

**COMPARISON OF PLAN PROVIDERS
UNIVERSITY OF AKRON RETIREMENT PLANS (ARP, 403(b), 457(b))**

Plan Providers				
	Equitable	TIAA	AIG	Voya
How do the Fixed Annuities compare among the providers?				
	AXA Fixed Account	TIAA Traditional Annuity	AIG Fixed Account	Voya Fixed Plus III
Current Interest Rate earned on new contributions to Fixed Annuities	1.75%	4.50%	2.25%	2.75%
Guaranteed Minimum Interest Rate	1.00%	1.00%	1.00%	1.00%
Independent Credit Ratings on the Fixed Annuities				
AM Best	A (3rd of 16)	A++ (1st of 16)	A (3rd of 16)	Not Rated*
Fitch	Withdrawn	AAA (1st of 19)	A+ (5th of 19)	A (6th of 19)
Moody's	A2 (6th of 21)	Aa1 (2nd of 21)	A2 (6th of 21)	A2 (6th of 21)
Standard & Poor's	A+ (5th of 22)	AA+ (2nd of 22)	A+ (5th of 22)	A (6th of 22)
How do the Variable Funds compare among the providers?				
Actively Managed Mutual Funds - offered by each provider	Multiple Fund Managers	Multiple Fund Managers	Multiple Fund Managers	Multiple Fund Managers
Index Funds - offered by each provider	Vanguard	Vanguard	Vanguard	Vanguard
Target Date Funds - offered by each provider	TIAA Lifecycle Index	TIAA Lifecycle Index	TIAA Lifecycle Index	TIAA Lifecycle Index
Variable Annuities - offered by one provider	NA	CREF Stock, CREF Social Choice, TIAA Real Estate	NA	NA
If I do not select a fund, what is the Default Option?				
The Target Date Funds (specific to the age of the participant) are the Default Option	TIAA Lifecycle Index	TIAA Lifecycle Index	TIAA Lifecycle Index	TIAA Lifecycle Index
How much does each Provider charge in Record Keeping Fees?				
Annual Record Keeping Fee - calculated as a percent of the Participant's assets in the Plan**	0.15%	0.07%	0.25%	0.40%
Plan Administration Fees (charged to participant accounts quarterly)	0.03%	0.03%	0.03%	0.03%

*Voya has decided to discontinue its A.M. Best rating. The 2018 sale of Voya's individual annuity business and Voya's decision to cease new individual life insurance sales has diminished the company's need to maintain the ratings from A.M. Best. This discontinuance was based on Voya's business decision and does not reflect any concerns from A.M. Best about Voya's creditworthiness or its ability to meet its ongoing obligations. Prior to this decision, A.M. Best had affirmed its previous strong ratings of Voya.

** Record Keeping fee amounts are divided by 4 and charged quarterly to participant accounts.

"The information contained herein has been obtained from sources that are believed to be reliable. However, Cammack does not independently verify the accuracy of this information and makes no representations as to its accuracy or completeness."