

AUGUST 2019

INSIDE THIS ISSUE

- 1 NEW FUND CHOICES AVAILABLE
- 1 PROTECTION FOR ERISA DEFINED CONTRIBUTION PLAN FIDUCIARIES
- 2 FINANCIAL CONSULTING SERVICES AVAILABLE
- 3 UPCOMING COMPLIANCE DEADLINES
- 3 IN MEMORIAM:
DR. LASALLE D. LEFFALL JR.
- 4 PREPARING FOR FORM 5500 INDEPENDENT AUDIT?

CONTACT US

Regional Offices:
1-800-468-3785
(M-F 8:00 a.m.–5:00 p.m.
local time)

Telephone Service
Representatives:
1-800-468-3785
(M-F 9:00 a.m.–9:00 p.m. ET)

Rollover Specialists:
1-866-939-7655
(M-F 9:00 a.m.–8:00 p.m. ET)

Website: mutualofamerica.com



New Fund Choices Available

Mutual of America is pleased to announce that it has expanded its family of Separate Account investment fund offerings with the addition of the following five funds:

- **Delaware VIP® Small Cap Value Series**
Investment Objective: seeks capital appreciation
- **Goldman Sachs VIT Small Cap Equity Insights Fund**
Investment Objective: seeks long-term growth of capital
- **Goldman Sachs VIT US Equity Insights Fund**
Investment Objective: seeks long-term growth of capital and dividend income
- **Neuberger Berman AMT Sustainable Equity Portfolio**
Investment Objective: seeks long-term growth of capital by investing primarily in securities of companies that meet the Fund's environmental, social and governance (ESG) criteria
- **Victory RS Small Cap Growth Equity VIP Series**
Investment Objective: seeks long-term capital growth

Delaware Funds®
by MACQUARIE



Asset
Management

NEUBERGER BERMAN



These funds complement the investment funds currently offered by Mutual of America by providing access to an expanded selection of investment choices for individuals as they save for retirement.

Information about these funds, including each fund's objective, strategy, risks, fees, expenses, performance, annual returns and portfolio manager(s), is available at mutualofamerica.com.

Please contact your local Mutual of America Regional Office representative for additional information about these new funds and with any questions you may have. ■

Protection for ERISA Defined Contribution Plan Fiduciaries

Mutual of America recognizes the importance of a plan sponsor's role as a fiduciary to its plan. Our array of services assists you in complying with ever-changing and emerging regulations and meeting your fiduciary responsibilities to the plan and participants. Our fiduciary support services, including the indemnification and hold harmless, provide plan sponsors with the assistance they need to meet their fiduciary obligations under ERISA.

Mutual of America stands behind the selection and monitoring processes for the investment funds offered through the Separate Accounts under its contracts.



Continued on Page 2

Financial Consulting Services Available



When your employees think about retirement, they may wonder if they will be financially secure and have the money to do all the things they've always wanted to do – such as traveling, learning new skills or being more active in their community.

A Mutual of America Financial Consultant can assist your employees in reviewing their goals and priorities and provide them with information to use now and as their personal and financial circumstances change.

“Our Financial Consultants follow a disciplined three-step process to give your employees a better idea of where they stand and how they can reach their goals,” says William Shannon, Senior Vice President, Financial Consulting Services. “They'll help your employees evaluate their road map for a secure financial future and retirement income needs, including pensions, personal savings and Social Security.”

It's important to note that there is no expense or fee for this service, although there are minimum account balance requirements.

Connect with a Financial Consultant Today

Help your employees maximize their opportunities to realize a financially secure retirement by protecting the assets that they've worked so hard to accumulate. Have them call your local Mutual of America Regional Office today to schedule an appointment with a Financial Consultant. ■

The guidance and information provided by Mutual of America's Financial Consultants are educational in nature and are not intended to serve as a primary basis for your investment decisions. No separate fee is charged by Mutual of America Life Insurance Company or its affiliates for Financial Consulting Services.

Mutual of America's Financial Consulting Services do not create an investment advisory or a fiduciary relationship (including under ERISA) between you and Mutual of America Life Insurance Company or its affiliates.

Mutual of America Life Insurance Company, its affiliates and its Financial Consultants do not provide tax or legal advice. Consult your personal tax adviser or attorney for matters involving taxation and tax planning and your attorney for matters involving personal trusts and estate planning.

Protection for ERISA Defined Contribution Plan Fiduciaries *Continued from Page 1*



As evidence of our confidence in our investment products, we will indemnify a Plan Sponsor/Fiduciary who maintains and continues to contribute to an ERISA defined contribution Plan funded through the Company's group variable annuity contract against liability, losses or

reasonable related expenses (including reasonable attorneys' fees and court costs) that arise from ERISA fiduciary claims brought against the Plan Sponsor/Fiduciary with respect to the Separate Account investment funds offered under the Company's contract, subject to certain terms and conditions.

These claims include the following:

1. Breach by the Plan Sponsor/Fiduciary of ERISA's prudence and/or diversification requirements in its selection and monitoring of the investment funds.
2. Failure by the investment funds offered under the Company's investment menu to meet ERISA Section 404(c)'s "broad range of investment alternatives" requirements to the extent applicable.
3. Failure by any Qualified Default Investment Alternatives (QDIAs) offered under the Company's investment menu to meet one of the Department of Labor's investment product requirements for QDIAs. ■

If you would like to request a copy of the indemnification terms and conditions document, or if you have any questions about your fiduciary obligations, please call your local Mutual of America Regional Office, or 1-800-468-3785. If your plan is not subject to ERISA, please contact your Regional Office to discuss how Mutual of America's non-ERISA indemnification may be able to assist you in complying with applicable state fiduciary laws.

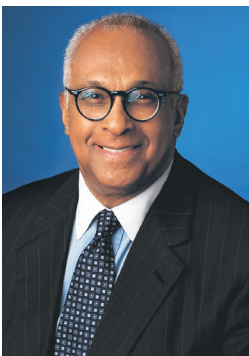
Upcoming Compliance Deadlines

If you have a plan with a plan year beginning January 1, following are some important remaining 401(k) and 403(b) plan compliance and regulatory deadline dates for 2019. This article provides general information and does not discuss every deadline that applies to your plan. For more information

and to view the Annual Compliance Calendar for your plan type, including if you have a plan with a plan year beginning July 1, visit Mutual of America SponsorConnect® and select Plan Administrator's Guides from the Administrative Resources tab. ■

August 30	For ERISA employers, distribute annual Participant Fee Disclosure Notice to participants, beneficiaries, alternate payees (i.e., anyone with an account balance who has investment discretion), as well as to eligible, nonparticipating employees.
September 30	For ERISA employers, distribute Form 5500 Summary Annual Report (if the Form 5500 was filed by July 31 [i.e., without extension]).
October 15	For ERISA employers, file Form 5500 (if Form 5558 was filed by July 31 requesting extension).
December 1	Distribute annual Safe Harbor, Automatic Contribution Arrangement, and ERISA Qualified Default Investment Alternative notices to participants.
December 15	For ERISA employers, Distribute Form 5500 Summary Annual Report (if the Form 5500 was filed by October 15 [i.e., with extension]).
December 31	Participants must take second and subsequent required minimum distributions (RMDs) under Section 401(a)(9) of the Internal Revenue Code (IRC) beginning in the year following the year they reach age 70½.
December 31	Adopt any plan amendments required for the plan year.

In Memoriam: Dr. LaSalle D. Leffall Jr.



Mutual of America and its Board of Directors, together with its officers and employees, mourn the recent passing of Dr. LaSalle D. Leffall Jr., who was an esteemed member of the Board of Directors for more than 34 years.

Dr. Leffall served with distinction on the Executive, Product and Marketing, and Nominating Committees and was appointed Chair of the Nominating Committee in 2016. He formerly served on the Audit Committee and as Chair of the Long-Range Planning Committee, and was one of the founding members of the Mutual of America Community Partnership Award Selection Committee. His many years of dedicated service were distinguished by his sound judgment, insights and wise counsel.

Highly respected as a surgeon, oncologist, medical educator, civic leader and mentor, he was a pioneer in many aspects of his life. He graduated first in his class from Howard University College of Medicine and joined Howard's faculty, ultimately becoming Chairman of the Department of Surgery – a position he held for 25 years. Appointed by President Bush as Chairman of

the President's Cancer Panel from 2002 to 2011, Dr. Leffall also served as Chairman of the Board of the Susan G. Komen Breast Cancer Foundation. He was the first African American to serve as president of the American Cancer Society, the Society of Surgical Oncology, the Society of Surgical Chairmen and the American College of Surgeons. His autobiography, "No Boundaries – A Cancer Surgeon's Odyssey," was published in 2005. LaSalle Leffall's wisdom, experience and commitment to personal and professional excellence and accountability profoundly touched and influenced many lives.

Dr. LaSalle Leffall was a friend to each of us. We who were privileged to have known him will gratefully remember his eloquence, strength of character and high ethical standards. His warmth and friendship will be deeply missed.

While we mourn his passing, we greatly admire the manner in which he lived his life. Dr. LaSalle D. Leffall Jr., our friend and colleague, will be remembered with profound respect and affection. ■

Preparing for Form 5500 Independent Audit?

HOW MUTUAL OF AMERICA CAN HELP

Mutual of America representatives offer you and your staff a high level of “hands on” support. We will work directly with you and your auditor to provide:

- Quarterly contribution reports
- An Annual Fund Report
- A Service Organization Control (SOC-1) Report
- Daily access to plan data through Mutual of America SponsorConnect®
- Historical data
- Original or copies of administrative forms
- Certain ad hoc reports customized upon request

Department of Labor rules require all plans covered by the Employee Retirement Income Security Act of 1974, as amended (“ERISA”), to file a Form 5500 Annual Return/Report. Plans with 100 or more total participants at the beginning of the plan year* (i.e., a “large plan”) are also required to include a report of an independent qualified public accountant (audit report).

For such large plans, a plan audit can be a complex and time-consuming process that may require plan sponsors to provide documents, schedules and information to their plan auditor. In addition, plan auditors may ask questions related to a range of topics, including plan reporting, governance, service providers, internal controls and fraud. That’s why it is critical that you work closely with your plan auditor and your local Mutual of America Regional Office representative throughout the audit process.

Plan sponsors should also ensure that plan officials are sufficiently bonded. ■

* The audit report requirement applies to plans that cover 100 or more total participants at the beginning of the plan year (counting all employees who are eligible to contribute to the plan, whether they do so or not, and former employees and beneficiaries who have a balance under the plan).

Before investing, you should carefully consider the investment objectives, risks, charges and expenses of the variable annuity contract and the underlying investment funds. This and other information is contained in the contract prospectus or brochure and underlying funds prospectuses and summary prospectuses. Please read the contract prospectus or brochure and underlying fund prospectuses and summary prospectuses carefully before investing. The contract prospectus or brochure and underlying fund prospectuses and summary prospectuses can be obtained by calling 1-800-468-3785 or visiting mutualofamerica.com.

Mutual of America’s group and individual retirement products are variable annuity contracts and are suitable for long-term investing, particularly for retirement savings. The value of a variable annuity contract will fluctuate depending on the performance of the Separate Account investment funds you choose. Upon redemption, you could receive more or less than the principal amount invested. A variable annuity contract provides no additional tax-deferred treatment of benefits beyond the treatment provided to any qualified retirement plan or IRA by applicable tax law. You should carefully consider a variable annuity contract’s other features before making a decision.