



Creating change — together

Your Broward Health Retirement Plans



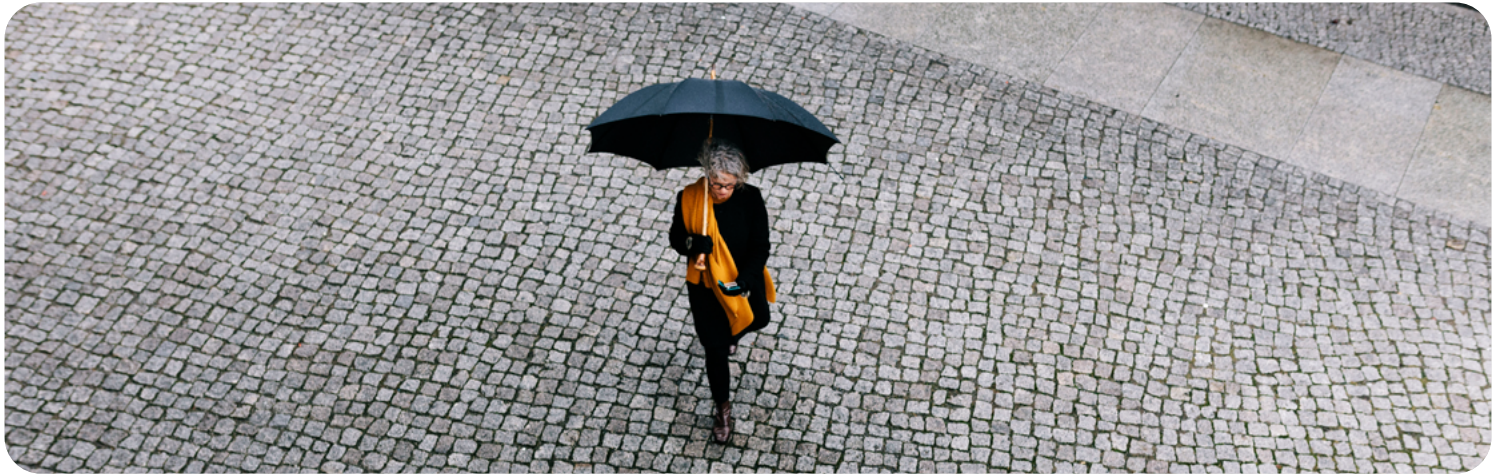
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In short, here's what's new:

- All your information in one place
- New investment options in the Plans
- How your future contributions will be allocated

Making it easier to be FutureFIT®



Broward Health understands the importance of planning for retirement. The Broward Health Retirement Plans (the Plans) can play a role in helping you pursue your personal financial goals. Following a thorough review of our retirement plan benefits, we are pleased to announce our continued partnership with Corebridge Financial (formerly AIG Retirement Services) as our sole provider to administer our retirement Plans, effective February 7, 2023. The enhancements to the Plans are designed to deliver a lower cost structure, new investment choices, streamlined administration and a high level of retirement planning education and digital services.

Corebridge offers products and services that are innovative, straightforward and easy to use. Corebridge puts a unique emphasis on personalized service to help you prepare for your financial future. While many aspects of the Plans will remain the same, some are changing so that we can take advantage of the enhancements.

Simplicity and support

Working with Corebridge as our sole retirement plan provider, it will be easy to see the activity in your account, learn about your options and plan for your future. Using a customized website, you'll be able to view your status, make changes to your account and request support – through the contact method you prefer. And when you need one-on-one support, Corebridge will be there: Our dedicated team of local financial professionals is ready to help you.

New investment choices

The Plans have been adjusted with the intent of better enabling you to be FutureFIT, no matter how you envision the years to come. In some cases, this will even result in reduced administrative and investment management fees, which means you may have additional assets to invest toward your future. You can view the investments lineup on page 3.



The Plans have been adjusted with the intent of better enabling you to be FutureFIT, no matter how you envision the years to come.

Important dates

Please keep in mind these important dates about upcoming activities regarding the retirement plan transition. Consider adding them to your calendar for your financial planning needs.



Please note

The date of the plan changes/the end of the blackout period depends on the accurate, timely transfer of data from Fidelity to Corebridge. If this does not occur, the end of the blackout period could be delayed. Please note that some dates have been updated from the prior version sent on January 19.

Important 2023 dates	What's happening
February 2	Final payroll with retirement plan contributions made to Fidelity.
February 6	Quiet period begins for Corebridge participants. Corebridge to map the amount of assets that should be credited by fund to each participant account.
February 7	New mutual fund accounts for existing Corebridge participants are created.
February 8	Blackout period ends. Blackout ends 12:59 a.m. (ET).
February 14	New accounts for Fidelity participants are created.
February 16	All future contributions are directed to Corebridge.
February 22	Financial Professionals available onsite.
February 23	Blackout period begins at Fidelity. During the blackout period, you will not be able to modify your Plan account with Fidelity. at the end of the blackout period, you will be able to access your Corebridge Financial account, including any balance from Fidelity.
March 3	Corebridge Blackout Start (Fidelity Participants)
March 6	Educational workshops begin.
March 9	Corebridge Blackout End (Fidelity Participants)
March 10	You will have full access to your transferred balances in your Plan account with Corebridge and can request account transactions. All salary deferral elections can be made online at bh.corebridgefinancial.com . Access your account to confirm beneficiary designations and direct your future contributions to your new investment options.

Your new investment lineup

Your new Plan options offer flexibility to help you get your future in shape, no matter where you are in your investment journey. You can make adjustments when you need to along the way, and support will always be close at hand.

New Plan lineup	Ticker
US Large Cap Equity	
Fidelity 500 Index Fund	FXAIX
US Mid Cap Equity	
Fidelity Mid Cap Index Fund	FSMDX
Champlain Mid Cap	CIPIX
US Small Cap Equity	
Fidelity Small Cap Index Fund	FSSNX
GW&K Small Cap Core	GWEZX
International Equity	
Fidelity Total International Index Fund	FTIHX
Goldman Sachs GQG Partners International Equity Fund	GSIXY
US Investment Grade Bonds	
Fidelity U.S. Bond Index Fund	FXNAX
Baird Core Plus Bond Fund	BCOIX
Fixed Account¹	
VALIC Fixed Account	N/A
Target Date Fund²	
Vanguard Target Retirement Income Fund	VTINX
Vanguard Target Retirement 2020 Fund	VTWNX

New Plan lineup	Ticker
Vanguard Target Retirement 2025 Fund	VTTVX
Target Date Fund²	
Vanguard Target Retirement 2030 Fund	VTHRX
Vanguard Target Retirement 2035 Fund	VTTHX
Vanguard Target Retirement 2040 Fund	VFORX
Vanguard Target Retirement 2045 Fund	VTIVX
Vanguard Target Retirement 2050 Fund	VFIFX
Vanguard Target Retirement 2055 Fund	VFFVX
Vanguard Target Retirement 2060 Fund	VTTSX
Vanguard Retirement Fund 2065 Fund	VLXVX
Vanguard Target Retirement 2070 Fund	VSVNX

¹ Policy Form GFUA-315, a group fixed annuity issued by The Variable Annuity Life Insurance Company.

² The principal value of an investment in a target date fund is not guaranteed at any time including at or after the target maturity date. The target date is the approximate date when investors plan to start withdrawing money. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. Some target date funds maintain a substantial allocation to equities both prior to and after the target date, which can result in greater volatility over shorter time periods. If an investor plans to retire significantly earlier or later than age 65, the funds may not be an appropriate investment even if the investor is retiring on or near the target date. Read the prospectus carefully before investing.

Generally, higher potential returns involve greater risk and short-term volatility. For example, small-cap, mid-cap, sector and emerging funds can experience significant price fluctuation due to business risks and adverse political developments. International and global funds can experience price fluctuation due to changing market conditions, currency values, and economic and political climates. High-yield bond funds, which invest in bonds that have lower ratings, typically experience price fluctuation and a greater risk of loss of principal and income than when investing directly in U.S. government securities such as U.S. Treasury bonds and bills, which are guaranteed by the government for repayment of principal and interest if held to maturity. Fund shares are not insured and are not backed by the U.S. government, and their value and yield will vary with market conditions. Interest rates and bond prices typically move inversely to each other; therefore, as with any bond fund, the value of an investment in this fund may go up if interest rates fall, and vice versa. Mortgage-related funds' underlying mortgages are more likely to be prepaid during periods of declining interest rates, which could hurt the fund's share price or yield and may be prepaid more slowly during periods of rapidly rising interest rates, which might lengthen the fund's expected maturity. Investors should carefully assess the risks associated with an investment in the fund.

If you currently have an account with Corebridge Financial



Seamless integration

New accounts will be created on February 7, 2023, for participants who are currently contributing to or have a balance in annuity products. Corebridge will let you know when this is completed, and your current beneficiary information will be applied to your new account(s).

With the addition of the new mutual fund platform, you have options available for your account assets.

You can choose to:

- Maintain your current annuity account assets. Note all new and future contributions will be directed to the mutual fund platform
- Convert your annuity account assets to the mutual fund platform at your discretion. Bear in mind that by transferring your account from the annuity platform to the mutual fund platform, you forfeit the death benefit and other guaranteed features

More information can be found in the frequently asked questions section of this brochure.

Remember that you can always change how your contributions are invested by visiting bh.corebridgefinancial.com, contacting your local financial professional or calling Corebridge at 1.800.448.2542, Monday through Friday, 8:00 a.m. to 9:00 p.m. (ET).

If you currently have an account with Fidelity



Your account balances with Fidelity will automatically transfer to Corebridge on February 28, 2023.

Future contributions and current balances

Your balance with Fidelity—as well as ongoing pretax deferrals—will automatically transfer to Corebridge. Your account balance and future investment elections will be mapped according to the schedule provided in this guide.

If you want to change the way your existing balance are invested, you must do so before February 22, 2023, at 4:00 p.m. (ET). It is important that you review and consider the appropriateness of your current investments before the blackout period begins.

If you have an active account with Corebridge as well as Fidelity, your future contributions will be directed according to your current investment allocations in your Corebridge account unless you change your asset allocation selections prior to February 22, 2023, at 4:00 p.m. (ET).

Blackout period limitations

There will be a brief blackout period to help enable the transfer of account balances from Fidelity. During the blackout, you will not be able to perform certain transactions (e.g., change investments, make withdrawals, take a loan, transfer funds). The blackout period is expected to begin on/around February 6, 2023 (March 3 for Fidelity participants), at 4:00 p.m. (ET), and end on/before February 8, 2023 for Corebridge Participants and March 9, 2023 for Fidelity Participants. Payroll contributions to the Plans will continue to be withheld during the blackout period. The enclosed Blackout Notice provides details.

When the blackout period is over

After the blackout period ends, you can access your account 24 hours a day, seven days a week, by logging in to your account through **bh.corebridgefinancial.com**. To speak with a customer service representative, call 1.800.448.2542, Monday through Friday, 8:00 a.m. to 9:00 p.m. (ET). You can also contact your local financial professional.

The end of the blackout period is a good time to review, reassess and revise your personal plan. Take the time to:

- Review your investments and consider how you will direct your future contributions or potentially reallocate your account balances
- Name/review your beneficiary
- Try Retirement Pathfinder® to see what your retirement income could look like
- Attend an information session
- Schedule time for a one-on-one meeting with a financial professional



How your investments will transfer



Your account will be transitioned to the new investment options through a process called “mapping.” Fund mapping is the transfer of existing account balances from Fidelity to the fund options available in the new lineup at Corebridge.

You have two options:

- 1. Take no action** and your current balances and future contributions will be transferred to the new investment options. Note annuity balances will remain on the annuity platform until you elect to convert the assets to mutual funds. More information on this process can be found in the frequently asked questions section of this brochure.
- 2. Select the investments** your current balances and future contributions transfer into. To do this, log in to your account at bh.corebridgefinancial.com, or call 1.800.448.2542 to speak with a Client Service Professional, Monday through Friday, 8:00 a.m. to 7:00 p.m. (ET). You can log into your account to select asset allocation on March 10.

The tables on the next few pages show how the current Fidelity (pg. 9-15) and Corebridge Financial (pg. 16-19) investments will transfer to the new investment lineup if you do not select investment options. Please note: You will be able to change your investments anytime following the blackout period.

Fidelity Investment Fund Mapping

Current Fidelity investment option	Fund Code
Fidelity® GNMA Fund	0015
Fidelity® Treasury Only Money Market Fund	0415
Fidelity® Government Money Market Fund	0458
Fidelity® Government Money Market Fund Premium Class	2741
Fidelity® Treasury Money Market Fund	2742
Fidelity® Trend Fund	0005
Fidelity® Select Tech Hardware Portfolio	0007
Fidelity® Select Semiconductors Portfolio	0008
Fidelity® Select Consumer Staples Portfolio	0009
Fidelity® Investment Grade Bond Fund	0026
Fidelity® Select Software and IT Services Portfolio	0028
Fidelity® Intermediate Bond Fund	0032
Fidelity® Capital & Income Fund	0038
Fidelity® Mortgage Securities Fund	0040
Fidelity® Select Gold Portfolio	0041
Fidelity® Select Biotechnology Portfolio	0042
Fidelity® Select Insurance Portfolio	0045
Fidelity® Select Retailing Portfolio	0046
Fidelity® Government Income Fund	0054
Fidelity® Government Cash Reserves	0055
Fidelity® Select Energy Portfolio	0060
Fidelity® Select Leisure Portfolio	0062
Fidelity® Select Health Care Portfolio	0063
Fidelity® Select Technology Portfolio	0064
Fidelity® Select Utilities Portfolio	0065
Fidelity® Select Financial Services Portfolio	0066
Fidelity® Select Defense and Aerospace Portfolio	0067
Fidelity® Select Brokerage and Investment Management Portfolio	0068
Fidelity® Select Chemicals Portfolio	0069
Fidelity® Select Telecommunications Portfolio	0096
Fidelity® Select FinTech Portfolio	0098
Fidelity® New Millennium Fund®	0300
Fidelity® Europe Fund	0301

Future Corebridge Financial investment

VALIC Fixed Account¹

Age-Appropriate Vanguard Target Retirement Target Date Fund²

Name	Ticker	Birth Years
Vanguard Target Retirement Income Fund	VTINX	1900-1952
Vanguard Target Retirement 2020 Fund	VTWNX	1953-1957
Vanguard Target Retirement 2025 Fund	VTTVX	1958-1962
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2035 Fund	VTTHX	1968-1972
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2045 Fund	VTIVX	1978-1982
Vanguard Target Retirement 2050 Fund	VFIFX	1983-1987
Vanguard Target Retirement 2055 Fund	VFFVX	1988-1992
Vanguard Target Retirement 2060 Fund	VTTSX	1993-1997
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2065 Fund	VLXVX	1998-2002
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2070 Fund	VSVNX	2003-2098

Fidelity Investment Fund Mapping

Current Fidelity investment option	Fund Code
Fidelity® Pacific Basin Fund	0302
Fidelity® Real Estate Investment Portfolio	0303
Fidelity® Convertible Securities Fund	0308
Fidelity® Canada Fund	0309
Fidelity® Telecom and Utilities Fund	0311
Fidelity Asset Manager® 50%	0314
Fidelity® Worldwide Fund	0318
Fidelity Asset Manager® 70%	0321
Fidelity Asset Manager® 20%	0328
Fidelity® New Markets Income Fund	0331
Fidelity® Focused Stock Fund	0333
Fidelity® International Capital Appreciation Fund	0335
Fidelity® Stock Selector Small Cap Fund	0336
Fidelity® Large Cap Stock Fund	0338
Fidelity® Small Cap Stock Fund	0340
Fidelity® Nordic Fund	0342
Fidelity Asset Manager® 85%	0347
Fidelity® Latin America Fund	0349
Fidelity® Japan Fund	0350
Fidelity® Emerging Asia Fund	0351
Fidelity® China Region Fund	0352
Fidelity® Select IT Services Portfolio	0353
Fidelity® Select Medical Technology and Devices Portfolio	0354
Fidelity® Multi-Asset Index Fund	0355
Fidelity® Japan Smaller Companies Fund	0360
Fidelity® Mega Cap Stock Fund	0361
Fidelity® Small Cap Discovery Fund	0384
Fidelity® Short-Term Bond Fund	0450
Fidelity® Intermediate Government Income Fund	0452
Fidelity® High Income Fund	0455
Fidelity® Select Automotive Portfolio	0502
Fidelity® Select Communication Services Portfolio	0503
Fidelity® Select Health Care Services Portfolio	0505
Fidelity® Select Banking Portfolio	0507

Future Corebridge Financial investment

Age-Appropriate Vanguard Target Retirement Target Date Fund

Name	Ticker	Birth Years
Vanguard Target Retirement Income Fund	VTINX	1900-1952
Vanguard Target Retirement 2020 Fund	VTWNX	1953-1957
Vanguard Target Retirement 2025 Fund	VTTVX	1958-1962
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2035 Fund	VTTHX	1968-1972
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2045 Fund	VTIVX	1978-1982
Vanguard Target Retirement 2050 Fund	VFIFX	1983-1987
Vanguard Target Retirement 2055 Fund	VFFVX	1988-1992
Vanguard Target Retirement 2060 Fund	VTTSX	1993-1997
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2065 Fund	VLXVX	1998-2002
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2070 Fund	VSVNX	2003-2098

Current Fidelity investment option	Fund Code
Fidelity® Select Materials Portfolio	0509
Fidelity® Select Construction and Housing Portfolio	0511
Fidelity® Select Transportation Portfolio	0512
Fidelity® Natural Resources Fund	0514
Fidelity® Select Industrials Portfolio	0515
Fidelity® Environment and Alternative Energy Fund	0516
Fidelity® Select Consumer Discretionary Portfolio	0517
Fidelity® Select Pharmaceuticals Portfolio	0580
Fidelity® Limited Term Government Fund	0662
Fidelity® Stock Selector Large Cap Value Fund	0708
Fidelity® Mid Cap Value Fund	0762
Fidelity® Floating Rate High Income Fund	0814
Fidelity® International Small Cap Fund	0818
Fidelity® Total Bond Fund	0820
Fidelity® Real Estate Income Fund	0833
Fidelity® Select Wireless Portfolio	0963
Fidelity® Blue Chip Value Fund	1271
Fidelity® NASDAQ Composite Index® Fund	1282
Fidelity® Strategic Dividend & Income® Fund	1329
Fidelity® Focused High Income Fund	1366
Fidelity® International Real Estate Fund	1368
Fidelity® Small Cap Growth Fund	1388
Fidelity® Small Cap Value Fund	1389
Fidelity® International Small Cap Opportunities Fund	1504
Fidelity® Strategic Real Return Fund	1505
Fidelity® International Value Fund	1597
Fidelity® Large Cap Core Enhanced Index Fund	1827
Fidelity® Large Cap Value Enhanced Index Fund	1828
Fidelity® Large Cap Growth Enhanced Index Fund	1829
Fidelity Asset Manager® 30%	1957
Fidelity Asset Manager® 40%	1958
Fidelity Asset Manager® 60%	1959
Fidelity® Total International Equity Fund	1978

Future Corebridge Financial investment		
Age-Appropriate Vanguard Target Retirement Target Date Fund		
Name	Ticker	Birth Years
Vanguard Target Retirement Income Fund	VTINX	1900-1952
Vanguard Target Retirement 2020 Fund	VTWNX	1953-1957
Vanguard Target Retirement 2025 Fund	VTTVX	1958-1962
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2035 Fund	VTTHX	1968-1972
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2045 Fund	VTIVX	1978-1982
Vanguard Target Retirement 2050 Fund	VFIFX	1983-1987
Vanguard Target Retirement 2055 Fund	VFFVX	1988-1992
Vanguard Target Retirement 2060 Fund	VTTSX	1993-1997
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2065 Fund	VLXVX	1998-2002
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2070 Fund	VSVNX	2003-2098

Fidelity Investment Fund Mapping

Current Fidelity investment option	Fund Code
Fidelity® International Growth Fund	1979
Fidelity® International Enhanced Index Fund	2010
Fidelity® Small Cap Enhanced Index Fund	2011
Fidelity® Mid Cap Enhanced Index Fund	2012
Fidelity® Growth Strategies Fund Class K	2076
Fidelity® Balanced Fund Class K	2077
Fidelity® Blue Chip Growth Fund Class K	2078
Fidelity® Capital Appreciation Fund Class K	2079
Fidelity® Contrafund® Class K	2080
Fidelity® Disciplined Equity Fund Class K	2081
Fidelity® Diversified International Fund Class K	2082
Fidelity® Dividend Growth Fund Class K	2083
Fidelity® Emerging Markets Fund Class K	2084
Fidelity® Equity-Income Fund Class K	2085
Fidelity® Equity Dividend Income Fund Class K	2086
Fidelity® Fund Class K	2088
Fidelity® Growth & Income Portfolio - Class K	2089
Fidelity® Growth Company Fund Class K	2090
Fidelity® Growth Discovery Fund Class K	2091
Fidelity® International Discovery Fund Class K	2093
Fidelity® Leveraged Company Stock Fund Class K	2094
Fidelity® Low-Priced Stock Fund Class K	2095
Fidelity® Magellan® Fund Class K	2096
Fidelity® Mid-Cap Stock Fund Class K	2097
Fidelity® OTC Portfolio Class K	2098
Fidelity® Overseas Fund Class K	2099
Fidelity® Puritan® Fund Class K	2100
Fidelity® Stock Selector All Cap Fund Class K	2101
Fidelity® Value Fund Class K	2102
Fidelity® Value Discovery Fund Class K	2103
Fidelity® Global Commodity Stock Fund	2120
Fidelity® Corporate Bond Fund	2208
Fidelity® Conservative Income Bond Fund	2267
Fidelity® Global High Income Fund	2297
Fidelity® U.S. Bond Index Fund	2326

Future Corebridge Financial investment

Age-Appropriate Vanguard Target Retirement Target Date Fund

Name	Ticker	Birth Years
Vanguard Target Retirement Income Fund	VTINX	1900-1952
Vanguard Target Retirement 2020 Fund	VTWNX	1953-1957
Vanguard Target Retirement 2025 Fund	VTTVX	1958-1962
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2035 Fund	VTTHX	1968-1972
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2045 Fund	VTIVX	1978-1982
Vanguard Target Retirement 2050 Fund	VFIFX	1983-1987
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Vanguard Target Retirement 2060 Fund	VTTSX	1993-1997
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2065 Fund	VLXVX	1998-2002
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2070 Fund	VSVNX	2003-2098

Current Fidelity investment option	Fund Code
Fidelity® 500 Index Fund	2328
Fidelity® Emerging Markets Index Fund	2344
Fidelity® Global ex U.S. Index Fund	2348
Fidelity® Mid Cap Index Fund	2352
Fidelity® Real Estate Index Fund	2355
Fidelity® Small Cap Index Fund	2358
Fidelity® Total Market Index Fund	2361
Fidelity® International Index Fund	2363
Fidelity® Extended Market Index Fund	2365
Fidelity® Total Emerging Markets Fund	2369
Fidelity® Emerging Markets Discovery Fund	2374
Fidelity® Global Equity Income Fund	2406
Fidelity® Stock Selector Mid Cap Fund	2412
Fidelity® Inflation-Protected Bond Index Fund	2418
Fidelity® Global Credit Fund	2423
Fidelity® Short Duration High Income Fund	2580
Fidelity® Limited Term Bond Fund	2622
Fidelity® Large Cap Growth Index Fund	2826
Fidelity® Large Cap Value Index Fund	2830
Fidelity® Total International Index Fund	2834
Fidelity® U.S. Sustainability Index Fund	2941
Fidelity® International Sustainability Index Fund	2988
Fidelity Freedom® Income Fund Class K	3019
Fidelity Freedom® 2005 Fund Class K	3020
Fidelity Freedom® 2010 Fund Class K	3021
Fidelity Freedom® 2015 Fund Class K	3022
Fidelity Freedom® 2020 Fund Class K	3023
Fidelity Freedom® 2025 Fund Class K	3024
Fidelity Freedom® 2030 Fund Class K	3025
Fidelity Freedom® 2035 Fund Class K	3026
Fidelity Freedom® 2040 Fund Class K	3027
Fidelity Freedom® 2045 Fund Class K	3028
Fidelity Freedom® 2050 Fund Class K	3029
Fidelity Freedom® 2055 Fund Class K	3030
Fidelity Freedom® 2060 Fund Class K	3031
Fidelity® Short-Term Bond Index Fund	3041

Future Corebridge Financial investment		
Age-Appropriate Vanguard Target Retirement Target Date Fund		
Name	Ticker	Birth Years
Vanguard Target Retirement Income Fund	VTINX	1900-1952
Vanguard Target Retirement 2020 Fund	VTWNX	1953-1957
Vanguard Target Retirement 2025 Fund	VTTVX	1958-1962
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2035 Fund	VTTHX	1968-1972
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Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2065 Fund	VLXVX	1998-2002
Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
Vanguard Target Retirement 2070 Fund	VSVNX	2003-2098

Fidelity Investment Fund Mapping

Current Fidelity investment option	Fund Code
Fidelity® Intermediate Treasury Bond Index Fund	3045
Fidelity® Long-Term Treasury Bond Index Fund	3047
Fidelity® Short-Term Treasury Bond Index Fund	3049
Fidelity® Strategic Income Fund	3082
Fidelity® Sustainability Bond Index Fund	3086
Fidelity® Founders Fund	3336
Fidelity® Women's Leadership Fund	3396
Fidelity® Mid Cap Growth Index Fund	3403
Fidelity® Mid Cap Value Index Fund	3404
Fidelity® Small Cap Growth Index Fund	3405
Fidelity® Small Cap Value Index Fund	3406
Fidelity Freedom® 2065 Fund Class K	3416



Future Corebridge Financial investment

Age-Appropriate Vanguard Target Retirement Target Date Fund

Name	Ticker	Birth Years
Vanguard Target Retirement Income Fund	VTINX	1900-1952
Vanguard Target Retirement 2020 Fund	VTWNX	1953-1957
Vanguard Target Retirement 2025 Fund	VTTVX	1958-1962
Vanguard Target Retirement 2030 Fund	VTHRX	1963-1967
Vanguard Target Retirement 2035 Fund	VTTHX	1968-1972
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Vanguard Target Retirement 2040 Fund	VFORX	1973-1977
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² The principal value of an investment in a target date fund is not guaranteed at any time including at or after the target maturity date. The target date is the approximate date when investors plan to start withdrawing money. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. Some target date funds maintain a substantial allocation to equities both prior to and after the target date, which can result in greater volatility over shorter time periods. If an investor plans to retire significantly earlier or later than age 65, the funds may not be an appropriate investment even if the investor is retiring on or near the target date. Read the prospectus carefully before investing.

Generally, higher potential returns involve greater risk and short-term volatility. For example, small-cap, mid-cap, sector and emerging funds can experience significant price fluctuation due to business risks and adverse political developments. International and global funds can experience price fluctuation due to changing market conditions, currency values, and economic and political climates. High-yield bond funds, which invest in bonds that have lower ratings, typically experience price fluctuation and a greater risk of loss of principal and income than when investing directly in U.S. government securities such as U.S. Treasury bonds and bills, which are guaranteed by the government for repayment of principal and interest if held to maturity. Fund shares are not insured and are not backed by the U.S. government, and their value and yield will vary with market conditions. Interest rates and bond prices typically move inversely to each other; therefore, as with any bond fund, the value of an investment in this fund may go up if interest rates fall, and vice versa. Mortgage-related funds' underlying mortgages are more likely to be prepaid during periods of declining interest rates, which could hurt the fund's share price or yield and may be prepaid more slowly during periods of rapidly rising interest rates, which might lengthen the fund's expected maturity. Investors should carefully assess the risks associated with an investment in the fund.

Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the prospectuses carefully before investing. The prospectuses of the funds available in your plan contain important information, which can be obtained from your financial professional or at bh.corebridgefinancial.com. Enter your Group ID in the login field and click *Continue*. You can also request a copy by calling 1.800.428.2542.

Investing involves risk, including the possible loss of principal. Investment values will fluctuate and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than their original cost.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc., member FINRA, SIPC and an SEC-registered investment adviser.

Annuities are issued by **The Variable Annuity Life Insurance Company**, Houston, TX. Variable annuities are distributed by AIG Capital Services, Inc., member FINRA.

VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

All companies above are wholly owned subsidiaries of Corebridge Financial, Inc.

Corebridge Retirement Services, Corebridge Financial and Corebridge are marketing names used by these companies.

Corebridge Financial Investment Fund Mapping

Current Annuity Investment Option	New Mutual Fund Investment Option	Ticker
International Equity		
International Equities Index Fund	Fidelity Total International Index Fund	FTIHX
International Value Fund	Goldman Sachs GQG Partners International Equity Fund	GSIX
Emerging Economies Fund	Goldman Sachs GQG Partners International Equity Fund	GSIX
International Growth	Goldman Sachs GQG Partners International Equity Fund	GSIX
International Opportunities	Goldman Sachs GQG Partners International Equity Fund	GSIX
Specialty		
Science & Technology Fund	Fidelity 500 Index Fund	FXAIX
Global Real Estate	Fidelity 500 Index Fund	FXAIX
Invesco Balanced-Risk Commodity Strategy	Fidelity 500 Index Fund	FXAIX
Small Cap		
Small Cap Growth Fund	GW&K Small Cap Core	GWEZX
Small Cap Value Fund	GW&K Small Cap Core	GWEZX
Small Cap Special Values Fund	GW&K Small Cap Core	GWEZX
Mid Cap		
Ariel Fund	Champlain Mid Cap	CIPIX
Mid Cap Strategic Growth Fund	Champlain Mid Cap	CIPIX
Ariel Appreciation	Champlain Mid Cap	CIPIX
Mid Cap Value Fund	Champlain Mid Cap	CIPIX
Domestic Large Cap		
Large Capital Growth Fund	Fidelity 500 Index Fund	FXAIX
Growth	Fidelity 500 Index Fund	FXAIX
Capital Appreciation Fund	Fidelity 500 Index Fund	FXAIX
Blue Chip Growth Fund	Fidelity 500 Index Fund	FXAIX
American Beacon Bridgeway Large Cap Gr	Fidelity 500 Index Fund	FXAIX
Systematic Core Fund	Fidelity 500 Index Fund	FXAIX

Current Annuity Investment Option	New Mutual Fund Investment Option	Ticker
Dividend Value Fund	Fidelity 500 Index Fund	FXAIX
Vanguard Windsor II	Fidelity 500 Index Fund	FXAIX
Systematic Value Fund	Fidelity 500 Index Fund	FXAIX
Socially Responsible		
International Socially Responsible Fund	Goldman Sachs GQG Partners International Equity Fund	GSIIYX
U.S. Socially Responsible Fund	Fidelity 500 Index Fund	FXAIX
Index		
Small Cap Index Fund	Fidelity Small Cap Index Fund	FSSNX
Mid Cap Index Fund	Fidelity Mid Cap Index Fund	FSMDX
Stock Index Fund	Fidelity 500 Index Fund	FXAIX
Nasdaq-100 Index Fund	Fidelity 500 Index Fund	FXAIX
Lifestyle		
Aggressive Growth Lifestyle Fund	Vanguard Target Retirement 2035 Fund	VTTHX
Moderate Growth Lifestyle Fund	Vanguard Target Retirement 2025 Fund	VTTVX
Conservative Growth Lifestyle Fund	Vanguard Target Retirement 2020 Fund	VTWNLX
Vanguard LifeStrategy Growth	Vanguard Target Retirement 2035 Fund	VTTHX
Vanguard LifeStrategy Moderate Growth	Vanguard Target Retirement 2025 Fund	VTTVX
Vanguard LifeStrategy Conservative Growth	Vanguard Target Retirement 2020 Fund	VTWNLX
Lifestyle/Target Date²		
T. Rowe Price Retirement 2015 Adv	Vanguard Target Retirement Income Fund	VTINX
T. Rowe Price Retirement 2020 Adv	Vanguard Target Retirement 2020 Fund	VTWNLX
T. Rowe Price Retirement 2025 Adv	Vanguard Target Retirement 2025 Fund	VTTVX
T. Rowe Price Retirement 2030 Adv	Vanguard Target Retirement 2030 Fund	VTHRFX
T. Rowe Price Retirement 2035 Adv	Vanguard Target Retirement 2035 Fund	VTTHX
T. Rowe Price Retirement 2040 Adv	Vanguard Target Retirement 2040 Fund	VFORX
T. Rowe Price Retirement 2045 Adv	Vanguard Target Retirement 2045 Fund	VTIVX
T. Rowe Price Retirement 2050 Adv	Vanguard Target Retirement 2050 Fund	VFIFX
T. Rowe Price Retirement 2055 Adv	Vanguard Target Retirement 2055 Fund	VFFVX
T. Rowe Price Retirement 2060 Adv	Vanguard Target Retirement 2060 Fund	VTTSX

Current Annuity Investment Option	New Mutual Fund Investment Option	Ticker
Balanced	Balanced	
Asset Allocation Fund	Vanguard Target Retirement 2035 Fund	VTTHX
Global Strategy Fund	Vanguard Target Retirement 2025 Fund	VTTVX
Vanguard Wellington	Vanguard Target Retirement 2025 Fund	VTTVX
Dynamic Allocation	Vanguard Target Retirement 2035 Fund	VTTHX
Non-US Govt Bonds	Non-US Govt Bonds	
International Government Bond Fund	Baird Core Plus Bond Fund	BCOIX
Corporate Bonds	Corporate Bonds	
Vanguard L/T Investment Grade	Fidelity U.S. Bond Index Fund	FXNAX
Core Bond	Baird Core Plus Bond Fund	BCOIX
Government Bonds	Government Bonds	
Inflation Protected Fund	Fidelity U.S. Bond Index Fund	FXNAX
Government Securities	Fidelity U.S. Bond Index Fund	FXNAX
Vanguard Long-Term Treasury	Fidelity U.S. Bond Index Fund	FXNAX
Money Market³	Money Market³	
Goldman Sachs VIT Government MMkt Instl	VALIC Fixed Account	
Fixed Account¹		
Fixed Account Plus	VALIC Fixed Account	
Short Term Fixed Account	VALIC Fixed Account	
Multi-Year Enhanced Fixed Option	VALIC Fixed Account	

¹ Policy Form GFUA-398, GFUA-12, GFUA-315 or GFA-504, a group fixed annuity issued by The Variable Annuity Life Insurance Company.

² The principal value of an investment in a target date fund is not guaranteed at any time including at or after the target maturity date. The target date is the approximate date when investors plan to start withdrawing money. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. Some target date funds maintain a substantial allocation to equities both prior to and after the target date, which can result in greater volatility over shorter time periods. If an investor plans to retire significantly earlier or later than age 65, the funds may not be an appropriate investment even if the investor is retiring on or near the target date. Read the prospectus carefully before investing.

³ You could lose money by investing in the Money Market Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

Generally, higher potential returns involve greater risk and short-term volatility. For example, small-cap, mid-cap, sector and emerging funds can experience significant price fluctuation due to business risks and adverse political developments. International and global funds can experience price fluctuation due to changing market conditions, currency values, and economic and political climates. High-yield bond funds, which invest in bonds that have lower ratings, typically experience price fluctuation and a greater risk of loss of principal and income than when investing directly in U.S. government securities such as U.S. Treasury bonds and bills, which are guaranteed by the government for repayment of principal and interest if held to maturity. Fund shares are not insured and are not backed by the U.S. government, and their value and yield will vary with market conditions. Interest rates and bond prices typically move inversely to each other; therefore, as with any bond fund, the value of an investment in this fund may go up if interest rates fall, and vice versa. Mortgage-related funds' underlying mortgages are more likely to be prepaid during periods of declining interest rates, which could hurt the fund's share price or yield and may be prepaid more slowly during periods of rapidly rising interest rates, which might lengthen the fund's expected maturity. Investors should carefully assess the risks associated with an investment in the fund. Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the prospectuses carefully before investing. The prospectus contains important information, which can be obtained from your financial professional or by visiting bh.corebridgefinancial.com and clicking on Documents & Forms (ePrint) on the bottom left of the screen. Enter your Group ID number in the Login field and click Continue. Click on Funds on right side of screen, and the funds available for your plan will be displayed. You can also request a copy by calling 1.800.428.2542.

Investing involves risk, including the possible loss of principal. Investment values will fluctuate and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than their original cost.

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Securities and investment advisory services offered through VALIC Financial Advisors, Inc., member FINRA, SIPC and an SEC-registered investment adviser.

Annuities are issued by The Variable Annuity Life Insurance Company, Houston, TX. Variable annuities are distributed by AIG Capital Services, Inc., member FINRA.

VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

All companies above are wholly owned subsidiaries of Corebridge Financial, Inc.

Corebridge Retirement Services, Corebridge Financial and Corebridge are marketing names used by these companies.

If you are not currently enrolled in the Broward Health Retirement Plans

Automatic enrollment in Broward Health’s retirement plan can give you a head start on your financial future.

All new hires will be automatically enrolled in the retirement plan at 2% contribution percentage of compensation. New hires have 45 days to opt out of enrollment. You can enroll, register and access your account a number of ways, as seen below. Once enrolled and registered on the website, you have 24/7 access to your account balance and a host of tools designed to help you get on track and stay there.

Online	By Phone	With a Professional
<ul style="list-style-type: none"> • Locate your access code in the table below for the desired plan • Visit bh.corebridgefinancial.com • Enter your access code. • Click Continue to get started. • Follow the prompts. 	<ul style="list-style-type: none"> • Provide the access code in the table below for the desired plan • Call 1.888.569.7055, Monday through Friday, 8:00 a.m. to 8:00 p.m. (ET), to speak with an enrollment specialist. 	<ul style="list-style-type: none"> • Refer to the last page for a complete list of your financial professionals.

Access Codes			
403(b) Plan		457(b) Plan	
Pre-Tax & Roth	09091003	Pre-Tax & Roth	09091007
Roth Only	09091030	Roth Only	09091070



Financial planning services available

At no additional cost to you, Corebridge provides a broad range of individual financial planning services, which include helping you to:

- Create a formal financial plan
- Estimate your retirement needs
- Determine your savings rate
- Plan for how long you want to work
- Diversify your assets¹
- Select investment funds
- Monitor and manage your portfolio

¹ Bear in mind that diversification does not ensure a profit or protect against market loss.

For retirees and former employees



As a plan participant, it is important to stay updated about plan enhancements, such as those Broward Health has made to improve the Plans and plan benefits. Please review the information in this message that applies to you.

Distributions

If you currently receive systematic withdrawals/Required Minimum Distributions, the Plans will continue to provide the same distribution options and will contact you individually if any action is required on your part.

Plan advantages

The advantages available to active employees are your advantages, too:

- **Oversight:** Broward Health provides ongoing oversight of the Plans and their investments, including regular review and modification of the investment lineup to ensure it aligns with the Plans' goals for its participants.
- **Support and education:** Tools like Retirement Pathfinder, online resources like FutureFIT University and individualized support from Corebridge financial professionals are available to you for as long as you are enrolled in the Plans.

Resources to help you

Retirement Pathfinder

Analyze your retirement savings plan and get answers to your questions using Retirement Pathfinder. This interactive tool allows you to build a personalized retirement plan – on your own, or with your financial professional. Retirement Pathfinder can graph model retirement scenarios to gain new insight into your plan. It also helps with real-time answers to questions like:

- Can I retire when I planned?
- Am I saving enough to achieve my retirement goals?
- Will I outlive or use up my retirement savings?
- Is it possible to guarantee my retirement income?
- How do I convert retirement savings into income?



FutureFIT University

FutureFIT University offers 20 short, interactive education modules, or playlists, that are designed to help demystify key financial topics. Videos, animation and 3D gaming bring complex financial concepts to life. Access them from the education center at bh.corebridgefinancial.com whenever you are working on being FutureFIT.

Your Corebridge Financial professionals

Your most valuable resource is likely to be the one-on-one time you spend with your Corebridge financial professionals. Corebridge takes a different approach to providing advisory resources. Our financial professionals live in the communities they support, so they are closer in proximity and are familiar with your region. You can choose to meet with a Corebridge financial professional by phone or online.

Guided Portfolio Services® (GPS)

GPS is a comprehensive managed account program, powered by Morningstar, focused on helping you save and invest to meet your retirement income goals. GPS offers two approaches to help you achieve your retirement goals. One approach is for do-it-yourselfers. The other is for those who prefer to have someone else do it for them. Both approaches deliver objective advice from independent financial expert Morningstar Investment Management LLC, including how much to save, which investments to choose and how much to invest in each. GPS is an optional service offered through VALIC Financial Advisors, Inc. and is available for an additional fee. For more information, contact your local financial professional.



Roth contributions

The Roth option offers a way to set aside after-tax money and, after five years, make tax-free withdrawals of principal, interest and earnings if certain conditions are met. And, you can:

- Contribute up to \$22,500 (combined pretax and Roth contributions) in 2023, plus \$7,500 more if you are age 50 or older.
- Take tax-free distributions after the end of the five-year period beginning with the first year for which a Roth contribution was made to the Supplemental Retirement Plan (SRP) and reaching age 59½, death or disability.

Brokerage window

If you are interested in investments that are outside of the new investment menu, a self-directed brokerage account may be of interest to you.

The Schwab Personal Choice Retirement Account (PCRA) is a self-directed brokerage account that combines the convenience of your retirement plan with the additional flexibility of an individual brokerage account. It gives you expanded mutual fund investment choices and the opportunity to manage your retirement plan investments more completely.

Note that some investments may also impose a separate minimum investment requirement when you make a purchase.

Custom website

For additional information about the Plan, including access to fund performance, prospectuses, financial planning tools and more, visit bh.corebridgefinancial.com.

continued

Resources to help you **continued**



Workshops

Attend an upcoming meeting to learn more about:

- Our new sole provider for the Plans
- Enhancements to the Plans
- New savings opportunities
- The importance of retirement planning
- Opportunities to get on track for a secure financial future
- Next steps

Learn more about the enhancements to the Plans

Corebridge will host information sessions about the Plans. To review the schedule and register for an information session, visit bh.corebridgefinancial.com.

Q&A

All Participants: The following questions and answers are offered to help all participants understand the upcoming changes to the Broward Health Retirement program.

1 What enhancements does the new mutual fund platform offer?

The new mutual fund platform offers you potentially lower fees, an enhanced lineup of investments and additional asset categories, including target date funds. You can choose from a wide selection of mutual funds from well-known fund companies to design an investment portfolio in alignment with your needs.

2 How will my contributions be invested?

Your contributions will be mapped from the investment elections in your annuity investment program to like investments on the mutual fund platform. The amount and percentage you currently contribute to the plan will be deposited in the new mutual fund platform. You have the option to make changes to your investments before mapping occurs.

3 What is a target date fund?

This approach to investing offers an alternative to the traditional “do-it-yourself” approach. Target date funds target a certain date range for retirement and are designed to rebalance to a more conservative approach as your retirement date nears. Professional investment advisors invest, monitor and rebalance the portfolio. The fund advisors also gradually shift your assets to more conservative investments

as your target retirement date moves closer. Bear in mind that the principal value of an investment in a target date fund is not guaranteed at any time, including at or after the target maturity date. The target date is the approximate date when investors plan to start withdrawing their money. In addition to target date funds, the mutual fund platform will provide a wide range of asset classes, passive and index fund offerings, in an effort to assist you in creating a well-diversified portfolio based on your personal needs and preferences.

4 How was the fund transfer “mapping” determined?

The mapping was determined by comparing the investment strategies and goals of each discontinued fund and matching it with a new fund that offers a similar investment strategy and goal.

5 Can I roll over funds from another qualified savings plan to this account?

Yes, you may roll over funds from a 401(k), 403(b), IRA and other similar qualified plans. Contact your financial professional for details.

Corebridge Financial: The following questions and answers are offered to help Corebridge Financial participants understand the upcoming changes to the Broward Health Retirement program.

6 Why has the decision been made to add the new mutual fund platform?

The decision to provide this enhancement was determined after an extensive review of our current annuity platform and investment options by Broward Health and Meketa Investment Group. The new mutual fund platform offers you potentially lower fees, an enhanced lineup of investments and additional asset categories, including target date funds.

7 Do I need to do anything with my existing account?

With the addition of the new mutual fund platform, you have options available for your account assets. You can choose to:

- Maintain your current annuity account assets. Note all new and future contributions will be directed to the mutual fund platform
- Convert your annuity account assets to the mutual fund platform at your discretion, including all new and future contributions

8 How can I move my existing assets and future contributions to the new mutual fund platform?

To move your existing and future plan assets to the new mutual fund platform, you will need to complete and submit an Asset Conversion Form. Upon receipt of the completed Asset Conversion Form, all annuity assets will be liquidated immediately and placed in the new mutual fund platform by the next business day. If assistance is needed in completing this form, please reach out to your financial professional.

9 Must I move my existing Corebridge Financial annuity account assets to the new mutual fund platform?

No, you can elect to leave your existing assets in the current annuity program or move it to the new mutual fund platform. However, if you choose to transfer your existing annuity assets to the mutual fund platform, you must move the entire account value; partial transfers are not allowed.

10 What will happen to my existing annuity assets?

Current annuity account assets will remain unaffected unless or until you make the election to transfer to the new mutual fund platform by completing the Asset Conversion Form. Note all new and future contributions will be directed to the mutual fund platform. Be advised that your Guaranteed Death Benefit and Guaranteed Minimum Interest Rate (for annuity fixed assets) and IncomeLOCK riders attached to your annuity assets are no longer available once your Asset Conversion Form is processed. Please contact your local financial professional for more information.

11 Can I transfer to the mutual fund platform if I currently have an annuity loan?

Yes, all available annuity account balances, except outstanding loan balances will be available to transfer to the new mutual fund platform by completing the Asset Conversion Form. Outstanding annuity loans will not be transferred to the mutual fund platform. Your loan repayments will continue to be paid via ACH under the annuity program. Once annuity loans are paid in full, you may submit an Asset Conversion Form if you choose to transfer the remaining loan payments received by the annuity account to the mutual fund platform.

Former Fidelity Participants: The following questions and answers are offered to help former Fidelity participants understand the upcoming changes to the Broward Health Retirement program.

12 Do I need to re-enroll with Corebridge Financial if I am a former participant with Fidelity?

No, if you currently have a balance in the plan and/or are making contributions with Fidelity, you will not be required to re-enroll. Your contribution allocations will be mapped automatically to Corebridge Financial.

13 How do I enroll in the Plan?

If you are currently participating in the Plan and have an account with Fidelity, your enrollment is automatic and you do not need to enroll with Corebridge Financial.

If you are not currently participating in the Plan, you can enroll online, by phone or by contacting your financial professional.

14 When will contributions into my old Fidelity account be sent to Corebridge Financial?

- Your final contribution to Fidelity will be February 2, 2023.
- Your first contribution to Corebridge Financial will be February 16, 2023.

15 What happens to my accounts with Fidelity?

If you have a balance with Fidelity, those balances—as well as ongoing pre-tax deferrals and/or employer contributions—will automatically transfer to Corebridge Financial.

If you want to change the way your existing balance and future contributions are invested at Fidelity, you must do so before the beginning of the quiet period on February 23, 2023. It is very important that you review and consider the appropriateness of your current investments prior to the beginning of the quiet period.

Questions?

If you have questions about this change or need additional support, you may contact your dedicated financial professionals by visiting <https://www.corebridgefinancial.com/rs/bh/home/contact-us> or call the Client Care Center at 1.800.448.2542.

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Investors should carefully consider the investment objectives, risks, fees, charges and expenses before investing. Read the prospectuses carefully before investing. The prospectuses of the funds available in your plan contain important information, which can be obtained from your financial professional or at bh.corebridgefinancial.com. You can also request a copy by calling 1.800.428.2542.

Important considerations before deciding to move funds either into or out of a Corebridge retirement services account

There are many things to consider. For starters, you will want to carefully review and compare your existing account and the new account, including: fees and charges; guarantees and benefits; and, any limitations under either of the accounts. Also, you will want to know whether a surrender of your current account could result in charges. Your financial professional can help you review these and other important considerations.

Click bh.corebridgefinancial.com 1.800.428.2542

This material is general in nature, was developed for educational use only, and is not intended to provide financial, legal, fiduciary, accounting or tax advice, nor is it intended to make any recommendations. Applicable laws and regulations are complex and subject to change. Please consult with your financial professional regarding your situation. For legal, accounting or tax advice consult the appropriate professional.

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VALIC Retirement Services Company provides retirement plan recordkeeping and related services and is the transfer agent for certain affiliated variable investment options.

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Corebridge Retirement Services, Corebridge Financial and Corebridge are marketing names used by these companies.