Lincoln Secured Retirement Income™
Product Fact Sheet

Product Category: In-Plan Guaranteed Minimum Withdrawal Benefit (GMWB), also referred to as Guaranteed Lifetime Withdrawal Benefit (GLWB).

Product Category Defined: This is a benefit that guarantees a stream of income payments for life to a participant, regardless of the contract account value. This option allows participants to protect their income prior and during retirement while at the same time allowing participation in positive investment experience. Similar to other defined contribution plan investments, the participant always has complete access to the market value.

Product Summary:

<table>
<thead>
<tr>
<th>Equity participation</th>
<th>Yes</th>
<th>Annuitization required</th>
<th>No</th>
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| Nature of guarantee structure (fixed income, % of benefit base, other) | % of benefit base | Availability of account value (i.e., liquidity) (Accumulation (A), Distribution (D)) | A,D |
| Form of guarantee (High Watermark (HW)³, Minimum Rate (MR)² Annual Reset (AR)⁴) | AR | Fees for guarantees (implicit or explicit) | Explicit |
| Income guarantee applies during (Accumulation (A), Distribution (D)) | A,D | Total fees | 140-155 bps |
| Payments guaranteed for life | Yes | Portability (IRA, QPDA³) | IRA |
| COLA Option Available | No | Participant education with no additional fee | Yes |

¹The highest account value annually at a fixed date
²Grows at a stipulated minimum interest rate
³Qualified Plan Distributed Annuity
⁴Guarantee reset to account value (AV), if AV is higher on anniversary date.

Product Description
The Lincoln Secured Retirement Income (SRI) investment option addresses the growing need for investments that can help protect plan savings and create guaranteed retirement income. Lincoln works closely with plan sponsors and their advisors and consultants to add the Secured Retirement Income option to their plans, either as a standalone investment or included in the glide path of a custom target-date portfolio. And, with access to fiduciary support, plan sponsors can be confident in their choice of this lifetime income option.

Protection and upside potential: Income Base is reset annually as the higher of the market value or the previous year’s Income Base plus contributions minus withdrawals.

Guaranteed income for life: Participants can elect to receive guaranteed lifetime income calculated as a percentage of their Income Base.

Flexibility: Participants can always access their available account market value.

Education: Lincoln is an experienced provider of defined contribution plan communication and education programs — including one-on-one education that may help participants achieve better retirement outcomes.

Distribution Channel
Types of Plans Available
401(k), 403(b), or 457(b) government plans.

Currently offered to: Currently offered to plan sponsors through the Lincoln Alliance recordkeeping platform.

Investment Structure
The Secured Retirement Income (SRI) guarantee is offered in the Lincoln Variable Insurance Product Global Moderate Allocation Managed Risk Fund (Moderate Fund). The SRI investment option can be incorporated into the glide path of custom target-date portfolios 10 years prior to targeted retirement date; Plan sponsors may choose the final allocation of the SRI investment option in the target date portfolios to be 100%, 75% or 50%.

The initial allocation to the SRI investment option is 10%, 7.5%, or 5% of the account balance; an additional 10%, 7.5%, or 5% of the account balance is allocated to the SRI investment option each year up to the targeted retirement date. The glide paths for the custom target-date portfolios are developed and monitored by Ibbotson Associates. An RIA chosen by the client may design a target date glidepath that differs than Ibbotson.

The SRI investment option is also available as a standalone investment option through the Balanced Fund; the guarantee starts with the first deposit to the fund.

Participant Investment Choices
If the SRI investment option is part of target-date portfolios, participants are able to elect a target-date portfolio that most closely corresponds to their retirement age based on birth year; the SRI investment option will typically enter the glide path during the last 10 years

Participants are able to elect the SRI investment option as a standalone investment option through a Balanced Fund.
Composition of Underlying Investment Funds
The target-date portfolios have equity participation ranging from 60% to above 80% based on age; all portfolios decline in equity participation as they near the target-date of the portfolio; as the SRI investment option is added to the glide path, the overall equity participation adjusts accordingly; at age 65, when the target-date portfolio is 100% invested in the SRI investment option, the equity participation will be approximately 60%.

The SRI investment option, which can be invested in the stand-alone Balanced Fund or as part of a target-date portfolio, is approximately 60% equity securities.

Fees and Expenses
The SRI investment option has fees of .75%; M&E charges of .05% also apply; additional share classes are available with M&E charges of .25%, .45%, and .65%, Revenue Sharing of .30% (or, for the additional share classes, .45%, .60%, and .75%) of the total fee is allocated back to the plan for revenue sharing purposes.

There is a .90% charge on a current basis for the guaranteed income benefit in addition to the fees of the funds. The maximum guaranteed income benefit fee that could be imposed (per contract language, on 90 days notice) is 2.00%.

Total Fees
The total net fees on a current basis are 1.40 – 1.55%.

Determination of Retirement Income

Age Lifetime Income Can Begin
For lifetime income election, the participant must be at least age 55. Withdrawals are subject to plan rules and the appropriate early withdrawal tax and penalty.

Guaranteed Income Benefit Calculation
The initial Income Base is based on the initial contribution to Secured Retirement Income. Ongoing contributions increase the Income Base dollar for dollar; excess withdrawals decrease the Income Base on a proportionate basis.

The ongoing Income Base is adjusted to the current fund value if the fund value is greater than the current Income Base on the anniversary date.

Characteristics of Account Balance During Accumulation
Secured Retirement Income offers income protection during accumulation through the GMWB income Base which is equal to total contributions less excess withdrawals, subject to annual step-up on the anniversary of the first contribution. It offers the opportunity to participate in market gains through the annual step up determination (higher of current Income Base and market value).

In the event of death of participant with a spousal beneficiary, the Income Base or Market Value is available to Spousal Beneficiary. If a participant dies and does not have a spouse the participant’s beneficiary receives the higher of the Market Value of the account or the net contributions in a lump sum.

Characteristics of Account Balance During Distribution
The Lincoln Secured Retirement Income option offers income protection during distribution through the GMWB income Base, which continues during distribution. It offers the opportunity to participate in market gains through the annual step up determination.

Withdrawals in excess of scheduled amounts are allowed but will reduce the Income Base.

If a participant with a spousal beneficiary dies and the Joint option has been elected, the surviving spouse can continue to take the guaranteed withdrawals over the spouse’s lifetime; or the spouse can elect to receive the Account Value in a lump sum.

If the Joint option has not been elected, the participant’s guaranteed withdrawal benefit terminates and the spouse can elect to receive the Account Value in a lump sum.

Portability
Participant Leaves the Plan
Participants may stay in the plan subject to plan rules. Otherwise, participants can receive a distribution of the market value, or rollover the market value and the Income Base to an eligible IRA. Fees for the IRA are the same as base product.

Plan Sponsor Changes Recordkeepers
If the Plan Sponsor terminates its contract with the provider:
- If the participant is eligible to receive a distribution, the participant could rollover the Income Base and market value of the investment in the feature to an eligible IRA.
- If the participant is ineligible for rollover, plan portability is achieved via either DST’s RICC system, designed for in-plan guarantee portability, or by utilizing the SPARK in-plan guarantee file feed formats.

Insurer Termination
The insurer reserves the right to terminate the contract under certain circumstances, notably including:
- Plan loses qualification
- Employer files notice of bankruptcy

On termination by the insurer, portability provisions apply.

Rollover Funds—Investment Management/Administration
Investment options available are similar to those available under the group annuity contract. The same fee levels apply.

Insurance Companies Offering Product
Lincoln National Life Insurance Co. (which is licensed and offers products in all states except New York).

Participant Experience
Education and Training for participants
Full enrollment support is available - including enrollment meetings, PowerPoint presentations, videos and handouts. Post enrollment education programs are also available.

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