

PEACE, Inc.
EEO/Personnel Committee Minutes
June 1, 2023 (via teleconference)

MEMBERS ON CALL: Christopher Montgomery, Edward Perry, Jason Wallace, DJ Williams

MEMBERS EXCUSED: Pastor Phyllis Lee-Williams

STAFF PRESENT: Carolyn Brown, Mandy King, Jamie Colucci

GUESTS PRESENT: Mattias Schuster and Rick Nitto with Mutual of America

CALL TO ORDER:

The meeting was called to order at 4:45pm with a quorum of committee members participating, and a moment of silence was observed.

APPROVAL OF MINUTES:

A motion to approve the minutes of the February committee meeting was made by Mr. Perry, seconded by Mr. Williams, and approved unanimously.

NEW BUSINESS:

The representatives from Mutual of America distributed and presented the annual 401(k) Plan Performance Review, covering analyses of assets, fees, expenses, and plan participant demographics.

OLD BUSINESS:

Ms. King reported that after several companies provided demonstrations of their automated payroll systems, Datis was selected to be our new provider, with full implementation planned by September.

Ms. King reported that the MVP medical plan open enrollment will take place in August this year.

Ms. King reported that mandatory supervisor training sessions are being conducted for over 50 employees, who will participate via Zoom on either June 1st or June 15th.

Ms. King reported that letters have been sent to all employees who have a temporary layoff this summer, during which they can be eligible for unemployment benefits. She noted that the first wave of layoffs begins on June 9th.

Ms. King reported that the agency's collaboration with the Centro Call-A-Bus program officially terminated effective May 8th.

APPLICANT POOL REPORT:

Mr. Colucci reviewed and discussed the summary of hires and vacancies for May.

ADJOURNMENT: The meeting adjourned at 5:26pm.

PEACE, INC.
M E M O R A N D U M

TO: Head Start Policy Council / EEO Personnel Committee
FROM: Human Resources Department
SUBJECT: Open Positions
DATE: May 31, 2023

The following is a list of all currently approved open positions within PEACE, Inc.:

UPK Teacher, Head Start - Merrick
Family Advocate, Early Head Start - Jamesville
Nurse, Head Start - Liverpool and Baldwinsville
Nurse, Head Start - SCSD Collaboration
Family Worker, Head Start - Elmcrest/Atonement/Lydia's Lullaby
Family Worker, Head Start - Salvation Army/OCC
Family Worker, Head Start - Catholic Charities
Family Worker, Head Start - Merrick
Family Worker, Head Start - Sumner
Teacher, Head Start - Merrick
Teacher, Head Start - Sumner
Teacher, Head Start - Genesee
Teacher, Early Head Start - Merrick (5)
Teacher Assistant, Head Start - Genesee
Teacher Assistant, Head Start - Merrick (4)
Teacher Assistant, Head Start - Sumner
Teacher Aide, Early Head Start - Sumner (2)
Teacher Aide, Head Start - Merrick (2)
Teacher Aide, Head Start - Genesee
Teacher Aide, Head Start - Sumner (2)
Nutrition Site Assistant, Head Start - Jordan
Bus Driver, Head Start (full-time) (3)
Bus Driver, Head Start (part-time) (2)
Insulation Crew Member, DEHS (5)
Mechanic, Transportation
Neighborhood Advisor (part-time), County West FRC
Kitchen Worker/Driver, Food Services (part-time)

P.E.A.C.E., Inc.

Benchmark Fee Report

April 12, 2023



Assets as of: 4/6/2023

This report was generated with the 401k Averages Book's benchmarking software.

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P.E.A.C.E., Inc.

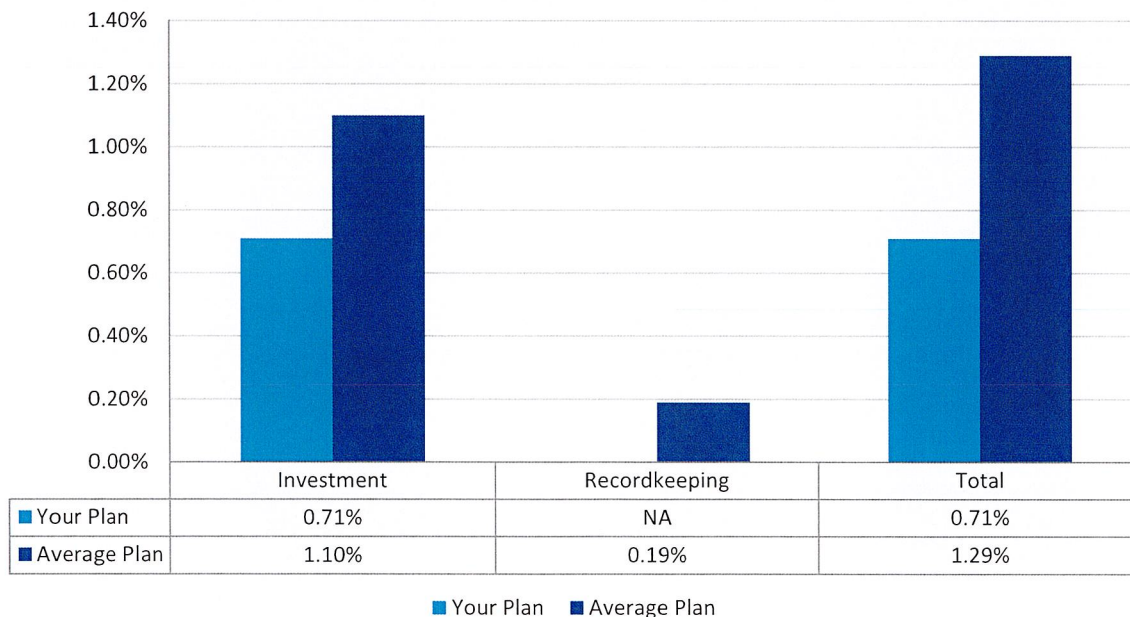
Benchmark Fee Report

Total Number of Participants: 454
Total Plan Assets: \$ 7,919,579

Plan Assets

Stable Asset/Money Market	\$ 253,585
Fixed Income	\$ 142,781
Balanced	\$ 46,993
Large US Equity	\$ 1,285,780
Mid US Equity	\$ 415,751
Small US Equity	\$ 110,528
International/Global Equity	\$ 123,461
Target Date	\$ 5,475,440
Specialty	\$ 65,261
<i>Total</i>	<i>\$ 7,919,579</i>

Total Plan Cost Comparison (%)

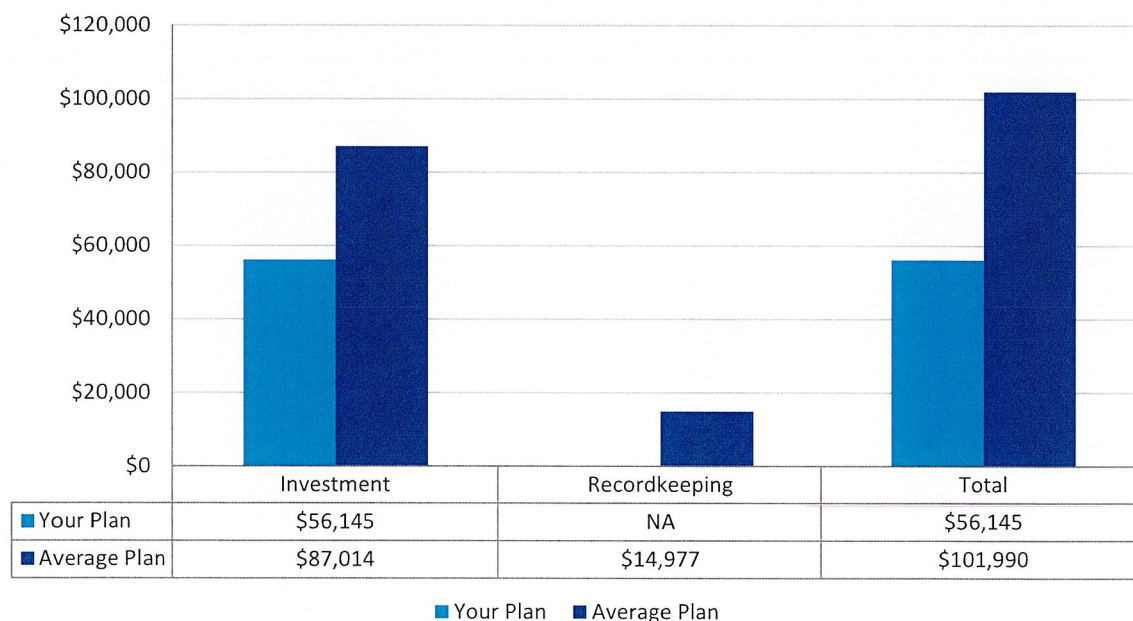


Universe Information: This benchmarking report was run with the 401k Comparator. The comparative universe for the Average Plan benchmark in this scenario consists of 54 401(k) products. 401k Averages Book shall not be liable for any errors in content or for any actions taken in reliance thereon. © 401k Averages Book All rights reserved.

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Benchmark Fee Report

Total Plan Cost Comparison (\$)



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Frequently Asked Questions

Where does the benchmark data in this report come from?

Published since 1995, the 401k Averages Book is the leading source of 401(k) fee benchmarking data. This benchmarking report was generated using the 401k Comparator, which is based on the 401k Averages Book database. The database is comprised of 190 product offerings from 67 providers. Products are placed in the appropriate universe based on their target market. Fee data has been updated through September 30, 2021.

How is the custom Average Plan fee benchmark calculated?

Your Plan's characteristics (Average Account Balance, Total Plan Assets and Number of Participants) are used to form a comparable subset of the 190 products in the 401k Comparator database. This subset is used to calculate your Plan's average plan fee benchmark. The universe used to calculate the Average Plan fee benchmark is based on tables that incorporate various average account balance sizes and participant accounts. Because every plan has a unique asset allocation the Average Plan benchmark reflects your Plan's specific asset allocation. If your Plan has an asset allocation of 40% Large Cap, 5% Mid Cap, 5% Small Cap, 10% International and 40% Fixed Income, then the Average Plan fee benchmark will reflect that same allocation. Thus, the Average Plan fee benchmark is customized to reflect your Plan's asset allocation, average account balance, total plan assets and number of participants. The number of products included in your benchmark universe is identified below each chart.

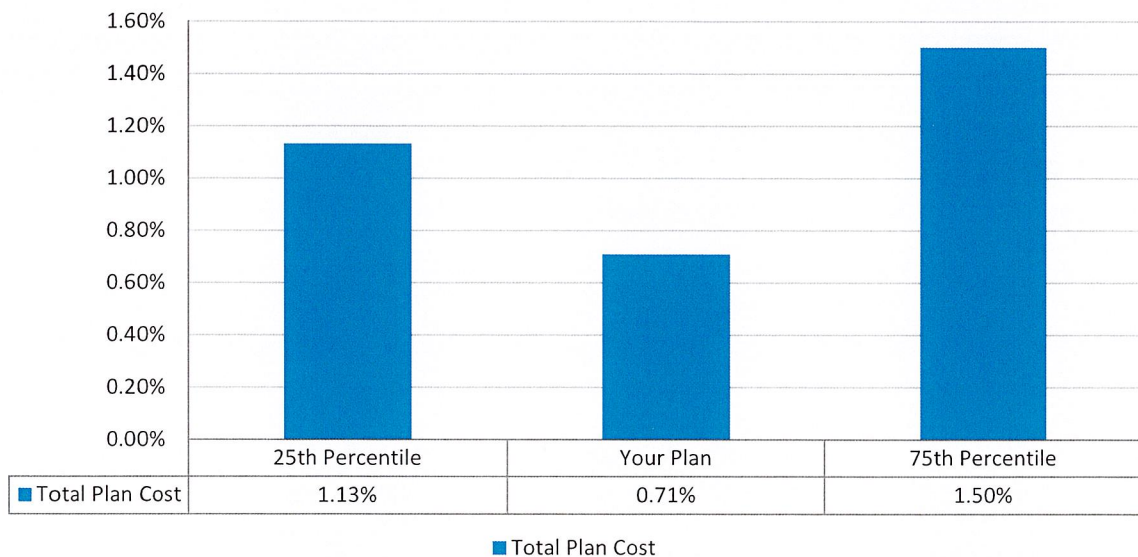
While the 401k Averages Book's benchmarking data is based on 401(k) plan fee data, we are not aware of similar data that is available for 403(b) or 401(a) plans or of any significant differences in fees between comparably sized 401(k), 403(b) and 401(a) plans.

Mutual of America does not have an explicit charge for recordkeeping services and does not provide trustee services. The cost of our recordkeeping services is included under the total fees column.

P.E.A.C.E., Inc.

Benchmark Fee Report

Total Plan Cost Range



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About the Range

This chart represents the range between the 25th percentile and 75th percentile, or the middle 50%. Reporting with ranges is helpful because outliers (typically showing up as the high or low) have less influence.

Example: Assume there are 60 products in the universe. 30 of those products have total plan costs that fall at or between a 1% and 1.5% (which is the middle 50%); 15 of the products have total plan costs 1.51% or higher and 15 were 0.99% or lower.



Mutual of America
Financial GroupSM

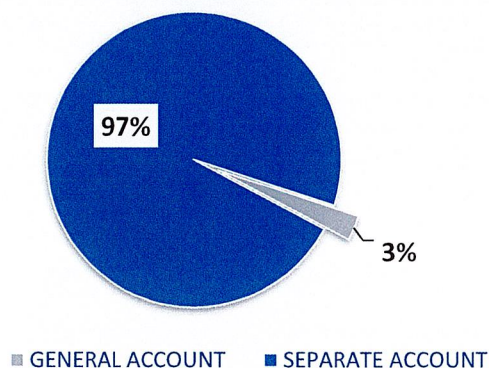
Retirement Services • Investments

**DEMOGRAPHIC PLAN REVIEW FOR
P.E.A.C.E., INC.**

DEMOGRAPHIC PLAN REVIEW FOR
P.E.A.C.E., INC.
ERNS INCLUDED: 022-465
PLANS INCLUDED: 401(k)
DATA AS OF 04/06/2023

ASSET SEGMENTATION
AS OF 04/06/2023

PARTICIPANTS	454
GENERAL ACCOUNT	\$ 221,680
SEPARATE ACCOUNT	\$ 7,697,898
TOTAL	\$ 7,919,579



ASSET SEGMENTATION BY GENDER

	COUNT	GENERAL ACCOUNT	SEPARATE ACCOUNT
FEMALE	357	\$ 174,946	\$ 5,611,903
MALE	96	\$ 46,734	\$ 2,085,926
NOT INDICATED	1	\$ -	\$ 70
TOTAL	454	\$ 221,680	\$ 7,697,898

ASSET SEGMENTATION BY STATUS

	COUNT	GENERAL ACCOUNT	SEPARATE ACCOUNT
ACTIVE	318	\$ 166,744	\$ 6,548,347
ACTIVE - NOT CONTRIBUTING	0	\$ -	\$ -
INACTIVE	136	\$ 54,936	\$ 1,149,551
TOTAL	454	\$ 221,680	\$ 7,697,898

FUND PARTICIPATION

AS OF 04/06/2023

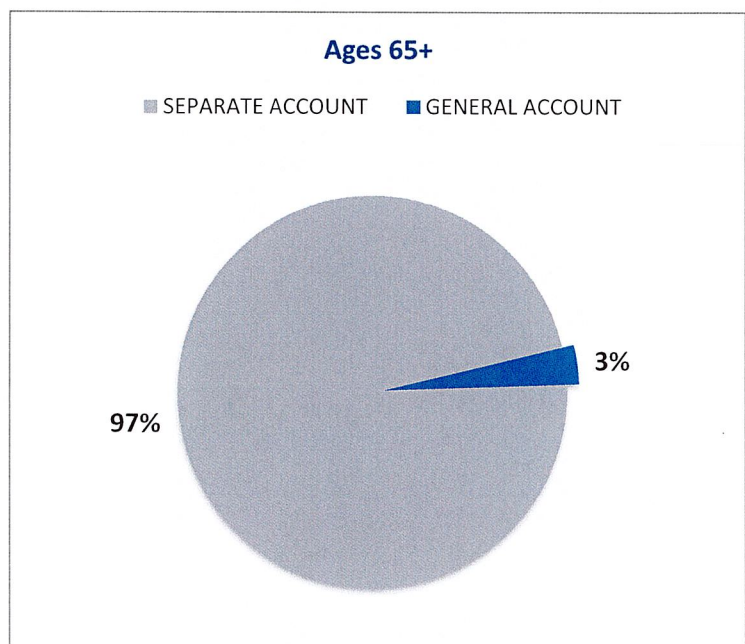
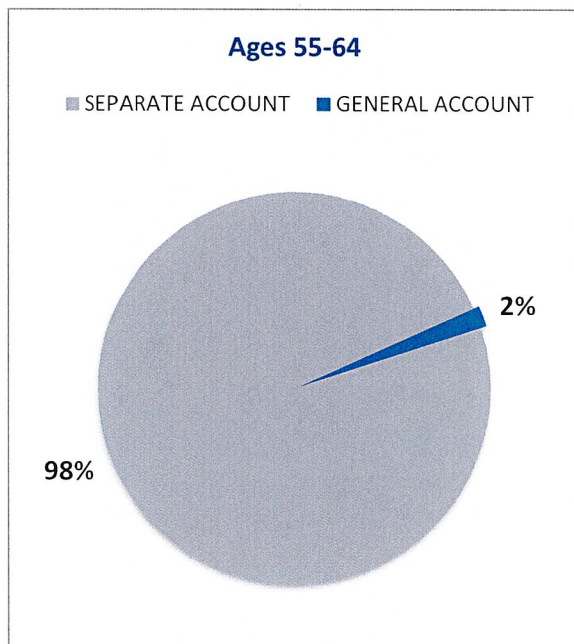
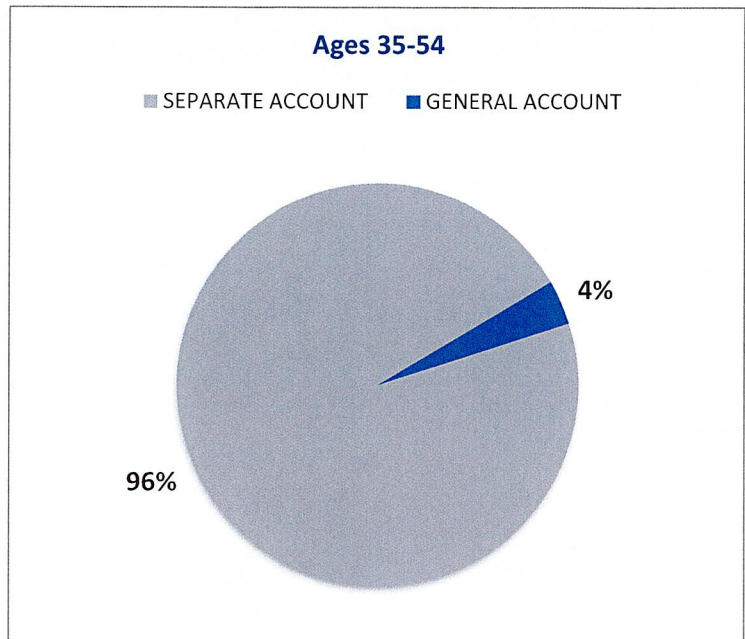
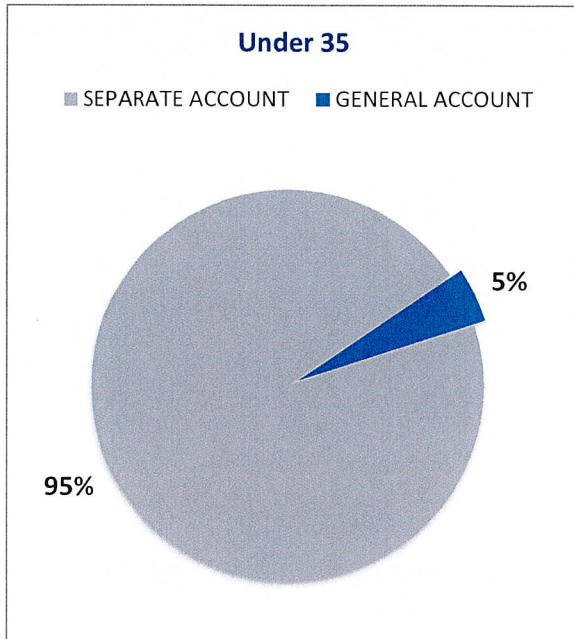
FUND NAME	NUMBER OF PARTICIPANTS		ASSETS
	INVESTING		
American Century Investments VP Capital Appreciation Fund	7	\$	36,776.99
American Funds Insurance Series New World Fund	3	\$	37,745.87
Calvert VP SRI Balanced Portfolio	2	\$	1,010.22
Delaware VIP Small Cap Value Series	1	\$	16,403.25
DWS Capital Growth VIP	5	\$	33,333.65
Fidelity VIP Asset Manager Portfolio	3	\$	13,872.26
Fidelity VIP Contrafund Portfolio	10	\$	179,156.34
Fidelity VIP Equity-Income Portfolio	4	\$	144,739.85
Fidelity VIP Mid Cap Portfolio	8	\$	96,918.49
Goldman Sachs VIT Small Cap Equity Insights Fund	1	\$	1,705.40
Goldman Sachs VIT US Equity Insights Fund	2	\$	9,669.29
Invesco V.I. Main Street Fund	3	\$	135,182.94
MFS VIT III Mid Cap Value Portfolio	1	\$	29,390.97
Mutual of America 2015 Retirement Fund	13	\$	232,628.73
Mutual of America 2020 Retirement Fund	32	\$	591,400.52
Mutual of America 2025 Retirement Fund	34	\$	837,111.26
Mutual of America 2030 Retirement Fund	51	\$	1,261,635.61
Mutual of America 2035 Retirement Fund	43	\$	799,956.16
Mutual of America 2040 Retirement Fund	42	\$	568,016.43
Mutual of America 2045 Retirement Fund	58	\$	309,410.32
Mutual of America 2050 Retirement Fund	80	\$	535,096.89
Mutual of America 2055 Retirement Fund	34	\$	81,930.89
Mutual of America 2060 Retirement Fund	18	\$	28,395.70
Mutual of America 2065 Retirement Fund	4	\$	2,654.17
Mutual of America Aggressive Allocation Fund	4	\$	9,194.26
Mutual of America All America Fund	7	\$	32,787.05
Mutual of America Bond Fund	5	\$	17,830.81
Mutual of America Conservative Allocation Fund	5	\$	11,763.13
Mutual of America Equity Index Fund	13	\$	345,303.11
Mutual of America Interest Accumulation Account	27	\$	221,680.37
Mutual of America International Fund	2	\$	14,578.79
Mutual of America Mid Cap Value Fund	4	\$	34,111.52
Mutual of America Mid-Cap Equity Index Fund	9	\$	218,552.91
Mutual of America Mid-Term Bond Fund	4	\$	49,911.91
Mutual of America Moderate Allocation Fund	6	\$	11,153.02
Mutual of America Money Market Fund	7	\$	31,904.39
Mutual of America Retirement Income Fund	19	\$	227,202.98
Mutual of America Small Cap Equity Index Fund	1	\$	113.62
Mutual of America Small Cap Growth Fund	4	\$	66,278.12
Mutual of America Small Cap Value Fund	2	\$	26,027.11
PIMCO VIT Real Return Portfolio	4	\$	68,680.86
T. Rowe Price Blue Chip Growth Portfolio	21	\$	265,339.30
Vanguard VIF Diversified Value Portfolio	9	\$	140,268.81
SUBTOTALS:	612	\$	7,776,824.27

FUND PARTICIPATION (CONTINUED)
AS OF 04/06/2023

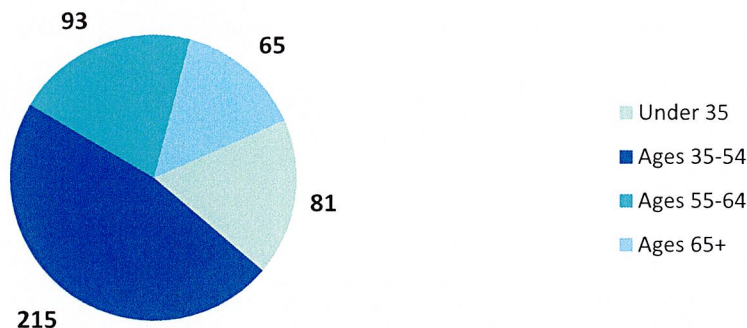
FUND NAME	NUMBER OF PARTICIPANTS INVESTING	ASSETS
Vanguard VIF International Portfolio	7	\$ 71,136.68
Vanguard VIF Real Estate Index Portfolio	7	\$ 65,260.62
Vanguard VIF Total Bond Market Index Portfolio	1	\$ 6,357.24

GRAND TOTAL: **627** **\$ 7,919,578.81**

PARTICIPANT ACCOUNT SEGMENTATION BY AGE
AS OF 04/06/2023



PARTICIPANT ACCOUNTS BY AGE



BALANCE BY AGE - GENERAL AND SEPARATE ACCOUNT AS OF 04/06/2023

Age Group	Number of Participants	General Account (\$)	Separate Account (\$)	Total Assets (\$)	% of Assets by Age	General Account (%)	Separate Account (%)	Average Account Balance
Under 35	81	\$8,385	\$ 177,926	\$ 186,311	2%	5%	95%	2,300
Ages 35-54	215	\$117,402	\$ 3,205,541	\$ 3,322,943	42%	4%	96%	15,456
Ages 55-64	93	\$53,206	\$ 3,035,642	\$ 3,088,848	39%	2%	98%	33,213
Ages 65+	65	\$42,688	\$ 1,278,790	\$ 1,321,477	17%	3%	97%	20,330

PLAN DEMOGRAPHICS - EMPLOYEE CONTRIBUTIONS

NUMBER OF ACTIVE STATUS EMPLOYEES CONTRIBUTING **167**

MEDIAN YTD CONTRIBUTION AS OF 04/06/2023 **\$ 882.48**

AVERAGE YTD CONTRIBUTION AS OF 04/06/2023 **\$ 1,071.01**

The information contained in this report is intended solely to provide general summary information and is not intended to serve as legal or tax advice applicable to certain matters or situations. Although care has been taken in preparing this material and presenting it accurately, in some cases, there may be differences between amounts reported here and on regularly-issued reports and statements your plan receives from Mutual of America in addition to online reporting services. These differences are due to timing and recording methods. For this reason, the report should not be used for audit purposes. Please note that all figures are as of the date indicated.

Prepared for P.E.A.C.E., Inc.
Tier 3 - NA Pricing as of April 06, 2023
Plans Included: 401(k)

Fund Name	Account Balance	Net Expense Ratio	Estimated Annual Expense
Asset Allocation			
Calvert VP SRI Balanced Portfolio	\$1,010	0.98%	\$10
Fidelity VIP Asset Manager Portfolio	\$13,872	0.94%	\$130
Mutual of America Aggressive Allocation Fund	\$9,194	0.64%	\$59
Mutual of America Conservative Allocation Fund	\$11,763	0.72%	\$85
Mutual of America Moderate Allocation Fund	\$11,153	0.62%	\$69
Fixed Income			
Mutual of America Bond Fund	\$17,831	0.78%	\$139
Mutual of America Mid-Term Bond Fund	\$49,912	0.79%	\$394
PIMCO VIT Real Return Portfolio	\$68,681	0.87%	\$598
Vanguard VIF Total Bond Market Index Portfolio	\$6,357	0.49%	\$31
Guaranteed Option			
Mutual of America Interest Accumulation Account	\$221,680	0.00%	\$0
Intl/Global Equity			
American Funds Insurance Series New World Fund	\$37,746	0.92%	\$347
Mutual of America International Fund	\$14,579	0.49%	\$71
Vanguard VIF International Portfolio	\$71,137	0.73%	\$519
Large US Equity			
DWS Capital Growth VIP	\$33,334	0.83%	\$277
Fidelity VIP Contrafund Portfolio	\$179,156	0.95%	\$1,702
Fidelity VIP Equity-Income Portfolio	\$144,740	0.86%	\$1,245
Goldman Sachs VIT US Equity Insights Fund	\$9,669	0.91%	\$88
Invesco V.I. Main Street Fund	\$135,183	1.14%	\$1,541
Mutual of America All America Fund	\$32,787	0.84%	\$275
Mutual of America Equity Index Fund	\$345,303	0.49%	\$1,692
T. Rowe Price Blue Chip Growth Portfolio	\$265,339	1.10%	\$2,919
Mid US Equity			
American Century Investments VP Capital Appreciation Fund	\$36,777	0.91%	\$335
Fidelity VIP Mid Cap Portfolio	\$96,918	0.96%	\$930
MFS VIT III Mid Cap Value Portfolio	\$29,391	1.14%	\$335
Mutual of America Mid Cap Value Fund	\$34,112	1.00%	\$341
Mutual of America Mid-Cap Equity Index Fund	\$218,553	0.50%	\$1,093
Vanguard VIF Diversified Value Portfolio	\$140,269	0.63%	\$884
Money Market			
Mutual of America Money Market Fund	\$31,904	0.61%	\$195
Real Estate			
Vanguard VIF Real Estate Index Portfolio	\$65,261	0.61%	\$398
Small US Equity			
Delaware VIP Small Cap Value Series	\$16,403	1.10%	\$180
Goldman Sachs VIT Small Cap Equity Insights Fund	\$1,705	1.16%	\$20
Mutual of America Small Cap Equity Index Fund	\$114	0.50%	\$1

Mutual of America Small Cap Growth Fund	\$66,278	1.15%	\$762
Mutual of America Small Cap Value Fund	\$26,027	1.15%	\$299
Target Date			
Mutual of America 2015 Retirement Fund	\$232,629	0.79%	\$1,838
Mutual of America 2020 Retirement Fund	\$591,401	0.74%	\$4,376
Mutual of America 2025 Retirement Fund	\$837,111	0.72%	\$6,027
Mutual of America 2030 Retirement Fund	\$1,261,636	0.69%	\$8,705
Mutual of America 2035 Retirement Fund	\$799,956	0.68%	\$5,440
Mutual of America 2040 Retirement Fund	\$568,016	0.65%	\$3,692
Mutual of America 2045 Retirement Fund	\$309,410	0.66%	\$2,042
Mutual of America 2050 Retirement Fund	\$535,097	0.65%	\$3,478
Mutual of America 2055 Retirement Fund	\$81,931	0.68%	\$557
Mutual of America 2060 Retirement Fund	\$28,396	0.75%	\$213
Mutual of America 2065 Retirement Fund	\$2,654	0.62%	\$16
Mutual of America Retirement Income Fund	\$227,203	0.79%	\$1,795
TOTAL PLAN BALANCE:			\$7,919,579
WEIGHTED AVERAGE FUND OPERATING EXPENSE:			0.71%

The above chart applies Mutual of America's Separate Account expenses and underlying fund operating expenses (collectively, "Total Annual Operating Expense") to the "Account Balance" amounts for the purpose of calculating the "Estimated Annual Expense." The Estimated Annual Expense reflects the Account Balance and Total Annual Operating Expense as of the date shown on this Expense Analysis. The Actual Annual Expense may be higher or lower because the Account Balance for each fund fluctuates during the year and the underlying fund operating expenses may change. More information about the Separate Account expenses can be found in the contract prospectus or brochure, as applicable. Information about the underlying fund operating expenses can be found in the underlying funds prospectuses and summary prospectuses.

Participants who allocate all or part of their accounts to the Separate Account investment funds pay annual Separate Account expenses that are a percentage of the value of their account allocated to the investment funds. An employer's total plan assets are used to determine Separate Account pricing. This total-asset relationship-based pricing will apply to 401(k) and 403(b) Thrift Plans, 401(a) and 401(k) Profit-Sharing Plans, 403(b) Tax-Deferred Annuity Plans, 401(a) Money Purchase Pension Plans, and Governmental Section 457(b) Plans. Our standard annual Separate Account expenses, applicable to plans of employers with less than \$1 million in total assets, are 1.35%. For employers with total plan assets of at least \$50 million, we reduce the annual Separate Account expenses to 0.25% (Tier 1). For employers with total plan assets of at least \$25 million but less than \$50 million, we reduce the annual Separate Account expenses to 0.35% (Tier 2). For employers with total plan assets of at least \$5 million but less than \$25 million, we reduce the annual Separate Account expenses to 0.45% (Tier 3). For employers with total plan assets of at least \$2 million but less than \$5 million, we reduce the annual Separate Account expenses to 0.60% (Tier 4). For employers with total plan assets of at least \$1 million but less than \$2 million, we reduce the annual Separate Account expenses to 0.95% (Tier 5).

For certain national accounts, our standard annual Separate Account expenses, applicable to plans of employers with less than \$1 million in total assets, are 1.35%. For employers with total plan assets of at least \$50 million, we reduce the annual Separate Account expenses to 0.25% (Tier 1-National Accounts). For employers with total plan assets of at least \$25 million but less than \$50 million, we reduce the annual Separate Account expenses to 0.30% (Tier 2-National Accounts). For employers with total plan assets of at least \$5 million but less than \$25 million, we reduce the annual Separate Account expenses to 0.35% (Tier 3-National Accounts). For employers with total plan assets of at least \$2 million but less than \$5 million, we reduce the annual Separate Account expenses to 0.40% (Tier 4-National Accounts). For employers with total plan assets of at least \$1 million but less than \$2 million, we reduce the annual Separate Account expenses to 0.85% (Tier 5-National Accounts).

Tier 1, Tier 2, Tier 3, Tier 4 and Tier 5 reductions take place in the next calendar quarter after the asset thresholds have been met or exceeded and continue as long as the Separate Account assets do not fall below \$45 million (Tier 1), \$22.5 million (Tier 2), \$4.5 million (Tier 3), \$1.8 million (Tier 4), and \$900,000 (Tier 5). Employers must remit premium and use Mutual of America SponsorConnectSM to administer their plan in order to be eligible for Reduced Fees.

In addition, the Underlying Funds incur annual expenses (including management fees and other expenses). See the underlying fund prospectuses for specific details.

For amounts allocated to the American Century VP Capital Appreciation Fund, the advisor has agreed to waive 0.07 percentage points of the Fund's management fees. The advisor expects this waiver to continue until April 30, 2022, and cannot terminate it prior to such date without the approval of the Board of Directors of the Fund. See the underlying fund prospectus for details.

The adviser of the T. Rowe Price Blue Chip Growth Portfolio has agreed to waive a portion of its management fee in order to limit the Fund's management fees to 0.75% through at least April 30, 2022. See the underlying fund summary prospectus for details.

The adviser of the Goldman Sachs U.S. Equity Insights Fund has agreed to (i) waive a portion of its management fee in order to achieve an effective net management fee rate of 0.54% of the Fund's average daily net assets, and (ii) reduce or limit "Other Expenses" (excluding acquired fund fees and expenses, transfer agency fees and expenses, taxes, interest, brokerage fees, expenses of shareholder meetings, litigation and indemnification, and extraordinary expenses) equal on an annualized basis to 0.004% of the Fund's average daily net assets. These arrangements will remain in effect through at least April 30, 2022.

* Mutual of America also makes available the Interest Accumulation Account of its General Account that pays a fixed rate of interest declared by us from time to time, which is not reduced by expenses. Allocations under a contract to the General Account become part of our general assets, and we invest the assets of the General Account, subject to applicable law. Mutual of America bears the full investment risk for all amounts that Participants allocate to the General Account, and Participants making such allocations are not entitled to share in the investment experience of the General Account.

The interest credited to amounts in the Interest Accumulation Account currently results in an effective annual yield of 0.50% for plans with assets of \$25 million or more. Plans with assets of less than \$25 million that use Hotline Plus will receive an effective annual yield of 0.25%. Interest is compounded daily to produce the stated effective annual yield.

We guarantee that we will credit interest for the life of the contract to amounts in the Interest Accumulation Account of our General Account at a rate at least equal to the greater of (1) any contractual minimum guarantee provided by the contract or (2) the minimum rate required by applicable state law, or if no state law minimum rate is applicable to a contract, a rate equivalent to the minimum guaranteed credited interest rate determined in accordance with the National Association of Insurance Commissioners (NAIC) standard non-forfeiture law. The NAIC minimum rate is determined in accordance with a formula and cannot be less than an effective annual yield of 0.15% or more than an effective annual yield of 3% in any event. We determine whether the application of the formula will change the minimum guaranteed rate each November, and any change is effective the following January 1 for that calendar year. The current minimum rate has been set at an effective annual yield of 0.15% in accordance with this formula for all contracts that do not have a contractual minimum guarantee of an effective annual yield of 3% or 1.5%. If your contract has a contractual guaranteed minimum rate of an effective annual yield of 3% or 1.5%, the interest rate under your contract will not go below that amount regardless of the minimum rate that is set for a calendar year.

In our sole discretion, we may credit a higher rate of interest to your contract amounts in the General Account, although we are not obliged to credit interest in excess of the minimum rate that is set for a calendar year. Amounts deposited to the Interest Accumulation Account, as well as interest that has been credited to the account, are guaranteed by Mutual of America. This guarantee is subject to Mutual of America's financial strength and claims-paying ability.



320 Park Avenue, New York, NY 10022-6839
mutualofamerica.com • 800.468.3785 •   

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