

Important Notice of Change to GoalMaker Service

In early 2024, the NC 401(k) and NC 457 Plans (the Plans) will be moving to an upgraded online experience with Empower's platform, including improvements to GoalMaker®.

This communication is to notify you of the specific upcoming enhancements to GoalMaker, the asset allocation tool available in the NC 401(k) and NC 457 Plans. **No action is needed.**

GoalMaker improvements

It will be even easier to stay with the NC 401(k) and NC 457 Plans — UP TO and THROUGH retirement! As part of our approach to help simplify investing for you, both now and for years to come, enhancements are being made to GoalMaker.

If you are already enrolled in GoalMaker, these changes will impact your investments' asset allocation once the Plans' new experience has been implemented in early 2024.

What is GoalMaker?

GoalMaker is an optional, no-additional cost asset allocation tool that provides suggested models among the investments offered in the Plans, based on your age and risk tolerance.

Taking a thoughtful approach to selecting a mix of investments can help you manage unforeseen risk in the markets as you work to save for a secure retirement.

How does GoalMaker work?

GoalMaker uses a process that assigns a more conservative mix of investments over time, based on your current age and designated risk tolerance.

What You Need to Know About These Upcoming Changes

You do not need to take any action at this time. However, we encourage you to read this information and review your asset allocation choices regularly, to help ensure they continue to align with your retirement planning goals.

Improvements to GoalMaker

Original GoalMaker

- 1 Participants choose a static GoalMaker model, **then transition to a new, more conservative model** each time they reach a specific age range.
- 2 Quarterly rebalancing is done on **a single date during each quarter**, for all participants who have elected GoalMaker.
- 3 9 models per risk category and they were established based on years to, or in, retirement.

Enhanced GoalMaker

More simplified and personalized

Participants are mapped to a **single North Carolina GoalMaker model** that will become more conservative over time. This is sometimes referred to as a "glidepath."

This provides for a more simplified and personalized approach.

Rebalancing based on date of birth

Quarterly rebalancing is based on an **individual's date of birth**.

This provides for a more personalized approach.

Wider range of models

Increases the number of models for each risk category, so participants can align to a more tailored GoalMaker experience.

This provides for a wider range of models to support your investing objectives.

Incorporating these enhancements into your account

Step 1: Account mapping

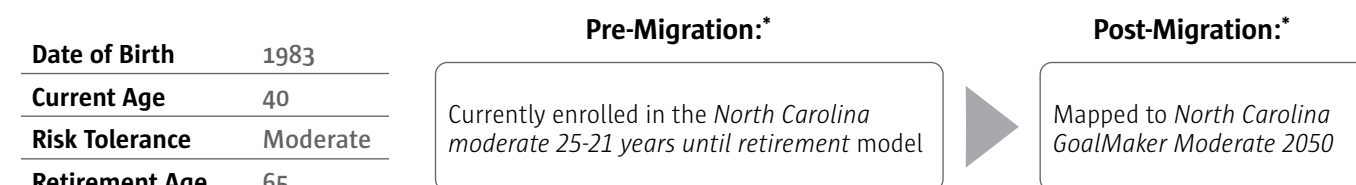
After the Plans migrate to the Empower platform, current allocations will be mapped to new GoalMaker models based on a participant's chosen retirement age or the Plans' designated retirement age and a participant's risk tolerance.

The new models will be implemented automatically and **no action is needed**.

Step 2: Rebalancing

After the Plans migrate to the Empower platform, existing account balances will be rebalanced on a rolling quarterly basis, based on each participant's birth date. This will bring current balances and future contributions into alignment with the models every three months.

Below you'll find an example of how a participant's model will be determined, based on their age and their retirement age.



If you are currently using GoalMaker, you may wish to compare your current model to the model that you will be mapped to post-migration.

New North Carolina GoalMaker Models

Aggressive

| | 2005 | 2010 | 2015 | 2020 | 2025 | 2030 | 2035 | 2040 | 2045 | 2050 | 2055 | 2060 | 2065 | 2070 |
|---|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| NC Inflation Responsive Fund | 3% | 3% | 3% | 4% | 6% | 7% | 9% | 9% | 10% | 10% | 10% | 10% | 10% | 10% |
| NC Treasury Inflation Protected Securities Fund | 17 | 17 | 14 | 8 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NC Fixed Income Fund | 19 | 19 | 19 | 26 | 27 | 21 | 13 | 7 | 2 | 2 | 2 | 2 | 2 | 2 |
| NC International Fund | 17 | 17 | 20 | 21 | 24 | 32 | 36 | 38 | 40 | 40 | 40 | 40 | 40 | 40 |
| NC Large Cap Index Fund | 21 | 21 | 24 | 25 | 27 | 28 | 30 | 32 | 34 | 34 | 34 | 34 | 34 | 34 |
| NC Small/Mid Cap Core Fund | 6 | 6 | 6 | 8 | 10 | 10 | 12 | 14 | 14 | 14 | 14 | 14 | 14 | 14 |
| NC Stable Value Fund | 17 | 17 | 14 | 8 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total percentage | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Moderate

| | 2005 | 2010 | 2015 | 2020 | 2025 | 2030 | 2035 | 2040 | 2045 | 2050 | 2055 | 2060 | 2065 | 2070 |
|---|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| NC Inflation Responsive Fund | 3% | 3% | 4% | 4% | 5% | 6% | 7% | 8% | 9% | 9% | 9% | 9% | 9% | 9% |
| NC Treasury Inflation Protected Securities Fund | 22 | 22 | 16 | 9 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NC Fixed Income Fund | 23 | 23 | 27 | 34 | 36 | 33 | 28 | 21 | 13 | 6 | 6 | 6 | 6 | 6 |
| NC International Fund | 12 | 12 | 14 | 15 | 19 | 24 | 28 | 32 | 36 | 38 | 38 | 38 | 38 | 38 |
| NC Large Cap Index Fund | 14 | 14 | 16 | 18 | 19 | 21 | 24 | 27 | 30 | 33 | 33 | 33 | 33 | 33 |
| NC Small/Mid Cap Core Fund | 4 | 4 | 4 | 6 | 6 | 8 | 10 | 12 | 12 | 14 | 14 | 14 | 14 | 14 |
| NC Stable Value Fund | 22 | 22 | 19 | 14 | 10 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total percentage | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

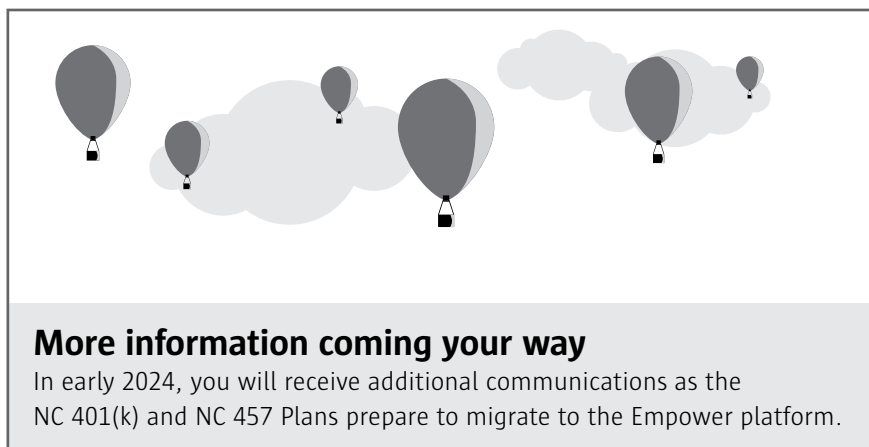
Conservative

| | 2005 | 2010 | 2015 | 2020 | 2025 | 2030 | 2035 | 2040 | 2045 | 2050 | 2055 | 2060 | 2065 | 2070 |
|---|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| NC Inflation Responsive Fund | 2% | 2% | 2% | 3% | 3% | 4% | 5% | 6% | 7% | 8% | 8% | 8% | 8% | 8% |
| NC Treasury Inflation Protected Securities Fund | 24 | 24 | 19 | 15 | 10 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NC Fixed Income Fund | 29 | 29 | 33 | 36 | 41 | 42 | 41 | 37 | 31 | 21 | 21 | 21 | 21 | 21 |
| NC International Fund | 8 | 8 | 9 | 9 | 12 | 16 | 18 | 25 | 28 | 32 | 32 | 32 | 32 | 32 |
| NC Large Cap Index Fund | 9 | 9 | 10 | 11 | 13 | 14 | 17 | 20 | 24 | 27 | 27 | 27 | 27 | 27 |
| NC Small/Mid Cap Core Fund | 2 | 2 | 2 | 4 | 4 | 6 | 8 | 8 | 10 | 12 | 12 | 12 | 12 | 12 |
| NC Stable Value Fund | 26 | 26 | 25 | 22 | 17 | 12 | 8 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total percentage | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

How you invest is always up to you

If you are currently enrolled in GoalMaker and do not wish to be subject to these changes, you may change your investment allocations in your Plan account prior to your Plan's migration date, and by doing so, you will no longer be enrolled in GoalMaker.

You may visit your account at **myNCPlans.com** to view the details of your asset allocation, make changes to your asset allocation or make any other changes you desire. You can speak with your NC 401(k)/NC 457 Plans' Retirement Education Counselor for personal assistance.



*When a date of birth does not align to a model year, the assigned model will be rounded up.

These model allocations are provided as samples and not as investment recommendations. The model allocations are based on generally accepted investment practices and take into account the principles of modern portfolio theory, in which allocations are adjusted in an effort to achieve maximum returns for a given level of risk. You should consider other assets, income, and investments (e.g. equity in a home, Social Security benefits, individual retirement plan investments, etc.) in addition to your interest in the plan, to the extent those items are not taken into account in the model before applying these models to your individual situation. Please note that in addition to the specific investments used in the GoalMaker model allocations, other designated investment alternatives have similar risks and return characteristics. Information regarding those designated investment alternatives can be found in your plan enrollment materials or by logging into your retirement account. The GoalMaker allocations are subject to change including, for example, the replacement of investment options and allocations within the allocations. You will be notified in writing in advance of such changes. **Past performance of investments or asset classes does not guarantee future results.**

Asset allocation, diversification, dollar-cost averaging and/or rebalancing do not ensure a profit or protect against loss.

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