

MUTUAL OF AMERICA

Q & A for the St. Ambrose Financial Services, Inc. 403(b) Thrift Plan **As of 09/01/13**

1. **If I was hired within the last 12 months and I was never in the Diocese of La Crosse Retirement Plan which was frozen as 12-31-06, when am I eligible for the 403(b) Thrift Plan?** You are eligible to make voluntary pre-tax contributions from your pay provided you are at least 18 years of age and are regularly scheduled to work at least 20 hours a week.
You are eligible to receive employer base & matching contributions when you are 21 years of age and have completed 1 year of service. You will be credited with a year of service for eligibility at the end of your first twelve months of employment provided you complete at least 1,000 hours of service within that twelve-month period. If you complete fewer than 1,000 hours during your first twelve months with us, you will be credited with a year of service for eligibility at the end of the first twelve-month period, beginning on the anniversary date of your date of hire, in which you complete 1,000 hours of service.
2. **If I work at 2 or more parishes/schools and my combined hours at these locations are more than 20 hours per week, am I eligible to participate in the plan?** Yes. If you are regularly scheduled to work at more than 1 Diocesan employer, combined hours equal or greater than 20 would qualify the employee to participate in the plan. Age and service requirements, as stated in question number 1 above, still apply. An enrollment form would need to be completed for each employer and the employee may qualify for employer contributions due to their combined hours of service and qualifying age and service criteria.
3. **If I work at least 20 hours per week between two different parishes/schools for a total of 40 hours, do I need to complete an application for each parish/school?** Yes. Contributions will be made to your account by both Diocesan employers.
4. **Does the 403(b) Thrift Plan offer a Roth option?** Not at this time. A Roth feature may become available at some future date.
5. **Will the value of my account go to a beneficiary (ies) of my choosing?** Yes. The vested value of your account will go to a beneficiary (ies) of your choice. All employer contributions to the plan will become automatically vested when you reach age 55, become totally & permanently disabled or die. If there are no surviving beneficiaries, the vested value of your account will be paid to your estate. It will not revert to the Diocese of La Crosse or Mutual of America.
6. **What is the maximum voluntary contribution per year?** The maximum voluntary contribution per year is 100% of compensation to a maximum of \$17,500 per year. An additional \$5,500 per year can be contributed by those who attain age 50 during the calendar year.
7. **What is the rate of growth for this investment?** Since the plan has 39 different Separate Account investment options, returns will vary with the level of risk of the particular investment. The plan's Interest Accumulation Account does offer a fixed rate of return that is currently 1.8%.
8. **Do participants have a choice of investment allocations for these contributions?** Employer and employee contributions can be allocated among 39 Separate Account investment options plus an Interest Accumulation Account. Interest/investment income is not taxed until the account values are withdrawn.
9. **Are State & Federal Taxes paid when contributions are made to the plan or when distributions are taken from the plan?** State and Federal Taxes are deferred until money is withdrawn from the account. They are taxed as ordinary income at that time.
10. **Are the additional contributions that are made to those employees who attained age 50 by 12-31-06 only for the vested employees who are age 50 or older?** If you attained 50 years of age on or before 12-31-06 and had at least 1 year of service with the Diocese by 12-31-06, or if you were participating in the Diocese of La Crosse Lay Employees' Retirement Plan prior to 12-31-06, then you were included even if you are not currently vested in the Diocese of La Crosse Lay Employees' Retirement Plan.
11. **If you already have another 403(b) plan, 401(k) Plan or IRA can it be rolled-over or transferred into this plan?** Yes.

12. **If Diocesan employees worked part-time, can they combine years to become vested (i.e.: 4 years at 50% time = 2 years at 100%)?** Vesting for the St. Ambrose Financial Services 403(b) Thrift Plan is different from the Diocese of La Crosse Lay Employees' Retirement Plan. Vesting is determined by your years of service from your date of hire to your date of termination. You are credited with vesting service for all years and months of employment. If you work an hour of service in a month, you will be credited with a complete month of service.

The value of your individual account attributable to employer contributions is vested according to the following schedule:

Years of Service	Percentage Vested
Less than 2	0%
2	33%
3	67%
4	100%

Moreover, the account value of contributions is fully and automatically vested when you reach age 55 or if you are totally and permanently disabled or die. Disability must be proven by submitting evidence satisfactory to the Plan Administrator.

13. **If you are fully vested in the Diocese of La Crosse Lay Employees' Retirement Plan, will you be fully vested in the 403(b) Thrift Plan?** Yes
14. **Some 403(b) plans provide an opportunity for you to meet with an advisor to make individual investment choices. Is that the case with this plan?** Yes
15. **Are employees still able to invest in their own personal IRAs?** Yes, within the rules and regulations of IRA accounts.
16. **Can employees invest in their own personal TDAs other than Mutual of America?** Yes, if the participant was enrolled prior to 01-01-09 and that provider signed an Information Sharing Agreement with the Diocese. The employer base and matching contributions will only be made to the Mutual of America plan. A participant must contribute to Mutual of America to receive the matching contributions. As of 01-01-09, new enrollments are only allowed with Mutual of America. (See Summary Plan Description for further details)
17. **Can our Parish have a separate 403(b) Thrift Plan?** No
18. **When can I start taking distributions from the 403(b) Thrift Plan without penalty?** When retiring from the Diocese at 55 years of age or older. For those leaving service prior to age 55, you must wait until the year you attain age 59 ½ years of age.
19. **Under the Lay Employee Pension Plan, there was no access to money until you attained age 65. At what age can withdrawals be made under the new plan?** You may withdrawal vested money from the 403(b) Thrift Plan, at age 59 ½ or when you separate service regardless of your age. Distributions made prior to age 59 ½ years of age and not specified in question 18 above, may be subject to a 10% Federal IRS withdrawal penalty and a State of Wisconsin Department of Revenue 3.33% penalty.
20. **Under the 403(b) Thrift Plan is the money secure (i.e.: not available for any other use by the Diocese)?** Yes. The money is held for the specific benefit of the participant and their beneficiaries.
21. **With the 403(b) Thrift Plan, can the money be willed to children or your estate?** Yes
22. **Is there a cost or service charge per transaction with the 403(b) Thrift Plan?** No
23. **Why is there a transition percentage with the 403(b) Thrift Plan?** Employees over the age of 50 received the greatest benefit from the Diocese of La Crosse Lay Employees' Retirement Plan. The transition contribution is to help offset the fact that these participants will no longer receive any additional benefits from the Diocese of La Crosse Lay Employees' Retirement Plan.
24. **Regarding the Transition Contribution Schedule, considering the age for full retirement for Social Security benefits has changed based on when one was born, why was December 31 of the year one reaches age 65 used?** The standard retirement age for the frozen Diocese of La Crosse Lay Employees' Retirement Plan is age 65.

25. **How often can you change future allocations of contributions or transfer among funds?** Transfers among funds and changes in future allocation of contributions can be made at no charge by calling 1-800-468-3785, OR via the website at www.mutualofamerica.com, OR by completing a Change in Allocation form and returning it to us. (Please review the prospectus at www.mutualofamerica.com under the "About Us Tab" for further details)
26. **Is there a surrender, withdrawal or transfer penalty in this plan?** No penalties are imposed at any time by Mutual of America. Tax penalties can apply for withdrawals prior to Age 59 ½.
27. **Is there any commissions paid on this Plan?** No, all Mutual of America employees are salaried and do not receive commissions.
28. **Is there a loan provision on the 403(b) Thrift Plan?** Yes
29. **Is there a Hardship Withdrawal Provision on the 403(b) Thrift Plan?** Yes

PLEASE REVIEW YOUR SUMMARY PLAN DESCRIPTION FOR FURTHER INFORMATION.

Q & A for the Diocese of La Crosse Lay Employees' Retirement Plan which was frozen as 12-31-06

1. **Can we invest the money in the Diocese of La Crosse Lay Employees' Retirement Plan ourselves?** No
2. **Is there an actual cash balance for each employee in the Diocese of La Crosse Lay Employees' Retirement Plan?** No
3. **What is meant by frozen Diocesan Lay Employees' Retirement Plan?** No further benefits will accrue as of 12-31-06, but the plan will continue to exist, pay benefits and the vesting schedule still applies.
4. **What is going to happen with the money that is currently in the Diocese of La Crosse Lay Employees' Retirement Plan?** The Diocese invests these monies in pooled accounts with stocks and bonds for the purposes of continuing to pay benefits for the participants of this plan.
5. **What amount will roll over for the Diocese of La Crosse Lay Employees' Retirement Plan?** None
6. **What is the current value of the Diocese of La Crosse Lay Employees' Retirement Plan?** The value is calculated as a monthly benefit at your standard retirement age of 65.
7. **With regard to the Diocese of La Crosse Lay Employees' Retirement Plan, will there be an option for a lump sum settlement at retirement or age 65?** No
8. **Will the existing Diocese of La Crosse Lay Employees' Retirement Plan continue to be invested to make money or is it frozen at its current value?** The value of your monthly benefit will be frozen as of 12-31-06. The Diocese will continue to invest the assets of the plan as stated in question 4.
9. **Are we losing money or benefits from the old plan?** The benefit that you have accrued and earned through 12-31-06 was frozen as of that date.
10. **Why is the amount being contributed being reduced?** The Diocese will continue to fund the frozen retirement plan at approximately 2.25% per year in addition to the contributions for the 403(b) Thrift Plan. The total contribution to both the Diocese of La Crosse Lay Employees' Retirement Plan and the 403(b) Thrift Plan should be approximately the same in value as previous contributions to Lay Employee's Retirement Plan before it was frozen.
11. **Under the Diocese of La Crosse Lay Employees' Retirement Plan, how long will benefits be paid out?** As long as benefits are due to participants. The value of these benefits are based upon the plan formula.
12. **Where is the old plan invested?** With an investment company selected by the Diocese.
13. **How does freezing the Diocese of La Crosse Lay Employees' Retirement Plan affect employees not yet vested in the plan?** Even though the Plan was frozen on December 31, 2006, the vesting schedule will continue to apply. So you will need to complete 10 years of service in which you work at least 1,000 hours per year, to be vested in this plan. For example, if you currently have 9 years of service on 12-31-06, you will need to work at least 1 more year and work at least 1,000 hours during that year to become vested. (Please see attached Summary of Material Modifications for updated information on this question as of 01-01-12)