	N/A S	S9857A
Columbia Global Value Inst3	S0040B	MassMutual 40/60 Allocation I	N/A S	S9408A
DFA International Core Equity I	S8782A	MassMutual 20/80 Allocation I	N/A S	S9724A

						746424-01	
Last Name	First Name		M.I.	Social Security N	Number	Number	
NAME	TICKER CO	<u>DE</u> <u>%</u>	NAME		TICK	ER CODE	<u>%</u>
DFA International Small Company I.		9B	MassMut	ual 60/40 Allocation I.		S9642A	
DFA International Vector Equity I	N/A S892	25E	MassMut	ual 80/20 Allocation I.		S4342B	
Hartford Schroders International Stk S	SDR N/A S553	36C	_ American	Funds American High	n-Inc R6	S0283B	
MFS International Growth R6	N/A S915	59A	_ Columbia	Strategic Income Inst	3 N/A	S8646B	
BlackRock Health Sciences Opps K		.9B	_ BNY Mel	lon Global Fixed Inco	me - Y N/A	S5032B	
DWS RREEF Real Estate Securities I	R6 N/A S955	58A	MassMut	ual Strategic Bond I		S2356B	
DFA Commodity Strategy Institutiona	al N/A S68 3	7B	_ MFS Gov	ernment Securities R6		S8301A	
MFS Utilities R6		3C	_ PIMCO F	Real Return Instl	N/A	S5672B	
Γ. Rowe Price Financial Services I		35E	_ Pioneer S	trategic Income K	N/A	S7804A	
Vanguard Energy Adm	N/A S808	3B	_ General A	Account	N/A	THPFA3	
Invesco Small Cap Growth R6	N/A S08'	4B	_ MUST IN	NDICATE WHOLE I	PERCENTAGES		=100%
you name is not limited. If you Instead, complete and forward t Primary Beneficiary			imary and/o	or contingent bene	ficiary, do not comp	lete the section	ı below
100.00%							
% of Account Balance	Social Security Number	Prin	nary Benefici	ary Name		Date of Bir	rth
()	Relationship	(Required - If Re	lationship is no	t provided, request will b	e rejected and sent back for	clarification.)	
Phone Number (Optional)	□ Spouse	□ Child □ F	arent 🗖 Gi	randchild Sibling	☐ My Estate ☐ A T	rust 🖵 Other	
	☐ Domestic				,		
Contingent Beneficiary							
% of Account Balance	Social Security Number	Conti	ingent Benefic	oiam, Nama		Date of Bir	eth
% of Account Balance	·		U	,			uı
()	Relationship	(Required - If Re	elationship is no	t provided, request will b	e rejected and sent back for	clarification.)	
Phone Number (Optional)	☐ Snouse	Child D F	Parent D G	randchild	☐ My Estate ☐ A T	rust D Other	

☐ Domestic Partner

				746424-01
Last Name	First Name	M.I.	Social Security Number	Number
Spousal Consent for Benef	iciary Designation			
I, (name of spouse)	vested account balance under the Pla	the cu its effect. I under n and that my spo	ture was notarized. Irrent spouse of the participant, hereby stand that my spouse's beneficiary desuse's election is not valid unless I consignates me to receive 100% of his or h	sent to it. I understand that
Spouse's Signature			Date	
A handwritten signature is req	uired on this form. An electronic sig	gnature will not b	e accepted and will result in a signific	cant delay.
signature on the separate jurat		tion below. If you	s signature on this form must match the r notary completes a separate jurat or is form.	
	Make sure that you have reviewed complete and attach to this reques		rements for your state. If your state	requires a separate jurat
notarized; (2) the plan name; (3 not include this information wi	the plan number; and (4) participar	nt's and spouse's 1 drawal request. If	at or notarial certificate: (1) name of names. Separate jurat or notarial certificate your state does require a separate jurate your the withdrawal request.	icates submitted that do
If your state does not require a	separate jurat or notarial certificate,	you may complete	e the notary section below.	
Statement of Notary	NOTE: Notary seal must be	visible.		
	The consent to this request was	subscribed and s	worn (or affirmed) to	
State of)	before me on this day	of , yea	ır , by	
)ss.	(name of spouse)			SEAL
,	proved to me on the basis of sa	tisfactory evidenc	e to be the person	
County/Parish/Borough of	who appeared before me, who			
)	his or her free and voluntary ac	t.		
Notary Public's signature			My commission expires	
-		gnature will not b	e accepted and will result in a signific	cant delay.
Notary Public's full name			Telephone number	

Participation Agreement

Withdrawal Restrictions - I understand that the Internal Revenue Code (the "Code") and/or my employer's Plan Document may impose restrictions on transfers and/or distributions. I understand that I must contact the Plan Administrator to determine when and/or under what circumstances I am eligible to receive distributions or make transfers.

Investment Options - I understand that by signing and submitting this Participant Enrollment form for processing, I am requesting to have investment options established under the Plan as specified in the Investment Option Information section. I understand and agree that this account is subject to the terms of the Plan Document. I understand and acknowledge that all payments and account values, when based on the experience of the investment options, may not be guaranteed and may fluctuate, and, upon redemption, shares may be worth more or less than their original cost. I acknowledge that investment option information, including prospectuses, disclosure documents and Fund Profile sheets, have been made available to me and I understand the risks of investing

Compliance With Plan Document and/or the Code - I agree that my employer or Plan Administrator may take any action that may be necessary to ensure that my participation in the Plan is in compliance with any applicable requirement of the Plan Document and/or the Code. I understand that the maximum annual limit on contributions is determined under the Plan Document and/or the Code. I understand that it is my responsibility to monitor my total annual contributions to ensure that I do not exceed the amount permitted. If I exceed the contribution limit, I assume sole liability for any tax, penalty, or costs that may be incurred.

Incomplete Forms - I understand that in the event my Participant Enrollment form is incomplete or is not received by Service Provider at the address below prior to the receipt of any deposits, I specifically consent to Service Provider retaining all monies received and allocating them to the default investment option selected by the Plan. If no default investment option is selected, funds will be returned to the payor as required by law. Once my account has been established, I understand that I must call 1-800-338-4015 or access the Web site in order to transfer monies from the default investment option. Also, I understand all contributions received after my account is established will be applied to the investment options I have most recently selected.

Account Corrections - I understand that it is my obligation to review all confirmations and quarterly statements for discrepancies or errors. Corrections will be made only for errors which I communicate within 90 calendar days of the last calendar quarter. After this 90 days, account information shall be deemed accurate and acceptable to me. If I notify Service Provider of an error after this 90 days, the correction will be only processed from the date of notification forward and not on a retroactive basis.

				746424-01
Last Name	First Name	M.I.	Social Security Number	Number
Required Signature(s) - I h	nave completed, understand and agree	ee to all pages of the	his Participant Enrollment form.	
	arried and the Plan is subject to spo ted to designate a primary benefician			
Participant Signature A handwritten signature is req be accepted and will result in	uired on this form. An electronic sig a significant delay.	Date gnature will not	Participant forward to Plan Adm Plan Administrator forward to S Empower	
Authorized Plan Administrat	tor	 Date	PO Box 56025 Boston, MA 02205-6025 Express Address: 8515 E. Orchard Road, Greenwo	od Village, CO 80111
A handwritten signature is required on this form. An electronic signature will not be accepted and will result in a significant delay			Phone#: 1-800-338-4015 This form can be uploaded electorin to account at	etronically to:
			empowermyretirement.com Click on <i>Upload Documents</i> to so We will not accept hand delivere addresses.	

Print Full Name

Securities, when presented, are offered and/or distributed by Empower Financial Services, Inc., Member FINRA/SIPC. EFSI is an affiliate of Empower Retirement, LLC; Empower Funds, Inc.; and registered investment adviser Empower Advisory Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.

Effective December 31, 2020, Empower acquired the Massachusetts Mutual Life Insurance Company's (MassMutual) retirement business, which includes group insurance retirement business issued by Talcott Resolution Insurance Company (Talcott) previously purchased by MassMutual. Empower administers the business on MassMutual's behalf, with certain administrative services being performed by MassMutual and its affiliates during a temporary transition period. MML Distributors, LLC is the principal underwriter for the Talcott group insurance contracts. Empower is not affiliated with MassMutual, Talcott, or any of their respective affiliates.