

TAX DEFERRED ANNUITY COMPARISON – *FOR UMH-SPARROW PENSION PARTICIPANTS ONLY*

Please contact the appropriate representative to start an account or to ask for information on the Tax Deferred Annuities



	LINCOLN FINANCIAL (closed to payroll deductions)	EMPOWER (formerly Prudential) (closed to payroll deductions)	COREBRIDGE FINANCIAL (Formerly American General/Western National) (closed to payroll deductions)	SECURITY BENEFITS (closed to payroll deductions)	TIAA-CREF (closed to payroll deductions)	TRANSAMERICA RETIREMENT SOLUTIONS (accepts pre-tax payroll deferrals)	AMERICAN FUNDS (closed to payroll deductions)
REPRESENTATIVE	Matt Brown Karen Droste (assistant)	Gary Ludtke	N/A	Alex Lebron Tim Bausack (assistant)	Courtenay LaVigne	Douglas Smith	N/A
REPRESENTATIVE ADDRESS	Lincoln Financial Group Investment Services 5242 Plainfield Ave, NE Suite D Grand Rapids, MI 49525	424 E. Morton St. Stockbridge, MI 49285	Corebridge Financial 1050 N. Western St Amarillo, TX 79103	Bridge Wealth MGT 5405 Gateway Centre Dr. Suite A Flint, MI 48507	TIAA - CREF 4660 S. Hagadom Rd Suite 130 East Lansing, MI 48823	Transamerica Retirement Solutions 4333 Edgewood Rd NE Cedar Rapids, IA 52499	American Funds Service Company P.O. Box 6164 Indianapolis, IN 46206-6164
PHONE	1.800.227.3861	517.749.2675 1.800.458.6333	1 (800) 424-4990 Option 3, "Account Holders"	810.695.1882	1.800.842.2252 (TIAA- Cref Call Center) 980-867-6437 (Courtenay's Direct #)	1.800.755.5801 (TRS) Transamerica.com/portal/ Sparrow (website access) 319-355-9547 (Doug's #)	800-421-4225 ext. 45 Account #234717813, "track 403b"
FAX	616.365.0266	517.851.7439	N/A	810.820.8861	N/A	N/A	888-421-4371
E-MAIL	mattbrown@isgadvisor.com	gary.ludtke@prudential.com	https://www.aig.com/about-us/contact-us (website access)	alebron@bwealthmngt.com	courtenay.lavigne@tiaa.org	sparrowretirement@transamerica.com douglas.smith@transamerica.com	https://americanfunds.com/retire (website access)
TYPE(S) OF ANNUITY ACCOUNT OFFERED	Multi-Fund Select	Multiple Options	Fixed Annuity	Mutual Funds separately or within Variable Annuity	Variable and Fixed Annuities	Mutual Funds	N/A
MINIMUM DEPOSITS	\$10 per pay period	\$10 per pay period	\$10 per pay period	\$10 per pay period	\$10 per pay period	• \$10 per pay period	\$10 per pay period
ADMINISTRATIVE FEES	NONE	Fixed \$20 annual fee No front-end sales charges	NONE	Mutual Funds \$20 per year if under \$25,000 "A" shares – all charges waived ----- Variable Annuity \$30 per year if under \$50,000 plus .15%	NONE	No administrative fees from Transamerica. All mutual funds have an underlying expense ratio. Please check the prospectus or call Transamerica for more information.	\$10 per yr. "A" shares - no front-end sales charges No Surrender charges
WITHDRAWAL FEES	No surrender charges upon separation from service. In-service surrenders (still employed at Sparrow) have a reduction in charge over 8 years.	NONE	Reducing rate from 8% first yr. to none in 8th yr. 10% free partial yearly	NONE	NONE	NONE	NONE

	LINCOLN FINANCIAL	PRUDENTIAL INVESTMENTS	AMERICAN GENERAL	SECURITY BENEFIT	TIAA-CREF	TRANSAMERICA	AMERICAN FUNDS
LOAN PROVISIONS	Not Available	Not Available	Min. loan - \$2,000 Max. loan - \$50,000 No set up fee 3% simple interest charged; account is credited 1% guaranteed in interest on the loaned portion. Maximum payback schedule is 5 yr. or up to 30 yr. if loan is to acquire personal residence only.	Min. loan - \$1,000 Max. loan - \$50,000 Loan can be for 5 years, or longer if issued for primary residence purchase. Interest charged – 1% over Prime Rate/Moody Bond Rate and goes back into participant investment accounts. \$100 set up fee applied.	Min. loan - \$1,000 Max. loan - up to 45% of account value but not more than \$50,000. Interest charged - variable interest rate based on the monthly corporate bond yield average published by Moody's Investors Service, Inc. Charge is offset interest earned on collateral held in the TIAA-CREF Traditional Account. Repayment - Quarterly over a 1-to-5-year period, or up to 10 years if loan is for purchase of your primary residence. No loan fees or transaction charges.	Not Available	Not Available
FREQUENCY OF ACCOUNT REPORTS	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
TRANSFER GUIDELINES	No cost for unlimited internal transfers	Unlimited exchanges at no cost (within guidelines that avoid market timing).	Not applicable Fixed account only	Mutual Funds No Cost – Unlimited	No restrictions or charges for transferring. Transfers out of the Real Estate Account are limited to once per quarter. The minimum transfer is the lesser of \$1,000 or the entire account value.	Unlimited exchanges at no cost (within guidelines that avoid market timing).	No Cost - Unlimited
RATINGS*: AM BEST	<u>A+ (Excellent)</u>	<u>A+ (Superior)</u>	<u>A (Excellent)</u>	Mutual Funds-Not Applicable	<u>A++ (Superior)</u>	Not applicable for Mutual Funds	Not applicable for Mutual Funds
FITCH	<u>A+ (Excellent)</u>	<u>AA (Very Strong)</u>	<u>A+ (Strong)</u>		<u>AAA (Exceptionally Strong)</u>		
STANDARD & POORS	<u>AA- (Excellent)</u>	<u>AA- (Very Strong)</u>	<u>A+ (Strong)</u>		<u>AAA (Extremely Strong)</u>		
MOODYS	<u>A1</u>	<u>Aa3 (Excellent)</u>	<u>A2 (good)</u>		<u>Aaa (Exceptional)</u>		
COMPANY SIZE AND HISTORY	Founded in 1905 with over 1.7 million individuals and over 15,000 employers participating. Investment Services Group has provided retirement planning for Sparrow associates since 1982.	Prudential Financial has been growing and protecting wealth since 1875. We are one of the largest financial services companies in the U.S., with \$500 billion in assets under management. Prudential Financial is recognized in the Fortune 500 companies as the 57 th . Prudential Retirement delivers quality service to over 7,700 retirement plans with approximately 3,000,000 retirement plan participants. Over \$40 billion of assets in plan.	Founded in 1926. Over 270 billion in assets and one of the largest life insurance companies in America. In 2002, became subsidiary of American International Corporation (AIG).	Organized in 1892. Security Benefit administers over 5,600 403(b) retirement plans for employers of which over 250 are hospitals.	Organized in 1918. The premier financial services company for the education and research community. One of the largest institutional money managers in the world with over \$300 billion in assets under management (3/31/00).	Transamerica is a national investment advisory firm with a singular business focus - retirement plans. We have provided retirement plan and investment services for both Defined Contribution and Defined Benefit plans for over 55 years.	Founded in 1931. The Capital Group Companies (CG), American Funds, control over \$1462.4 billion in assets.

*Applies only to fixed annuity products