



A great way to save for your future

Welcome to the AR Diamond Plan

Have you thought about how to begin building the income you'll need for the future?

While your pension and Social Security offer you a good start, they may not be enough to fund the lifestyle you want in retirement.

The AR Diamond Plan - 457 Plan - is here to help you generate the income you may need by offering you an easy, tax-deferred way to save.

About Voya Financial®

At Voya (NYSE: VOYA) we're dedicated to helping people feel more confident about the future. For more than 40 years, we've helped millions of people like you be ready for it through employer-sponsored retirement plans and other financial solutions.

As the record keeper for the AR Diamond Plan, we will manage the daily servicing of the Plan and provide you with plan information, transaction processing, account statements, saving and investing education and more.

Congratulations!

You can join the AR Diamond Plan today. And here are just a few of the great features:

- **Pre-tax savings** – you pay less in taxes today
- **Roth savings** – you pay taxes today but not in retirement*
- **Tax-deferred investing** – your savings grow without being taxed
- **A choice of investments** – so you can create a portfolio that's right for you
- **Qualifying withdrawals** – should you need your savings before retirement
- **24/7 account access** – by smartphone or computer

* For Roth contributions and earnings to be eligible for tax-free withdrawals, your initial Roth deposit must have been in your account for at least five years and you must be at least age 59½ (or in the event of your disability or your death).

A word or two on Auto Enrollment

It's important that we all save for retirement. That's why the Plan has a feature called auto enrollment that makes getting started easy. Auto enrollment is set at a 3% pre-tax contribution rate and contributions will be invested in a Retirement Target Date Fund based on your birth year, assuming a retirement date of age 65. You will be automatically enrolled into the AR Diamond Plan on your first day of employment or you may choose to decline enrollment by logging in to the AR Diamond Plan website at myplan.voya.com or by calling the Plan Information Line at **800-905-1833** before your first payroll is processed.

Once you're enrolled, you can choose to not participate (or opt out) in the Plan at any time. If you opt out within the first 90 days after your first payroll is processed, you can request a refund of any contributions made into the Plan. If you choose to opt out on day 91 and beyond, normal qualifying 457 distribution rules will apply.



Save in the AR Diamond Plan AND save on taxes too!

TRADITIONAL 457	ROTH 457
• Pre-tax contributions	• After-tax contributions
• Opportunity for tax-deferred growth	• Opportunity for tax-free growth*
• Taxable distributions	• Tax-free distributions*

* Withdrawals are tax-free as long as your first Roth 457(b) contribution has been in the plan for a minimum of five years, and you are at least 59½, or you have become disabled, or have died.

When you contribute to your Plan on a pre-tax basis (that is, before taxes are taken out of your paycheck), every dollar you save reduces your current taxable income by a dollar. As a result, you pay less in taxes today. What's more, you won't pay tax on your savings or earnings in the AR Diamond Plan because your account grows tax-free until you make a withdrawal. You pay taxes on your savings and earnings at withdrawal. Withdrawals from your AR Diamond Plan are not subject to the age 59½ IRS 10% premature distribution penalty tax.

You also have the option of making Roth contributions which are deposited to your account after being taxed. With Roth contributions, you pay no additional taxes ever – even at withdrawal*.

* For Roth contributions and earnings to be eligible for tax-free withdrawals, your initial Roth deposit must have been in your account for at least five years. Withdrawals may be made at age 59½, or due to disability or death.



The finer facets of the AR Diamond Plan



Learn how the Four Cs of the AR Diamond Plan can help you build the income you'll need for the lifestyle you want in retirement.

CHOICE

Choose your investment path.

When you join the AR Diamond Plan, you save and invest for your future. If your savings are the fuel for your retirement journey, your investments are the pathways that lead you there. With a range of investment options to choose from, you can select a path that's right for you. Your local Arkansas Diamond Plan Advisors¹ are available to help you understand your options and answer any questions. Turn to page 6 for more information about plan investments.

CONSOLIDATION

Keep it together.

If you have retirement savings accounts you left behind with former employers or a DROP* or PAW balance you need to address, you can bring together – or consolidate – those balances into a single AR Diamond Plan account. With only one retirement savings account to manage, you can become more financially organized, have less paperwork to worry about and stay focused on your future. What's more, you could save on fees by maintaining fewer accounts. You can speak with a local Plan Advisors to learn more about all of your options including consolidating balances in an AR Diamond Plan account. Please carefully consider the benefits of existing and potentially new retirement accounts and any differences in features. Consult your own legal and tax advisors regarding your situation.

CONTROL

Control your own pace.

The amount you choose to save in the AR Diamond Plan is called your contribution. After you enroll, it's automatically deducted from your paycheck each pay period and deposited in your account. You control your contribution amount and how it's invested – and you can make changes at any time.

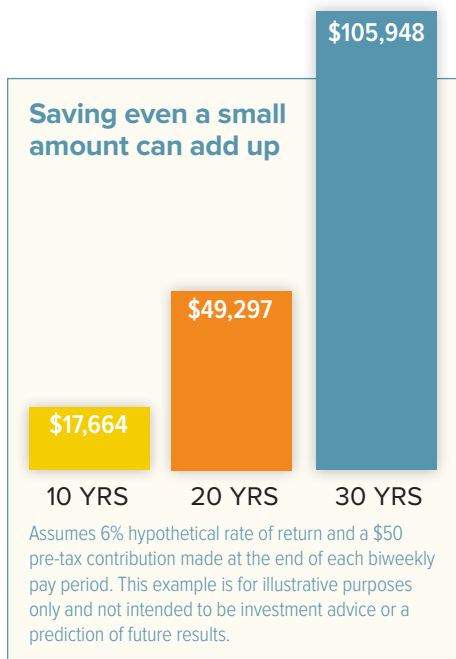
Your contributions and any investment earnings always belong to you and may be transferred or rolled over into other retirement accounts if you change jobs or retire.

COMPOUNDING

The sooner you start, the more you can have.

Saving in the Plan right now can make a huge difference. Why? Because the longer you save, the more time your savings have to grow – and earn returns which go back into your account where they can earn more returns. It's called compounding. Your pre-tax savings and any earnings grow tax-free until withdrawal; while eligible Roth contributions and their earnings are tax-free at withdrawal. Regardless, whether pre-tax or Roth, you benefit from "tax-deferred" compounding.

While it's never too late to start saving, just look at how much more you could have by starting early and saving just \$50 per pay period.



^{*} Not applicable to Highway Department employees. For more information, please contact your local Arkansas Diamond Plan Advisors.

What kind of investor are you?

Are you a hands-off investor? Need to be in control? Or do you fall somewhere in between? Everyone has a different approach to investing. That's why the Plan has a few different paths to make investment decisions to fit your level of experience, knowledge, and interest. Take a look.

Pick my mix

IF YOU LIKE:

- To be in control
- To pick and manage your investment mix
- To keep tabs on your account

THEN CONSIDER:

The Plan's core funds – including stock, bond and cash investments. You pick the funds and create a strategy that you think will best fit your situation, and then manage your portfolio of funds over time.

Fixed Rate Options

- Nationwide Fixed
- Fixed Account plus/VALIC
- Interest Guarantee/Diversified

Actively Managed Mutual Funds – Cash and Cash Equivalents

- BlackRock Treasury Trust Fund (TTTXX)
- Federated Government Obligations Tax-Managed Fund (GOAXX)

You could lose money by investing in the Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

Actively Managed Mutual Funds – Bonds

- BlackRock Low Duration Bond Portfolio (CLDBX)
- Baird Core Plus I (BCOIX)
- Loomis Sayles Global Bond Fund N (LSGNX)
- Lord Abbett High Yield R6 (LHYVX)

Actively Managed Mutual Funds – Equity Value

- Dodge & Cox Stock Fund (DODGX)
- T. Rowe Price Mid Cap Value Fund I (TRMIX)
- T. Rowe Price Small Cap Value (PRVIX)

Actively Managed Mutual Funds – Equity Growth

- PGIM Jennison Growth R6 (PJFQX)
- Invesco Discovery Mid Cap Growth Fund R6 (OEGIX)
- Invesco Discovery Fund R6 (ODIIX)

Actively Managed Mutual Funds – Equity International

- Vanguard FTSE All-World ex US Index Fund (VFW SX)
- Wasatch International Growth Intl (WIIGX)
- Invesco Developing Markets Fund (ODVIX)
- Columbia Overseas Value Instl3 (COSYX)

Index Fund Series – Equity

- Vanguard Institutional Index Fund (VINIX)

Index Fund Series – Bond

- Vanguard Total Bond Market Index Fund (VBTIX)

Easy fund choice by retirement date

IF YOU LIKE:

- Help choosing a portfolio mix of investments that automatically realigns to become more conservative as you near retirement

THEN CONSIDER:

Retirement Target Date Funds - A Target Date Fund (TDF) is a single investment option fund that can provide a diversified, professionally managed asset class mix of stocks, bonds, and other investments. The TDF is automatically rebalanced and automatically realigned to become more conservative over time.

- BlackRock LifePath Index Retirement Fund (LIRKX) – this Fund does not realign
- BlackRock LifePath Index 2025 Fund (LIBKX)
- BlackRock LifePath Index 2030 Fund (LINKX)
- BlackRock LifePath Index 2035 Fund (LIJKX)
- BlackRock LifePath Index 2040 Fund (LIKKX)
- BlackRock LifePath Index 2045 Fund (LIHKKX)
- BlackRock LifePath Index 2050 Fund (LIPKX)
- BlackRock LifePath Index 2055 Fund (LIVKX)
- BlackRock LifePath Index 2060 Fund (LIZKX)

Important Risks: The target date in the fund's name is the approximate date an investor plans to start withdrawing money. The principal value is not guaranteed at any time, including at the target date. Stock and bond values fluctuate in price so the value of your investment can go down depending on market conditions. International investing involves special risks including, but not limited to political risks, currency fluctuations, illiquidity and volatility. These risks may be heightened for investments in emerging markets. Fixed income risks include interest-rate and credit risk. Typically, when interest rates rise, there is a corresponding decline in bond values. Credit risk refers to the possibility that the bond issuer will not be able to make principal and interest payments. Non-diversification of investments means that more assets are potentially invested in fewer securities than if investments were diversified, so risk is increased because each investment has a greater effect on performance. The fund may use derivatives to hedge its investments or to seek to enhance returns. Derivatives entail risks relating to liquidity, leverage and credit that may reduce returns and increase volatility. An index fund has operating and other expenses while an index does not. As a result, while an Index fund will attempt to track the applicable index as closely as possible, it will tend to underperform the index to some degree over time. Asset allocation strategies do not assure profit and do not protect against loss.

Easy fund choice by investment risk

IF YOU LIKE:

- Help choosing a mix of investments matched to your comfort level for investment risk

THEN CONSIDER:

AR Diamond Asset Allocation Lifestyle Models – The Lifestyle Models are made up of core Plan funds grouped by investor profile. After completing a questionnaire about your financial goals and attitude toward investment risk, you receive a personal risk tolerance score that aligns with one of these five Lifestyle Models.

- Conservative
- Conservative Moderate
- Moderate
- Moderate Aggressive
- Aggressive

You may also hybridize one of the five Asset Allocation Lifestyle models with one of the fixed rate options available in the AR Diamond Plan. To obtain a Hybrid Model Election Form, please contact your local Arkansas Diamond Plan Advisors at 501-301-9900 or toll free 866-271-3327.

- You can invest your contributions using one of the three investment paths that appear on this page and the previous page.
- You can change your fund selections at any time.
- Fund changes must be received prior to the close of the New York Stock Exchange (generally 3 p.m. CT), to be effective same day. Changes received after that time will be effective the next business day.

For more information about the funds, including historical performance, fund fact sheets and more, go to the Plan website at myplan.voya.com and select *My Retirement Accounts>Investments & Research*. You can also contact your local Arkansas Diamond Plan Advisors to schedule a one-on-one consultation by calling **501-301-9900** (or **866-271-3327**) on weekdays (except on New York Stock Exchange holidays).

Got questions about the AR Diamond Plan? We have the answers!

I'd like to meet with a Plan Advisor to learn more about the Plan. Is someone available?

Yes, local Arkansas Diamond Plan Advisors¹ are available to meet with you one-on-one at your convenience. Just call 501-301-9900 (or 866-271-3327) during standard business hours except on New York Stock Exchange holidays to schedule a time.

- Cheryl Daughenbaugh
- Brete Garland

How much can I contribute each year to the AR Diamond Plan?

Every year, the IRS announces the latest contribution limits for retirement savings accounts. Please refer to www.voya.com/IRSlimits for current limitations. If you will be age 50 or older in any given year, or are within three years of your Normal Retirement Age, you can make additional catch-up contributions. See the Plan website or speak to a local representative for more details.

Can I withdraw money from my account before I retire?

While the Plan is here to help you save long-term for retirement, under certain situations you are permitted to withdraw money prior to age 59½ without penalty. For information about qualifying hardship withdrawals or the low balance provision, please call the Plan Information Line or call your local Arkansas Diamond Plan Advisors.

What happens to my Plan account when I retire or leave employment?

If you leave state employment, your money can remain in your AR Diamond Plan account. Or if you prefer to take a distribution, you have the following options:

- Request installment payments
- Take a partial cash payment
- Take all the money in cash called a lump-sum distribution
- Roll over the balance to another qualified plan or IRA

NOTE: Tax consequences, distributions, investment choices and participation costs in other plans may differ significantly from those of the AR Diamond Plan.

Access your account anytime, anywhere.

Want to increase your contributions at 6:32 on a Sunday morning? Or check your account balance at midnight? No problem. The AR Diamond Plan gives you 24/7 access to your account from just about anywhere. All you need is Internet access or a phone.

WEB: <https://myplan.voya.com>

MOBILE: Search **Voya Retire** in your preferred mobile app store.*

PHONE: (501) 301-9900 or (866) 271-3327

If you have questions or need assistance, Customer Service Associates are here to help. Call the Plan Information Line at 800-905-1833, Monday through Friday, 7:00 AM to 7:00 PM CT (excluding New York Stock Exchange holidays).

Ready to make a brilliant move for your future?

If you're a new employee of the State of Arkansas, you'll receive a Personal Identification Number (PIN) by mail.



Local Plan Advisors Office: **(501) 301-9900** or **(866) 271-3327**



myplan.voya.com

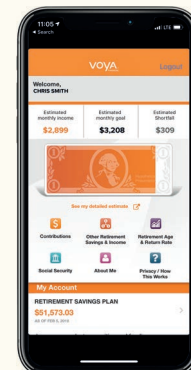
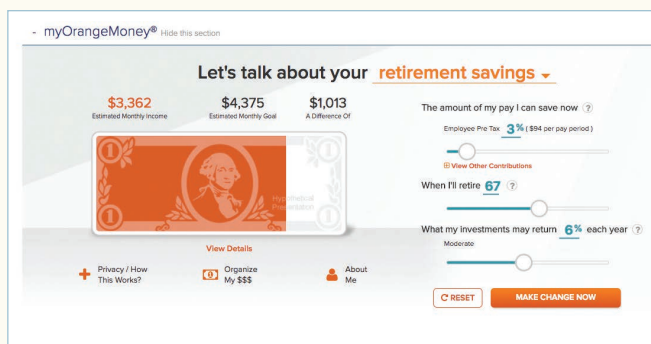
If you misplace your password or previously opted not to enroll, it's easy to request a new password.

- Go to myplan.voya.com and click on "Forgot Password?" or
- Call the Plan Information Line at 800-905-1833

A new password will be mailed to your home address within seven business days.

See where you stand with myOrangeMoney®

See how your savings translate into estimated monthly retirement income with myOrangeMoney®, an interactive educational experience on the Plan website and mobile app. Model a variety of saving and investment scenarios, add outside income sources, and explore how estimated healthcare costs in retirement might impact your income needs. And when you're ready to make a change, simply click the "Make Change Now" button to put your plan into action!



IMPORTANT: The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.

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