



## 401k Account Conversion to Empower Retirement FREQUENTLY ASKED QUESTIONS

### *What do I need to know?*

Your Vulcan 401(k) Plan and Vulcan Materials Company Construction Materials Divisions Hourly Employees Savings Plan accounts are moving from Alight Financial Solutions (“Alight” formerly Aon Hewitt) to Empower Retirement, effective September 19, 2018.

### *Who is Empower Retirement?*

Empower Retirement is a retirement plan record keeping company that is a part of Great-West Life & Annuity Insurance Company. Administering \$534 billion in plan assets, Empower helps 8.5 million people save for retirement.<sup>1</sup> Empower is very well positioned — with a suite of retirement services, innovative financial tools and more ways to access your account — to help you manage your retirement savings for financial success.

1 As of March 31, 2018. Information refers to the entire retirement business of Great-West Life & Annuity Insurance Company and its subsidiaries, including Great-West Life & Annuity Insurance Company of New York, marketed under the Empower Retirement brand. Of the total \$534B assets under administration, \$13.4B represents the AUA of GWL&A of NY. AUA does not reflect the financial stability or strength of a company. GWL&A assets total \$61.6B and liabilities total \$59.4B. GW&A of NY assets total \$2.3B and liabilities total \$2.1B.

### *Do I need to do anything to transfer my money to Empower?*

Your account balance and future contributions will transfer based on the investment mapping outlined in the newsletter mailed to you in late July. You do not need to take any action in order for your account to transfer.

### *What is a blackout period?*

The newsletter you receive indicates there will be a blackout period which is a time during which you are not able to access your account as it transitions from Alight to Empower Retirement. The blackout period is needed to effectively transfer your account information to the new Empower Retirement system. The blackout period will commence from 3 p.m. Central time, Friday, September 14, 2018, through the week of September 30, 2018 (October 1 through 5, 2018). During the blackout period, your funds will remain invested and will continue to gain and/or lose value depending on market conditions.

### *When will I be able to make changes again to my account?*

When the blackout period is lifted, access to your account on the Empower Retirement system begins. You can call **833-862-4015 (833-VMC-401k)** or log on to the website at **vulcan401k.com**.

### *How do I access my 401(k) Plan through Empower?*

You can log into your account online at **vulcan401k.com**. From the home page, click on the Register button, then fill in your personal information. Click Continue and follow the steps below:

Select the *I do not have a PIN* tab.

Follow the prompts to create a username and password.

Choose Sign on the next time you access your account.

You can also obtain account information by calling the Empower Service Center at **833-862-4015 (833-VMC-401k)**. Retirement representatives are available Monday through Friday, from 7 a.m. to 9 p.m. Central time (excluding most financial market holidays) and Saturdays from 8 a.m. to 4:30 p.m. Central time.

If you are an employee who currently maintains an existing retirement account from another employer through Empower, you will not be able to register online. To activate your Plan's account, call **833-862-4015 (833-VMC-401k)** to request your personal identification number.

***Is there an app (smart phone application) I can use?***

Yes, download the free iPhone app in the App Store; search for "Empower Retirement." The release of the Empower Retirement app is expected in late 2018 for Android users. You may also access the **vulcan401k.com** website from your smartphone or tablet device, and take advantage of the mobile-friendly website.

***What happens to my loans?***

Your loan will automatically transfer from Alight to Empower Retirement and loan repayments will continue to be deducted from your paycheck leading up to and throughout the course of the transition. Your loan deductions will continue and will be deposited into your account with Empower as soon as administratively feasible. This will not result in any additional payments on your part, and you will be able to see all loan payments applied to your account once the blackout period is complete.

***Can I take a withdrawal or loan if I need one?***

You will not be able to request any types of withdrawals or loans during the blackout period. Once the blackout period is lifted, if you have a loan or withdrawal amount available you can request either by contacting Empower at **833-862-4015 (833-VMC-401k)** or logging onto **vulcan401k.com**.

***Will I still be able to take a loan after the conversion?***

Yes, loans will still be available but only a maximum of two loans will be allowed. If you currently have three loans, your payments will not change and they will continue as they are now.

***Will the plan features we have now also be the same after the conversion?***

There will be some plan changes but more detailed information about those changes will be communicated to you in the coming weeks.

***Will advisory services be available after the transition to Empower?***

Personalized advice, retirement evaluations, and investment management are available with Online Advice or the Professional Management Program, provided by Advised Assets Group, LLC, a registered investment adviser. If you are enrolled in a managed account through Alight, and do not cancel your enrollment prior to the blackout period, you will be enrolled in the Professional Management Program following the transition to Empower.

Online Advice is available at no additional cost to you. The Professional Management Program is available for an additional fee and it is the same fee charged for the managed account service offered by Alight.

There is no guarantee provided by any party that participation in any of the Advisory Services will result in a profit or that the related account will outperform a self-managed portfolio invested without assistance.

***Will my monies in the Vulcan 401(k) Plan self-directed brokerage account transfer to Empower? (Vulcan 401(k) Plan Only)***

If you are an investor in the self-directed brokerage service, your monies will automatically be transferred. Additional information about the brokerage service will be provided under a separate cover in September and includes account information and directions on how to access your account.

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