

Take **action** on your retirement plan

Plan Highlights

The Arc New York 401(k) Plan affords you an excellent opportunity to help accumulate money for a secure retirement. You contribute pretax dollars automatically by convenient payroll reduction, which might lower current income taxes. Your account benefits from the opportunity for tax advantaged growth.

This is not your plan document or your Summary Plan Description. The administration of each plan is governed by the actual plan document. If discrepancies arise between this summary and the plan document, the plan document will govern.

Eligibility

You are eligible for employer contributions when you:

- Complete six months of service, and
- Reach age 20½

Certain classes of employees are not eligible to receive employer contributions:

- Leased employees

Contact a financial professional:

- Albert Donofrio
Financial Advisor
516-220-7122
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- Kareem Roberts
Financial Advisor
516-551-6557
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Employer contributions

The plan also provides for the Arc New York to make employer contributions. Discretionary non-matching contributions are offered to each employee.

There is an annual requirement of completing 1,000 hours of service and employment on the last day of the plan year to receive employer contributions.

Fee disclosure information

Obtain specific fee disclosure and fund performance information by visiting arcny.corebridgefinancial.com and clicking on "Fee Disclosure" in the dark box at the bottom of the screen.

Vesting

Employer contributions to the plan, plus any earnings they generate, are vested as follows:

Years of service	Vesting percentage
Less than three years	0%
More than three years	100%

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Account consolidation

You might be able to transfer your vested retirement account balance from a prior employer's plan to your Arc New York 401(k) Plan. This may be a way to simplify your financial profile and to ensure your overall investments are suitably diversified and consistent with your investment preferences. However, before moving funds, check with your other provider to determine if your account has any restrictions, imposes a withdrawal penalty or provides favorable terms.

Investment flexibility

You decide how to invest all contributions among the mutual funds and the Fixed-Interest Option* offered under the Arc New York 401(k) Plan.

Remember, this plan represents a long-term investment. Investment values of the mutual funds you choose will fluctuate, and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than the original cost. Bear in mind that investing involves risk, including possible loss of principal.

* Policy Form series GFUA-398, a group fixed unallocated annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas.

Fixed-Interest Option transfer restrictions

Generally, participants may transfer assets from the Fixed-Interest Option into equity options at any time and, after 90 days, from equity options into another fixed-income option such as a money market fund, a stable value fund or certain short-term bond funds, if such "competing options" are allowed in the plan.

Guided Portfolio Services®

Guided Portfolio Services (GPS) offers two approaches to help you achieve your retirement goals. One approach is for do-it yourselfers. The other is great for those who prefer to have someone else do it for them. Both approaches deliver objective advice from independent financial expert, Morningstar Investment Management LLC, including how much to save, which investments to choose, and how much to invest in each.

GPS is offered through VALIC Financial Advisors, Inc. and is available for an additional fee. For more information, contact your local financial professional.

Tax-free loans

Tax-free loans make it possible for you to access your account, subject to certain limitations, without permanently reducing your account balance. Defaulted loan amounts (not repaid on time) will be taxed as ordinary income and may be subject to a 10% federal early withdrawal tax penalty if you are under age 59½.

There is a \$50 origination fee and a \$50 annual maintenance fee for each loan. You may have a maximum of two loans.

Withdrawal restrictions

Your plan was established to encourage long-term savings, so withdrawals prior to age 59½ may be subject to federal restrictions and a 10% federal early withdrawal tax penalty.

Generally, depending on plan provisions, you may withdraw your vested account balance if you meet one of the following requirements:

- Reaching age 59½
- Retirement or severance from employment
- Your death or total disability
- Hardship

Withdrawal restrictions may be different for employer contribution accounts.

The following are events upon which you may withdraw vested amounts without incurring a 10% federal early withdrawal tax penalty:

- Reaching age 59½
- Severance from employment on or after age 55
- Your death or total disability
- Taking substantially equal payments for a period of five years or upon reaching age 59½, whichever is later.

In addition, you must begin taking distributions once you reach age 73 (age 70½ if born before July 1, 1949) or you retire, whichever is later.

Distribution options

Your plan offers many distribution options, allowing you to tailor your benefits to meet your individual needs. Depending on plan provisions, your withdrawal options include:

- Transferring or rolling over your vested account balance to another tax- advantaged plan that accepts transfers of rollovers
- Electing systematic or partial withdrawals

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- Taking a lump-sum distribution
- Deferring distributions until the later of age 73 (age 70½ if born before July 1, 1949) or severance of employment, and allowing your account to continue to grow on a tax-deferred basis

Generally, income taxes must be paid on all amounts you withdraw from your plan. A 10% federal early withdrawal tax penalty may apply to distributions taken prior to reaching age 59½.

Qualified distributions from a Roth account are tax-free. Generally, a qualified Roth distribution is a distribution that (1) is withdrawn after the end of the five-year period beginning with the first year in which a Roth contribution was made to the plan, and (2) is after reaching age 59½, death or disability.

Consult your financial professional for more specific information.

Annual fee

The gross annual administrative fee assessed on all assets in the plan is \$35 per participant. Additionally, mutual fund annual operating expenses apply based on the funds chosen. Mutual fund expenses and fund reimbursements are described in the prospectus.

Account statement

All participants receive a comprehensive account statement every calendar quarter. This account statement documents all activity for the preceding period, including total contributions and transfers among investment options.

You can choose to “go paperless” if you wish. Receive secure, paperless, electronic notification when your retirement account statements, transaction confirmations and certain regulatory documents are available online through our secure connection, *PersonalDeliver-e*®.

Managing these items electronically is faster and more secure than paper mail. Simply log in to your account at arcny.corebridgefinancial.com to sign up for this free service.

Retirement Pathfinder

Analyze your retirement savings plan and get answers to your questions using Retirement Pathfinder. This interactive tool allows you to build a personalized retirement plan—on your own, or with your financial professional. Retirement Pathfinder can graph model retirement scenarios to gain new insights on your plan. It also helps with real-time answers to questions like:

- Can I retire when I planned?
- Am I saving enough to achieve my retirement goals?
- Will I outlive or use up my retirement savings?

FutureFIT University

These 20 short, interactive education playlists are designed to help demystify financial topics. The program uses video, animation, and 3D gaming to bring complex financial concepts to life. Access them from your personalized website whenever you are working on being FutureFIT.

Personal service

For assistance, please visit arcny.corebridgefinancial.com, call our Client Care Center at 1.800.448.2542 or contact your financial professional(s).

Account access

Once enrolled, you can access account information 24 hours a day, seven days a week:

Online — arcny.corebridgefinancial.com

By phone — 1.800.448.2542

Access account information on your mobile device.

- Corebridge Mobile for iPad®, iPhone® or Android™-based phones

arcny.corebridgefinancial.com

1.800.448.2542

We're here to help you take **action**

You can reach out directly to your financial professional.

Important considerations before deciding to move funds either into or out of a Corebridge account

There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and, any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the prospectuses carefully before investing. The prospectus contains important information, which can be obtained from your financial professional or by visiting arcny.corebridgefinancial.com and clicking on Documents & Forms (ePrint) on the bottom left of the screen. Enter your Group ID number 72846002 in the Login field and click Continue. Click on Funds on right side of screen, and the funds available for your plan will be displayed. You can also request a copy by calling 1.800.428.2542.

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Securities and investment advisory services offered through VALIC Financial Advisors, Inc., member FINRA, SIPC and an SEC-registered investment adviser.

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