



INTERNATIONAL UNION OF OPERATING ENGINEERS • AFL-CIO

LOCAL 399

BRIAN E. HICKEY
PRESIDENT & BUSINESS MANAGER

NEIL MASTERSON
VICE PRESIDENT

VINCENT T. WINTERS
RECORDING CORRESPONDING SECRETARY

PATRICK J. KELLY
FINANCIAL SECRETARY

ROGER F. MCGINTY
TREASURER

October 1, 2020

Dear Eligible Participant:

In this booklet you will find your annual notices relating to your INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399 AND PARTICIPATING EMPLOYERS DEFERRED COMPENSATION PLAN. The enclosures are as follows:

- **Summary Annual Report**
- **Annual QDIA Notice**
- **404a-5 (Fee Disclosures and Investment Comparative Chart)**

If you have any questions after reading the enclosed attachments please contact IUOE Local 399 401(k) department and ask for Megan Sherman at Ext. 5129 or Lisa Grzenia at Ext. 5127. Please note that these notices do not represent fee increases or changes since our last communication. These are solely being mailed at this time to ensure the Plan is fully compliant with governmental requirements.

As the new year is approaching please make sure to review that your beneficiary information on file with the 401(k) department is current and up to date. If there are any changes to be made they can provide you with the beneficiary change form.

Sincerely,

Vincent T. Winters
Trustee



SUMMARY ANNUAL REPORT FOR INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399 PARTICIPATING EMPLOYERS DEFERRED COMPENSATION EMPLOYEE SAVINGS PLAN

This is a summary of the annual report for International Union of Operating Engineers Local 399 Participating Employers Deferred Compensation Employee Savings Plan, EIN 36-4026691, for the year ended December 31, 2019. The annual report has been filed with the Employee Benefit Security Administration as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by the Trust.

The value of plan assets, after subtracting liabilities of the plan was \$227,234,955 as of December 31, 2019, compared to \$180,672,918 as of January 1, 2019. During the plan year, the plan experienced an increase in its net assets of \$46,562,037. The plan had total income of \$55,037,612, including participant contributions of \$14,918,167, employer contributions of \$143,952, rollover contributions of \$1,079,498, gain from investments of \$38,731,451, and other income of \$164,544.

Plan expenses were \$8,475,575. These expenses included \$8,110,522 in benefits paid to participants, \$59,163 of corrective distributions, \$34,258 of deemed distributions of participant loans and \$271,632 in administrative expenses.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- financial information and information on payments to service providers;
- assets held for investment;
- insurance information including sales commissions paid by insurance carriers; and
- information regarding pooled separate accounts in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, at 2260 South Grove Street, Chicago, IL 60616; (312) 372-9870. The charge to cover copying costs will be \$50.00 for the full annual report or \$.25 per page for any part thereof. You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover the copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 2260 South Grove Street, Chicago, IL 60616 and the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, N1513, Employee Benefit Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210.

Notice to Eligible Employees

INFORMATION CONCERNING YOUR PARTICIPATION IN THE IUOE LOCAL 399 DEFERRED COMPENSATION SAVINGS PLAN

This notice provides important information relating to your participation in IUOE Local 399 Deferred Compensation Savings Plan (the Plan”) for the plan year that begins in 2021.

The notice covers the following points:

- How your Plan account will be invested;
- How you can manage your Plan account; and
- Who to contact about your Plan account.

Note: If you are not currently enrolled, are not eligible to contribute and/or do not have an account balance in your Plan, parts of the information on the following pages may not pertain to you. Also, if you would like more information about your Plan than what is outlined below, review the Summary Plan Description (SPD) that has been provided to you.

HOW WILL MY PLAN ACCOUNT BE INVESTED?

The Plan lets you invest your account in a number of different investment options. As a Plan participant, you have the right to decide how to invest your account. **If you made an investment election with respect to your Plan account, the following information may not apply to you.**

Unless you choose or have chosen a different investment option, your Plan account may be invested in a default investment. Additionally, all of your future contributions to your account that you have not directed to a specific investment option in the Plan may be invested in this default investment. This default investment is known as the Qualified Default Investment Alternative (QDIA).

BlackRock LifePath Index Funds. Its objective is it seeks to provide for retirement outcomes based on quantitatively measured risk.

HOW DOES A TARGET DATE FUND WORK?

Generally, a Target Date Fund* is an investment option that automatically resets its asset allocations and associated risk levels over time with the objective of becoming more conservative (i.e. decreasing risk of losses) as it approaches the target date. The target date is the year in which investors in the investment option plan to retire and no longer make contributions. The asset mix is comprised of a combination of investment products, like stocks or bonds.

*A Target Date Portfolio (“Fund”) is a target date “fund of funds” which invests in a number of underlying funds. The Fund’s ability to achieve its investment objective will depend largely on the ability of the sub-adviser to select the appropriate mix of underlying funds and on the underlying funds’ ability to meet their investment objectives.

WHAT TARGET DATE FUND WAS SELECTED FOR ME?

The name of each Target Date Fund includes the name of the target date, also referred to as retirement date. And your contributions will be invested in the Target Date Fund that corresponds to or is closest to the year in which you attain the age of 67.** **For example**, Joe was born in 1971. Looking at the years available for the suite of Target Date Funds available to him, the Fund with a target date of **2040** is selected. However, if a date of birth is not provided to John Hancock, you will be defaulted into the most conservative investment option in the suite of Target Date Funds. For example, using the same table, the Fund with the year **2010** as its target date would be selected.

BIRTH YEAR	NAME OF FUND BASED ON TARGET DATE
1991 or later	2060 Fund
1986 - 1990	2055 Fund
1981 - 1985	2050 Fund
1976 - 1980	2045 Fund
1971 - 1975	2040 Fund
1966 - 1970	2035 Fund
1961 - 1965	2030 Fund
1956 - 1960	2025 Fund
1951 - 1955	2020 Fund
1946 - 1950	2015 Fund
1945 or earlier	2010 Fund

**The Target Date Fund that corresponds to or is closest to the year in which you attain age 67 is determined based on the Target Date Funds that were available on the date of your first default investment. Your account balance in the Plan and all future contributions will be invested in such Target Date Fund until you provide investment directions for your Plan account, regardless of whether a Target Date Fund later becomes available that is closer to the year in which you attain age 67. Please refer to your quarterly participant statement to confirm the Target Date Fund in which your Plan account is invested.

Note: Even if some or all of your account is invested in the QDIA, you have the continuing right to direct the investments of your account in one or more of the investment options available to you under the Plan. If you decide to direct your investments, your transfer from the QDIA is not subject to any restrictions, transfer fees or redemption fees; however, other types of investment related fees (such as the investment option's Total Annual Operating Expenses) may still apply. After such time period, your investment in the QDIA will be subject to the same restrictions, fees and expenses as are applicable to other participants who affirmatively elect to invest in the QDIA. For information about the types of fees associated with the investment option, review the "404a-5 Plan & Investment Notice".

WHERE CAN I LEARN MORE ABOUT MY INVESTMENT OPTIONS?

For more information about the Plan, the default investment option, as well as a listing of all of the investment options available under the Plan, review the enclosed "404a-5 Plan & Investment Notice". It is comprised of two sections. Below is an overview of each:

General Plan Information:

- General operational and identification information about the Plan, like how to make investment elections;
- Information on the administrative expenses that are deducted from your account to pay for services like record keeping and consulting; and
- Information on the individual fees that may be deducted from your account if a particular service is used.

Investment Comparative Chart:

- A link to a glossary to help you understand commonly used investment terms;
- Year-to-date and average annual total returns for each Fund, along with appropriate benchmark for comparison purposes;
- The type or category of the investment (e.g., equity, bond, other);
- Total Annual Operating Expenses, also known as expense ratio, expressed as both a percentage of assets and a dollar amount per \$1000 invested;
- Shareholder type fees (e.g., redemption fees); and
- Access to the Fund sheet through a specific URL that is listed under the name of each investment option. (Simply enter the website address into your browser to access the information.)

MAKING CHANGES TO YOUR INVESTMENTS

If you decide that you want to invest your account differently than described above, you may move all or any part of your account balance to other investment options offered under the Plan. To access and update your account information or to make changes to your investments, go to John Hancock's participant website: myplan.johnhancock.com There, you can also access information on all the investment options available under the Plan from the "Investment Options" page, including Fund sheets and an electronic version of the enclosed "404a-5 Plan & Investment Notice". You can also call the John Hancock toll-free line at 1-800-395-1113 (or 1-800-363-0530 for Spanish).

IMPORTANT CONSIDERATIONS WHEN MAKING INVESTMENT DECISIONS

When making investment decisions, it is important to carefully consider your personal circumstances, current savings, monthly earnings and retirement lifestyle goals and risk profile. The principal value of your investment in any investment option, as well as your potential rate of return, is not guaranteed at any time. Also, neither asset allocation nor diversification ensures a profit or protects against a loss. Investment options can suffer losses at any time, and there is no guarantee that any investment option will provide adequate income at and through your retirement. Also, past performance is no guarantee of future results.

HOW DO I MANAGE OR MAKE CHANGES TO MY PLAN ACCOUNT AND/OR PLAN PARTICIPATION?

You have many options at John Hancock to manage your Plan account and make changes to your elective contributions or your Plan investments. For example, you can log onto John Hancock's participant website at myplan.johnhancock.com, or call toll-free at 1-800-395-1113 (or 1-800-363-0530 for Spanish).

To register for the website, have on hand the Contract number (noted below) and your SSN. If you are enrolling into the Plan for the first time, have the following information on hand:

- Your Contract Number: 23172
- Your Enrollment Access Number (EAN): 231014

WHOM DO I CONTACT IF I HAVE QUESTIONS?

If you have additional questions about the information in this Notice, how the Plan works, your rights and obligations under the Plan, or if you would like to obtain a copy of the Plan's SPD or other Plan documents, contact your Plan Administrator as noted below. For your reference, this and other notices made available by the Plan may be available to you from the "My Plan Notices" page of John Hancock's participant website.

Board of Trustees of the I.U.O.E. Local 399 Deferred Compensation Savings Plan
2260 S. Grove Street
Chicago, IL 60616
(312) 372-9870

404a-5 Plan & Investment Notice

THE TRUSTEES OF INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399 AND PARTICIPATING EMPLOYERS DEFERRED COMPENSATION PLAN

As of September 29, 2020

This disclosure statement contains important information regarding your retirement plan that we, as Plan Sponsor, are required to provide under ERISA Reg. section 404a-5. You are receiving this disclosure because you are eligible to participate in the plan or you have the right to direct the investment of an account under the plan. In this document, you will find information about how the plan works, the expenses that may be charged, and information that will help you make informed decisions when selecting and managing the investment of your account.

General Plan Information

The following provides an explanation of how you may direct investments in the Plan and outlines the restrictions and policies that apply to the investment options available under your Plan:

HOW TO PROVIDE YOUR INVESTMENT INSTRUCTIONS

You can direct your Plan investments using any of the following:

- Enrollment form
- Investment change form
- Participant website at myplan.johnhancock.com
- Participant services toll-free line at 800-395-1113 or 800-363-0530 for Spanish

You may direct the investment of the funds held in your plan account to any of the investment options outlined in the attached Investment Comparative Chart.

TIMELINES REGARDING YOUR INVESTMENT INSTRUCTIONS

Investment Instructions:

- Can be given using the options outlined above.
- Can be given at any time unless you are provided an addendum that states restrictions on the times at which you may provide investment instructions.
- Are generally processed on the same business day, provided they are received by John Hancock before 4 p.m. EST (or before the New York Stock Exchange closes, if earlier). If received on or after 4 p.m. EST, they will be processed the next business day.

SHORT-TERM TRADING POLICY

Changes to your investments under your qualified retirement plan account are subject to the following short-term trading guidelines of John Hancock and may be cancelled if not within these guidelines:

- Investment exchanges can be made up to a maximum of two exchanges per calendar month.
- In the event that there may be extreme market or personal circumstances requiring you to make an additional change, you may move 100% of your assets to the Stable Value Fund after the exchange limit has been reached; no subsequent exchanges may be made for 30 days. Once the 30-day hold has expired, you can then trade again in accordance with the above guideline.
- At the request of the fund company of an underlying fund, and as outlined in their prospectus, the following additional restrictions may be imposed on your account, including but not limited to:
 - Applying redemption fees and/or trade restrictions which may be more restrictive than the above guidelines,
 - Restricting the number of exchanges made during a defined period,
 - Restricting the dollar amount of exchanges,
 - Restricting the method used to submit exchanges (i.e. requiring exchange requests to be submitted in writing via U.S. mail),
 - Restricting exchanges into and out of certain investment options.

REDEMPTION FEES

An underlying mutual fund may apply a redemption fee or other fee for certain investment transfers.

- This fee is deducted from your account.
- For a list of the funds that have redemption fees, refer to the Investment Comparative Chart or go to the investment options tab at myplan.johnhancock.com for the most recent listing.

RESTRICTIONS REGARDING INVESTING IN THE STABLE VALUE FUND

If you choose to invest in a Stable Value Fund, withdrawals from the Fund may be subject to certain restrictions imposed by the trustee of the underlying trust.

- In general, withdrawals that are permitted by the plan are processed on the next business day.
- However, withdrawals may be delayed under certain circumstances dictated by the Fund's governing documents and explained more fully in the table below.
- Under certain circumstances, plan-initiated withdrawals, and certain participant-initiated withdrawals that are deemed to be plan-initiated withdrawals, are subject to a 12-month hold or a market value adjustment, as determined by the governing documents of the applicable Stable Value Fund.
- Participant-initiated withdrawals may be deemed to be plan-initiated withdrawals under various circumstances, including but not limited to:
 - Withdrawal as a result of plan sponsor communication to participants designed to induce participants to make a withdrawal from the Fund;
 - Additional investment options are established that constitute a Competing Fund;
 - A new pension plan is established that introduces a Competing Fund;
 - The operation of the plan has been changed in such a way that it is designed to or is likely to induce Participants to make a withdrawal from the Fund;
 - The withdrawal is due to an action of the plan or the plan sponsor such as a merger, sale, spin off, early retirement, facility relocation, etc.
 - The plan offers a Competing Fund and the withdrawal involves a transfer of funds to a Competing Fund.
- For more details, or to obtain a copy of the applicable offering documents for a Stable Value Fund, contact the Plan Administrator.
- Where such, or any other restrictions or market value adjustments are imposed by the underlying trust, these will apply to your investment in the Fund.

GUARANTEED INCOME FEATURE

If you choose to invest in the Guaranteed Income Feature offered under your Plan, there are some important details you should consider before determining whether this feature is right for you, including:

- Impact of withdrawals, loans and transfers on your guaranteed withdrawal benefit.
- What happens if the plan leaves John Hancock.
- Cancellation of the feature by either the plan or you.
- For more details on the restrictions that apply to the Guaranteed Income Feature, please request a Guaranteed Income for Life brochure.

DESIGNATED INVESTMENT ALTERNATIVES

Your Plan provides designated investment alternatives into which you can direct the investment of your account balance.

- For a full listing of these Funds, including applicable important information, refer to the attached Investment Comparative Chart.
- A listing of the Funds available for selection can also be accessed under the investment options tab on the Participant website at myplan.johnhancock.com.

Administrative Expenses

The following administrative charges are applied to your account for services related to the operation of the plan. Percentage-based expenses shown below are annual charges which will be converted to a monthly rate and applied to your month-end account balance (i.e. calculated on a **'pro-rata'** basis). Dollar-based expenses are annual amounts which will be converted to a monthly charge unless specified otherwise (i.e. calculated on a **'per participant'** basis). Expenses that are actually deducted from your account will appear on your quarterly benefit statements.

- Your plan has engaged John Hancock to provide record-keeping services such as educational resources, transaction processing, investment platform, quarterly statements and website tools. Charges will be applied to your account as follows: 0.11%* on a pro-rata basis.

* Charges may fluctuate based on the total assets in the plan, according to a pre-set fee schedule and other conditions agreed to by your plan sponsor and John Hancock.

- The ongoing administration and management of your plan requires additional services such as fund selection and monitoring, consulting, plan compliance, plan reporting, and other administrative services. Charges will be applied to your account as follows: 0.25% on a pro-rata basis and \$48.00 on a per-participant basis.
- Your plan has set up a plan expense reduction account which may be used by the plan Trustee to pay general plan expenses such as audit, legal, accounting or other administrative fees. To fund the plan expense reduction account, charges will be applied to your account as follows: an annual charge of 0.08% will be converted to a daily rate and collected daily as part of the Expense Ratio of the Funds in which your account is invested[^].

[^]If there is a balance remaining in the plan expense reduction account at the end of the plan year, a proportionate share based on your account balance at that time will be credited to your account and appear on your quarterly benefit statement.

If you have any questions, please contact your plan sponsor.

Individual Expenses

The following transaction fees apply. These fees will be deducted from your account at the time the transaction is processed. Fees deducted from your account will appear on your quarterly benefit statements.

As of September 29, 2020 the fees listed below apply if you use any of the services or features below:

Fee Type	Amount
Loan Fee	\$2.00 per loan, per month
Guaranteed Income For Life Fee	0.50% annualized
Mailed Detailed Statement Fee	\$1.00 per statement per quarter

~Withdrawal processing fees will be waived for annual withdrawals of your Lifetime Income Amount set up under the automatic withdrawal program of the Guaranteed Income feature.

This material is for information purposes only. John Hancock USA does not provide investment, tax, plan design or legal advice. Please consult your own independent advisor as to any investment, tax, plan design-related or legal statements made herein.

Group annuity contracts and recordkeeping agreements are issued by John Hancock Life Insurance Company (U.S.A.), Boston, MA (not licensed in New York). John Hancock Life Insurance Company (U.S.A.) makes available a platform of investment alternatives to sponsors or administrators of retirement plans without regard to the individualized needs of any plan. Unless otherwise specifically stated in writing, John Hancock Life Insurance Company (U.S.A.) does not, and is not undertaking to, provide impartial investment advice or give advice in a fiduciary capacity.

NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED

© 2017 All rights reserved.

GT-P 21488 12/17-34388 GA08251739458

Investment Comparative Chart

THE TRUSTEES OF INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 399 AND PARTICIPATING EMPLOYERS DEFERRED COMPENSATION PLAN

This document includes important information to help you compare the investment options available under your retirement plan. If you would like to receive additional investment-related information about any of the investment options listed below - including performance data and the option's principal risks - go to the Fund's corresponding website address (shown in the table) or to myplan.johnhancock.com. To obtain more information, or to receive a paper copy (at no cost) of the information available on the websites, contact Elvia Sanchez at (866) 352-7731 ext 410 and 2260 S. GROVE, CHICAGO, IL, 60616

DOCUMENT OVERVIEW

This document is comprised of three sections; Performance Information, Fee and Expense Information and Guaranteed Lifetime Income Options.

Performance Information

This section outlines your retirement plan investment options, how they have performed over time and allows you to compare with an appropriate benchmark for the same time period. Benchmark returns are shown for comparative purposes only. Benchmark returns represent the performance of market indices, which cannot be invested in directly, and their returns are calculated without taking into account any investment fees and/or expenses. Hypothetical Returns are shown in bold.

The data presented represents past performance and does not guarantee future performance. Current performance may be lower or higher than the performance quoted. An investment in a sub-account will fluctuate in value to reflect the value of the sub-account's underlying securities and, when redeemed, may be worth more or less than original cost. Performance does not reflect any applicable contract-level or certain participant-level charges, fees for guaranteed benefits if elected by participant, or any redemption fees imposed by an underlying mutual fund company. These charges, if included, would otherwise reduce the total return for a participant's account. Participants can call 1-800-395-1113 or visit myplan.johnhancock.com for more information.

Fee and Expense Information

This section shows fee and expense information for the investment options available under your contract. Total Annual Operating Expenses and Shareholder-type Fees (if applicable) are outlined as they relate to each investment option. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. It is important to understand that the investment rate of return, as set out in the Performance Information section, is calculated net of the Total Annual Operating Expenses of the investment option. However, such returns do not take into account any applicable Shareholder-type fees, which are in addition to the Total Annual Operating Expenses of the investment option.

The Total Annual Operating Expenses ("TAOE") is made up in part by the expenses of the underlying fund based on the underlying fund's expense ratios reported in the most recent prospectuses available as of the date of printing; "FER"). The underlying fund is the mutual fund, collective trust, or exchange traded fund in which the sub-account invests. § The underlying fund of this sub-account has either waived a portion of, or capped, its fees. The TAOE is that of the sub account and reflects the net expense ratio of the underlying fund after such expense waiver or cap is applied. Please see the Fund Sheet for details, including gross expenses.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/maximize-your-retirement-savings.pdf>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

VARIABLE RETURN INVESTMENTS*

The table below focuses on the performance of investment options that do not have a fixed or stated rate of return.

Name/Type of Option	Return YTD as of 08/31/2020	Average Annual Total Return as of 12/31/2019				Benchmark YTD as of 08/31/2020	Benchmark [†] Return as of 12/31/2019				Total Annual Operating Expenses as of 08/31/2020		Shareholder-Type Fees
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000	
AG MFS Mid Cap Value Fund (MMV) ¹⁸¹ Mid Cap Value http://www.viewjhfunds.com/usa/C00/mmva/index.html	-10.44%	31.15%	8.56%	13.06%	9.47%	-10.82%	27.06%	7.61%	12.41%	9.81%	0.57%	\$5.70	N/A
AG [§] Mid Cap Index Fund (MCI) ^{13,91,183} Mid Cap Blend http://www.viewjhfunds.com/usa/C00/mcia/index.html	-5.50%	26.08%	8.98%	12.70%	9.28%	-5.54%	26.19%	9.02%	12.72%	6.65%	0.06%	\$0.60	N/A
AG American Century Heritage Fund (HER) ⁸⁷ Mid Cap Growth http://www.viewjhfunds.com/usa/C00/hera/index.html	17.59%	36.00%	10.88%	13.16%	11.95%	15.53%	35.46%	11.60%	14.23%	11.36%	0.66%	\$6.60	N/A
AG [§] Mid Cap Stock Fund (MCS) ¹³ Mid Cap Growth http://www.viewjhfunds.com/usa/C00/mcsa/index.html	35.83%	35.63%	12.79%	14.06%	8.66%	15.53%	35.46%	11.60%	14.23%	8.15%	0.42%	\$4.20	N/A
AG [§] Undiscovered Managers Behavioral Value Fund (UND) ¹³⁴ Small Cap Value http://www.viewjhfunds.com/usa/C00/unda/index.html	-23.92%	23.32%	8.26%	13.32%	11.84%	-17.71%	22.39%	6.99%	10.56%	9.03%	0.80%	\$8.00	N/A
AG [§] Small Cap Index Fund (SCI) ^{13,29,91} Small Cap Blend http://www.viewjhfunds.com/usa/C00/scia/index.html	-5.55%	25.60%	8.39%	12.02%	8.06%	-5.53%	25.52%	8.22%	11.82%	6.65%	0.08%	\$0.80	N/A
AG Invesco Small Cap Growth Fund (SCO) ^{128,130} Small Cap Growth http://www.viewjhfunds.com/usa/C00/scoa/index.html	20.62%	25.19%	9.87%	13.82%	11.12%	6.15%	28.48%	9.33%	13.00%	9.39%	0.45%	\$4.50	N/A
AG [§] International Value Fund (ITV) ^{13,99,219} International/Global Value http://www.viewjhfunds.com/usa/C00/itva/index.html	-9.59%	12.33%	3.41%	4.12%	4.66%	-4.61%	22.01%	5.67%	5.50%	4.56%	0.40%	\$4.00	N/A

NOTE: The Fund Code can be found in brackets beside the Fund name.

Name/Type of Option	Return YTD as of 08/31/2020	Average Annual Total Return as of 12/31/2019				Benchmark YTD as of 08/31/2020	Benchmark [†] Return as of 12/31/2019				Total Annual Operating Expenses as of 08/31/2020		Shareholder-Type Fees
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000	
AG Templeton Institutional Foreign Smaller Companies Fund (ISF) ²¹¹ International/Global Value http://www.viewjhfunds.com/usa/C00/isfa/index.html	-6.06%	21.50%	5.99%	6.94%	6.40%	-2.93%	25.41%	8.17%	8.04%	6.08%	0.93%	\$9.30	N/A
							MSCI World Ex USA Small Cap						
AG Fidelity International Index Fund (FI) ^{181,209} International/Global Blend http://www.viewjhfunds.com/usa/C00/fiia/index.html	-4.49%	22.00%	5.86%	5.59%	5.05%	-4.61%	22.01%	5.67%	5.50%	4.95%	0.04%	\$0.40	N/A
							MSCI EAFE						
AG Invesco International Growth Fund (IOF) ^{53,110,128} International/Global Growth http://www.viewjhfunds.com/usa/C00/iofa/index.html	1.42%	28.87%	5.89%	5.69%	5.68%	-3.05%	21.51%	5.50%	4.96%	6.45%	0.63%	\$6.30	N/A
							MSCI All Country World Index ex U.S.						
G Vanguard High Dividend Yield Index Fund (VHD) ¹⁸¹ Large Cap Value http://www.viewjhfunds.com/usa/C00/vhda/index.html	-8.96%	24.07%	9.72%	12.76%	8.02%	-8.97%	24.23%	9.85%	12.95%	8.21%	0.08%	\$0.80	N/A
							FTSE High Dividend Yield						
G \$ 500 Index Fund (IND) ^{13,76,91,110,187} Large Cap Blend http://www.viewjhfunds.com/usa/C00/inda/index.html	9.78%	31.40%	11.66%	13.53%	9.70%	9.74%	31.48%	11.69%	13.55%	9.84%	0.04%	\$0.40	N/A
							S&P 500						
G The Investment Company of America (ICA) ^{38,160} Large Cap Blend http://www.viewjhfunds.com/usa/C00/icaa/index.html	6.77%	24.90%	9.82%	11.72%	11.95%	9.74%	31.48%	11.69%	13.55%	N/A	0.27%	\$2.70	N/A
							S&P 500						
G \$ Total Stock Market Index Fund (TSM) ^{13,29,91,172} Large Cap Blend http://www.viewjhfunds.com/usa/C00/tsma/index.html	10.13%	30.18%	10.99%	13.30%	6.85%	9.64%	31.01%	11.37%	13.44%	6.65%	0.16%	\$1.60	N/A
							Wilshire 5000 Total Market						
G Washington Mutual Investors Fund (WMI) ^{38,194} Large Cap Blend http://www.viewjhfunds.com/usa/C00/wmia/index.html	-1.05%	25.92%	10.96%	13.08%	9.41%	9.74%	31.48%	11.69%	13.55%	N/A	0.27%	\$2.70	N/A
							S&P 500						
G The Growth Fund of America (GFA) ^{38,154} Large Cap Growth http://www.viewjhfunds.com/usa/C00/gfaa/index.html	23.84%	28.55%	12.74%	13.31%	10.63%	9.74%	31.48%	11.69%	13.55%	8.64%	0.31%	\$3.10	N/A
							S&P 500						

BOND FUNDS

NOTE: The Fund Code can be found in brackets beside the Fund name.

Name/Type of Option	Return YTD as of 08/31/2020	Average Annual Total Return as of 12/31/2019				Benchmark YTD as of 08/31/2020	Benchmark [†] Return as of 12/31/2019				Total Annual Operating Expenses as of 08/31/2020		Shareholder-Type Fees
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000	
U.S. Government Securities Fund (AGS) ^{37,154,194} High Quality Intermediate Term Fixed Income http://www.viewjhfunds.com/usa/C00/agsa/index.html	9.49%	5.59%	2.28%	3.00%	5.76%	6.70%	6.63%	2.45%	3.06%	4.04%	0.25%	\$2.50	N/A
							Bloomberg Barclays U.S. Govt/Mortgage						
[§] John Hancock Bond Fund (JHB) ^{13,165,172,193,209} Medium Quality Intermediate Term Fixed Income http://www.viewjhfunds.com/usa/C00/jhba/index.html	6.91%	10.77%	4.29%	N/A	5.28%	6.85%	8.71%	3.04%	3.74%	3.01%	0.14%	\$1.40	N/A
							Bloomberg Barclays US Aggregate Bond						
[§] Total Bond Market Fund (BIF) ^{13,72,91,110,162,187} Medium Quality Intermediate Term Fixed Income http://www.viewjhfunds.com/usa/C00/bifa/index.html	6.90%	8.49%	2.98%	3.65%	4.39%	6.85%	8.71%	3.04%	3.74%	4.11%	0.08%	\$0.80	N/A
							Bloomberg Barclays US Aggregate Bond						
T. Rowe Price Spectrum Income Fund (INC) Low Quality Intermediate Term Fixed Income http://www.viewjhfunds.com/usa/C00/inca/index.html	1.36%	11.72%	4.42%	5.35%	6.98%	6.85%	8.71%	3.04%	3.74%	5.91%	0.48%	\$4.80	N/A
							Bloomberg Barclays US Aggregate Bond						
PIMCO Real Return Fund (PRR) ^{38,124,128,209} Medium Quality Long Term Fixed Income http://www.viewjhfunds.com/usa/C00/prra/index.html	10.22%	8.52%	2.46%	3.39%	5.56%	9.62%	8.42%	2.61%	3.36%	5.22%	0.53%	\$5.30	N/A
							Bloomberg Barclays U.S. Treasury U.S. TIPS						

OTHER FUNDS

^{TD} [§] BlackRock LifePath Index 2065 Fund (BRL) ^{95,114,215} Target Date http://www.viewjhfunds.com/usa/C00/brla/index.html	3.57%	N/A	N/A	N/A	N/A	10.43%	31.42%	11.48%	13.54%	6.42%	0.09%	\$0.90	N/A
							Russell 1000						
^{TD} [§] BlackRock LifePath Index 2060 Fund (BRK) ^{114,181} Target Date http://www.viewjhfunds.com/usa/C00/brka/index.html	3.15%	26.92%	N/A	N/A	13.82%	10.43%	31.42%	11.48%	13.54%	16.62%	0.09%	\$0.90	N/A
							Russell 1000						
^{TD} [§] BlackRock LifePath Index 2055 Fund (BRJ) ^{114,157} Target Date http://www.viewjhfunds.com/usa/C00/brja/index.html	3.09%	26.89%	8.88%	N/A	9.06%	10.43%	31.42%	11.48%	13.54%	12.89%	0.09%	\$0.90	N/A
							Russell 1000						
^{TD} [§] BlackRock LifePath Index 2050 Fund (BRI) ^{114,157} Target Date http://www.viewjhfunds.com/usa/C00/bria/index.html	3.15%	26.77%	8.85%	N/A	8.91%	10.43%	31.42%	11.48%	13.54%	12.89%	0.09%	\$0.90	N/A
							Russell 1000						

NOTE: The Fund Code can be found in brackets beside the Fund name.

Name/Type of Option	Return YTD as of 08/31/2020	Average Annual Total Return as of 12/31/2019				Benchmark YTD as of 08/31/2020	Benchmark [†] Return as of 12/31/2019				Total Annual Operating Expenses as of 08/31/2020		Shareholder-Type Fees	
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000		
[§] BlackRock LifePath Index 2045 Fund (BRH) ^{114,157} Target Date http://www.viewjhfunds.com/usa/C00/brha/index.html	3.26%	26.25%	8.75%	N/A	8.73%	10.43%	31.42%	11.48%	13.54%	12.89%	Russell 1000	0.09%	\$0.90	N/A
[§] BlackRock LifePath Index 2040 Fund (BRG) ^{114,157} Target Date http://www.viewjhfunds.com/usa/C00/brga/index.html	3.60%	25.01%	8.42%	N/A	8.42%	10.43%	31.42%	11.48%	13.54%	12.89%		Russell 1000	0.09%	\$0.90
[§] BlackRock LifePath Index 2035 Fund (BRF) ^{114,157} Target Date http://www.viewjhfunds.com/usa/C00/brfa/index.html	4.22%	23.08%	7.87%	N/A	7.96%	10.43%	31.42%	11.48%	13.54%	12.89%	Russell 1000	0.09%	\$0.90	N/A
[§] BlackRock LifePath Index 2030 Fund (BRE) ^{114,157} Target Date http://www.viewjhfunds.com/usa/C00/brea/index.html	4.85%	21.07%	7.27%	N/A	7.47%	10.43%	31.42%	11.48%	13.54%	12.89%	Russell 1000	0.09%	\$0.90	N/A
[§] BlackRock LifePath Index 2025 Fund (BRD) ^{114,157} Target Date http://www.viewjhfunds.com/usa/C00/brda/index.html	5.48%	18.98%	6.64%	N/A	6.93%	10.43%	31.42%	11.48%	13.54%	12.89%	Russell 1000	0.09%	\$0.90	N/A
[§] BlackRock LifePath Index Retirement Fund (BRA) ^{114,157,209} Target Date http://www.viewjhfunds.com/usa/C00/braa/index.html	6.51%	15.91%	5.49%	N/A	5.75%	6.85%	8.71%	3.04%	3.74%	3.24%	Bloomberg Barclays US Aggregate Bond	0.09%	\$0.90	N/A
[§] John Hancock Multimanager 2060 Lifetime Portfolio (LXL) ^{13,114,157,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxla/index.html	7.16%	25.04%	N/A	N/A	11.64%	2.40%	24.73%	8.67%	N/A	11.50%	S&P Target Date 2060+	0.39%	\$3.90	N/A
[§] John Hancock Multimanager 2055 Lifetime Portfolio (LXK) ^{13,114,126,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxka/index.html	7.09%	25.16%	8.46%	N/A	8.32%	2.30%	24.48%	8.57%	9.98%	8.40%	S&P Target Date 2055	0.40%	\$4.00	N/A
[§] John Hancock Multimanager 2050 Lifetime Portfolio (LXJ) ^{13,97,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxja/index.html	7.17%	25.04%	8.44%	N/A	8.54%	2.40%	24.35%	8.48%	9.84%	8.55%	S&P Target Date 2050	0.41%	\$4.10	N/A

NOTE: The Fund Code can be found in brackets beside the Fund name.

Name/Type of Option	Return YTD as of 08/31/2020	Average Annual Total Return as of 12/31/2019				Benchmark YTD as of 08/31/2020	Benchmark [†] Return as of 12/31/2019				Total Annual Operating Expenses as of 08/31/2020		Shareholder-Type Fees	
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000		
[§] John Hancock Multimanager 2045 Lifetime Portfolio (LXI) ^{13,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxia/index.html	7.16%	25.06%	8.48%	9.89%	6.99%	2.49%	24.02%	8.32%	9.67%	6.48%	S&P Target Date 2045	0.39%	\$3.90	N/A
[§] John Hancock Multimanager 2040 Lifetime Portfolio (LXH) ^{13,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxha/index.html	7.30%	24.81%	8.43%	9.86%	6.98%	2.68%	23.36%	8.11%	9.45%	6.43%		S&P Target Date 2040	0.39%	\$3.90
[§] John Hancock Multimanager 2035 Lifetime Portfolio (LXG) ^{13,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxga/index.html	7.16%	23.56%	8.09%	9.67%	6.84%	2.99%	22.17%	7.76%	9.12%	6.27%	S&P Target Date 2035	0.40%	\$4.00	N/A
[§] John Hancock Multimanager 2030 Lifetime Portfolio (LXF) ^{13,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxfa/index.html	7.03%	22.08%	7.71%	9.32%	6.55%	3.37%	20.37%	7.26%	8.66%	6.07%	S&P Target Date 2030	0.38%	\$3.80	N/A
[§] John Hancock Multimanager 2025 Lifetime Portfolio (LXE) ^{13,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxea/index.html	6.50%	20.13%	7.19%	8.82%	6.30%	3.83%	18.37%	6.73%	8.13%	5.86%	S&P Target Date 2025	0.37%	\$3.70	N/A
[§] John Hancock Multimanager 2020 Lifetime Portfolio (LXD) ^{13,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxda/index.html	5.83%	18.30%	6.57%	8.17%	6.05%	4.14%	16.52%	6.15%	7.54%	5.59%	S&P Target Date 2020	0.37%	\$3.70	N/A
[§] John Hancock Multimanager 2015 Lifetime Portfolio (LXC) ^{13,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxca/index.html	5.19%	16.62%	6.02%	7.57%	5.76%	4.62%	15.39%	5.66%	6.92%	5.29%	S&P Target Date 2015	0.37%	\$3.70	N/A
[§] John Hancock Multimanager 2010 Lifetime Portfolio (LXB) ^{13,114,179,209} Target Date http://www.viewjhfunds.com/usa/C00/lxba/index.html	4.56%	15.54%	5.62%	7.12%	5.59%	4.94%	14.29%	5.15%	6.21%	4.91%	S&P Target Date 2010	0.37%	\$3.70	N/A

NOTE: The Fund Code can be found in brackets beside the Fund name.

Name/Type of Option	Return YTD as of 08/31/2020	Average Annual Total Return as of 12/31/2019				Benchmark YTD as of 08/31/2020	Benchmark [†] Return as of 12/31/2019				Total Annual Operating Expenses as of 08/31/2020		Shareholder-Type Fees	
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000		
TR John Hancock Multimanager Aggressive Lifestyle Portfolio (ALS) ^{13,179} Target Risk http://www.viewjhfunds.com/usa/C00/alsa/index.html	5.66%	26.03%	8.68%	9.99%	6.11%	9.74%	31.48%	11.69%	13.55%	7.59%	S&P 500	0.60%	\$6.00	N/A
TR John Hancock Multimanager Growth Lifestyle Portfolio (GLS) ^{13,179} Target Risk http://www.viewjhfunds.com/usa/C00/glsa/index.html	6.00%	22.87%	7.76%	9.25%	6.51%	9.74%	31.48%	11.69%	13.55%	7.59%		S&P 500	0.52%	\$5.20
TR John Hancock Multimanager Balanced Lifestyle Portfolio (BLS) ^{13,179,199} Target Risk http://www.viewjhfunds.com/usa/C00/blsa/index.html	6.11%	19.64%	6.86%	8.20%	6.57%	9.74%	31.48%	11.69%	13.55%	7.59%	S&P 500	0.49%	\$4.90	N/A
TR John Hancock Multimanager Moderate Lifestyle Portfolio (MLS) ^{13,179} Target Risk http://www.viewjhfunds.com/usa/C00/mlsa/index.html	5.55%	16.22%	5.74%	7.14%	6.38%	6.85%	8.71%	3.04%	3.74%	4.97%		Bloomberg Barclays US Aggregate Bond	0.43%	\$4.30
TR John Hancock Multimanager Conservative Lifestyle Portfolio (CLS) ^{13,179} Target Risk http://www.viewjhfunds.com/usa/C00/clsa/index.html	5.32%	12.55%	4.50%	5.80%	6.05%	6.85%	8.71%	3.04%	3.74%	4.97%	Bloomberg Barclays US Aggregate Bond	0.41%	\$4.10	N/A
AG Invesco Oppenheimer Developing Markets Fund (DMK) ^{71,99,128,212,213} Specialty http://www.viewjhfunds.com/usa/C00/dmka/index.html	1.09%	24.62%	6.70%	6.31%	12.29%	0.44%	18.42%	5.61%	3.67%	N/A		MSCI Emerging Markets	0.75%	\$7.50
AG [§] Real Estate Securities Fund (REF) ^{13,193} Sector http://www.viewjhfunds.com/usa/C00/refa/index.html	-10.91%	29.90%	8.36%	12.77%	10.72%	-14.39%	25.83%	7.03%	11.93%	N/A	Morgan Stanley REIT	0.31%	\$3.10	N/A
AG [§] Science & Technology Fund (STF) ^{13,91} Sector http://www.viewjhfunds.com/usa/C00/stfa/index.html	36.93%	38.71%	18.08%	17.08%	8.64%	9.74%	31.48%	11.69%	13.55%	8.64%		S&P 500	0.69%	\$6.90
G&I MFS Utilities Fund (ULT) ^{12,91,211} Sector http://www.viewjhfunds.com/usa/C00/ulta/index.html	-5.22%	24.99%	6.98%	10.41%	8.35%	-6.73%	26.34%	10.28%	11.80%	6.39%	S&P 500 Utilities Sector	0.51%	\$5.10	N/A

NOTE: The Fund Code can be found in brackets beside the Fund name.

Name/Type of Option	Return YTD as of 08/31/2020	Average Annual Total Return as of 12/31/2019				Benchmark YTD as of 08/31/2020	Benchmark [†] Return as of 12/31/2019				Total Annual Operating Expenses as of 08/31/2020		Shareholder-Type Fees
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000	
G&I American Balanced Fund (ABF) ^{38,160} Balanced http://www.viewjhfunds.com/usa/C00/abfa/index.html	4.94%	19.57%	8.47%	10.50%	10.88%	9.19%	22.18%	8.38%	9.78%	N/A	0.26%	\$2.60	N/A
C John Hancock Stable Value Fund (MSV) ^{13,26,39,52,142,143,166} High Quality Short Term Fixed Income http://www.viewjhfunds.com/usa/C00/msva/index.html	1.51%	2.27%	1.96%	2.16%	2.67%	0.54%	2.25%	1.04%	0.55%	1.13%	0.43%	\$4.30	Participant-directed withdrawals from this Fund are normally processed on the next business day if the withdrawal request is received on or before 12 noon on a business day. However, such withdrawals may be subject to a delay of up to 7 or 30 additional calendar days if it is determined, respectively, that such delay is necessary to maintain adequate liquidity for, or to avoid an adverse impact on, the underlying trust or investment vehicle. In addition, plan-directed withdrawals and certain participant-directed withdrawals that are deemed to be plan-directed withdrawals may be subject to up to a 12-month hold or a market value adjustment. Where such, or any other, restrictions or market value adjustments are imposed by the underlying trust, these will apply to your investment in the Fund.
GIFL [§] Select Asset Allocation Growth Portfolio (SAG) ^{13,35,91,127,135,171,187} G.I.F.L. http://www.viewjhfunds.com/usa/C00/saga/index.html	-7.10%	20.10%	6.03%	7.83%	6.15%	9.74%	31.48%	11.69%	13.55%	8.57%	0.37%	\$3.70	N/A
GIFL [§] Select Asset Allocation Balanced Portfolio (SAB) ^{13,35,91,127,135,170,187} G.I.F.L. http://www.viewjhfunds.com/usa/C00/saba/index.html	-3.42%	18.46%	6.10%	7.41%	6.46%	6.85%	8.71%	3.04%	3.74%	5.14%	0.34%	\$3.40	N/A
GIFL [§] Select Asset Allocation Moderate Portfolio (SAM) ^{13,35,91,127,135,169,187} G.I.F.L. http://www.viewjhfunds.com/usa/C00/sama/index.html	-1.55%	17.25%	6.05%	7.15%	6.58%	6.85%	8.71%	3.04%	3.74%	5.14%	0.32%	\$3.20	N/A
GIFL [§] Select Asset Allocation Conservative Portfolio (SAC) ^{13,35,91,127,135,168,187} G.I.F.L. http://www.viewjhfunds.com/usa/C00/saca/index.html	-0.30%	13.89%	5.11%	5.90%	6.27%	6.85%	8.71%	3.04%	3.74%	5.14%	0.31%	\$3.10	N/A

NOTE: The Fund Code can be found in brackets beside the Fund name.

Guaranteed Lifetime Income Options

This section focuses on the Guaranteed Lifetime Income Option available under your retirement plan. This option offers a guaranteed withdrawal benefit that allows you to withdraw a guaranteed annual amount at regular intervals, usually beginning when you retire and continuing for your entire life, or over the lives of you and your spouse. Guarantees of the option are subject to John Hancock's long-term financial strength and claims-paying abilities.

Name	Objectives/Goals	Benefits/Features	Restrictions/Fees
<p>Guaranteed Income for Life Select provides a guaranteed withdrawal benefit. Investment options with this feature are listed above. Applicable funds begin with Select. To learn more about this option, go to: http://www.jhnavigator.com/com/jhrps/navigator/catalog/svcGetItemFile.cfm?itemVersionID=1188&externalID=14</p>	<p>Allows you to withdraw a guaranteed annual amount for life based on the amount of your Benefit Base[†], the age you retire, and the form of option you select (e.g. single life option, or spousal option). For example a participant who retires at age 65 with a Benefit Base of \$100,000 and who elects the single life option, will have an annual Lifetime Income Amount[†] (LIA) of \$5000 (5% of the Benefit Base), that they may withdraw each year over their lifetime.</p>	<p>You retain control over your account balance, which stays invested in the market, until the market value of your account is reduced to zero. If the account balance is reduced to zero, the LIA will be paid by the insurance company. If you die before the account is reduced to zero, the remaining account balance is paid to your designated beneficiary. A spousal option is also available, which allows the withdrawal benefits to extend to cover the life of both you and your spouse, at a reduced LIA.</p>	<p>Plan participants must be at least age 59 1/2 and have contributions in the specified asset allocation portfolios with the Guaranteed Income for Life Select option elected for at least five (5) years before they are allowed to establish a Lifetime Income Amount and become eligible to begin making guaranteed withdrawals.</p> <p>You can transfer money into or out of this investment option, take loans or hardship withdrawals, and otherwise have control over your investment the same as you would for other investment options available under the plan. Before the Lifetime Income Date, withdrawals (including loans and transfers out of this feature) out of the option during the accumulation phase will reduce the Benefit Base in the same proportion that the withdrawals reduces the market value of investments in this feature, or by the amount of the withdrawal if greater. However, after the Lifetime Income Date, this reduction will only apply when withdrawals during any year beginning after such date (or anniversary thereof) exceeds the Lifetime Income Amount. Once withdrawals of the guaranteed amount have commenced, any withdrawals taken in excess of the LIA will reduce the Benefit Base and hence the future guaranteed withdrawal amount. The guarantees provided are contingent on the plan's trustee's election to continue maintaining its group annuity contract with John Hancock or the election of a participant to rollover his or her benefits to a recipient rollover vehicle available from John Hancock upon termination of participation in the plan.</p> <p>Participants invested in this option pay a fee of 0.50 percent in addition to the fees for the underlying investments as described more fully in the Variable Return Investments table, in Part II.</p> <p>A spousal option is available. The LIA based on this option will be lower than the LIA based on the participant's life only.</p> <p>There is a maximum Benefit Base restriction applied to this option.</p> <p>If, for any reason, your company's contract with John Hancock is terminated, you may either be eligible to receive a refund of the option fees paid up to three years or rollover to an eligible John Hancock IRA.</p> <p>If your company terminates the Guaranteed Income for Life Select option, you are entitled to the market value of your investments in the option. The Benefit Base and LIA will be reduced to zero as of the termination date, unless you are eligible to receive distributions under your plan, in which case you may roll over the market value of your investments (and, if applicable, the Vested Benefit Base and LIA) to an available eligible John Hancock vehicle.</p> <p>If you choose to cancel the Guaranteed Income for Life Select option, you are entitled to the market value of your investments in this feature. The Benefit Base and LIA will be reduced to zero as of the termination date.</p> <p>Should you change your job and leave Guaranteed Income for Life Select, and you are eligible to receive distributions, you may roll over the market value of your account (and, if applicable, the Vested Benefit Base and LIA) to an eligible John Hancock investment vehicle and maintain your guarantee.</p>

Please visit www.ps.jhancockpensions.com/assets/pdfs/SPARK_Glossary.pdf for a glossary of investment terms relevant to the investment options under this plan.

NOTE: The Fund Code can be found in brackets beside the Fund name.

IMPORTANT NOTES

The performance data for a sub-account for any period prior to the sub-account Inception Date is hypothetical based on the performance of the underlying investment since inception of the underlying investment. All other performance data is actual (except as otherwise indicated). Returns for any period greater than one year are annualized. Performance data reflects changes in the prices of a sub-account's investments (including the shares of an underlying mutual fund or collective trust), reinvestment of dividends and capital gains and deductions for the expense ratio.

[†]Your company's qualified retirement plan offers participants the opportunity to contribute to investment options available under a group annuity contract with John Hancock Life Insurance Company (U.S.A.) (John Hancock USA). These investment options may be sub-accounts (pooled funds) investing directly in underlying mutual funds, or they may be Guaranteed Interest Accounts.

The Funds offered on the JH Signature platform are classified into five risk categories. The risk category in which a Fund is placed is determined based on where the 10 year Standard Deviation (defined below) of the underlying fund's Morningstar Category falls on the following scale: if the 10 year Standard Deviation of the underlying fund's Morningstar Category is 17.00 or higher, the Fund is classified as "Aggressive;" between 11.50 and 16.99 as "Growth;" between 6.50 and 11.49 as "Growth & Income;" between 2.50 and 6.49 as "Income;" and 2.49 and below as "Conservative." If a 10 year Standard Deviation is not available for a Morningstar Category, then the 5 year Standard Deviation of the underlying fund's Morningstar Category is used to determine the Fund's risk category. If a 5 year Standard Deviation is not available for a Morningstar Category, then the 5 year Standard Deviation of the underlying fund's Morningstar Category Index is used to determine the Fund's risk category. Standard Deviation is defined by Morningstar as a statistical measurement of dispersion about an average, which, for an underlying fund, depicts how widely the returns varied over a certain period of time.

[†]Index Performance: Index performance shown is for a broad-based securities market index. Indices are unmanaged and cannot be invested in directly. Index returns were prepared using Morningstar, Inc. software and data. The performance of an Index does not include any portfolio or insurance-related charges. If these charges were reflected, performance would be lower. Past performance is not a guarantee of future results.

[†]Benefit Base is the sum of all contributions and transfers to the option, reduced by withdrawals, transfers and loans before retirement. It is completely independent of the actual market value of your investments in this option; it has no cash value and cannot be withdrawn. Market value is the amount your investments are worth if cashed out at a particular point in time and it changes as the market goes up and down.

[†]Lifetime Income Amount (LIA) is the amount that you can withdraw every year in retirement regardless of market conditions -- guaranteed. It is available to you when you are eligible to retire and have set the LIA.

¹²This sub-account was introduced April 27, 2001.

¹³The total revenue John Hancock receives on this Fund is higher than those advised or sub-advised exclusively by unaffiliated entities. John Hancock and its affiliates provide exclusive advisory and sub-advisory services for the underlying fund. For these services, John Hancock and its affiliates receive additional fees which are included in the underlying fund expense ratio (i.e. Fund Expense Ratio or FER).

²⁶Not available to defined benefit plans. Consult your John Hancock representative for details.

²⁹This sub-account was introduced August 21, 2000.

³⁵Although the Guaranteed Income feature provides a guaranteed income base as well as guaranteed minimum withdrawal benefits, the Guaranteed Income feature investment options are variable investments and may lose value. Asset allocation portfolios are "fund of funds" which invests in a number of underlying funds. For a complete description of the risks associated with the Fund, please review the underlying fund's prospectus, which is available upon request. Diversification does not assure against loss. Note: There is an additional fee to invest in this feature. The fee information can be found on the form used to select this feature.

³⁷This sub-account was introduced July 25, 2008.

³⁸This sub-account was introduced May 2, 2003.

³⁹This sub-account was introduced May 14, 2004.

⁵²John Hancock Stable Value Fund: Qualified retirement plans that select the John Hancock Stable Value Fund as an eligible investment option under the group annuity contract are restricted from selecting any fixed-income investment options for the plan deemed to be 'Competing', including (i) any book value fixed income Fund, (ii) any other fixed income Fund with a targeted average duration of three (3) years or less, including but not limited to, a money market Fund or a short-term bond Fund, or (iii) any guaranteed interest account (other than a ten (10) year maturity guaranteed interest account maintained by an affiliate of John Hancock Life Insurance Company (U.S.A.) originally offered prior to May 1, 2006). Contact your John Hancock representative for details.

An investment in the John Hancock Stable Value Fund is not an insured deposit, nor an obligation of, nor guaranteed by, John Hancock USA, the

Fund's Trustee or its Advisor, The Federal Deposit Insurance Corporation (FDIC) or any government agency, and is subject to certain market risks. However, through its Stabilizing Agreements with one or more Stability Providers, the Fund is designed to meet Department of Labor requirements for 'grandfathered' default contributions under 29 CFR 2550.404c-5(e)(4) (v). Although the portfolio will seek to maintain a stable value, there is a risk that it will not be able to do so, and participants may lose their investment if both the Fund's investment portfolio and the Stability Provider(s) fail. Neither John Hancock USA nor the Trustee guarantees the performance of the Stability Provider(s). Investments in the Fund will accrue interest at the applicable monthly crediting rate, which rate will be set based upon a formula but may be adjusted from time to time as agreed upon by the Stability Provider(s) and John Hancock Life Insurance Company (U.S.A.). The actual market value of the underlying assets may, at times, be greater than or less than the book value of the Fund. Any difference between the market value and book value will be taken into consideration when setting future crediting rates. Withdrawals or transfers initiated by participants will generally be paid at book value, except where they are the result of plan sponsor actions. Withdrawals that are the result of plan sponsor actions may be subject to a market value adjustment or paid out after a 12-month delay.

The FER for the underlying fund includes an advisory fee payable to John Hancock Life Insurance Company (U.S.A.) for services provided to the Trustee, as well as a management fee to John Hancock USA and/or its affiliates in connection with the management of one of the underlying investments. For further details on these fees and certain risks that may apply please refer to the Offering Memorandum. Contact your John Hancock representative if you wish to obtain a copy. Effective January 10, 2011, the John Hancock Stable Value Fund is not available to Puerto Rico plans described in Section 1022(i)(1) of ERISA or to Group or Master Trusts that include assets of such plans.

Units of the Fund have not been registered under the Securities Act of 1933, as amended, or under the securities laws of any other jurisdiction; and the Fund is not registered under the Investment Company Act of 1940, as amended, or other applicable law, and participants are not entitled to the protections of such Act. The John Hancock Stable Value Fund invests a portion of its assets in a separate investment account maintained by John Hancock Life & Health Insurance Company ("John Hancock Life & Health"), an affiliate of John Hancock USA, which has claimed an exclusion from the definition of the term "Commodity Pool Operator" under CFTC Regulation 4.5 under the Commodity Exchange Act with respect to its operation of such separate account and, therefore, John Hancock Life & Health is not subject to registration or regulation as a pool operator under Regulation 4.5 for such separate account.

⁵³This sub-account was introduced on or about May 6, 2005.

⁷¹Only available under certain limited circumstances. Consult your John Hancock representative for more information.

⁷²This sub-account was introduced on or about May 5, 2006.

⁷⁶Indexes are unmanaged and the performance of an index is not an exact representation of any particular investment, as you cannot invest directly in an index. Like all mutual funds, index funds are subject to market risks and will fluctuate in value. Index funds are designed to track the performance of its target index but may underperform due to fees, expenses or tracking errors. These investments are not actively managed and do not necessarily attempt to manage volatility or protect against losses in declining markets.

None of the index funds are sponsored, endorsed, managed, advised, sold or promoted by any of the respective companies that sponsor the broad-based securities market index, and none of these companies make any representation regarding the advisability of investing in any index mutual fund.

⁸⁷This sub-account was introduced November 5, 2010.

⁹¹The underlying John Hancock Variable Insurance Trust portfolio is not a retail mutual fund and is only available under variable annuity contracts, variable life policies or through participation in tax qualified retirement plans. Although the portfolios' investment adviser or sub-advisers may manage retail mutual funds with similar names and investment objectives, no representation is made, and no assurance is given, that any portfolio's investment results will be comparable to the investment results of any other fund, including other funds with the same investment adviser or sub-adviser. Past performance is no guarantee of future results.

⁹⁵The availability of products, Funds and contract features may be subject to Broker-Dealer Firm approval, State approval, Broker Licensing requirements, tax law requirements, or other contract-related requirements. From time to time, changes are made to Funds, and the availability of these changes may be subject to State approvals or other compliance requirements. Please confirm with your local John Hancock Representative if you have any questions about product, Fund or contract feature availability.

⁹⁷This sub-account was introduced May 6, 2011.

⁹⁹While viewing this report online, click on the name of the sub-account for additional details about the changes. If you have questions, contact your local John Hancock representative.

¹¹⁰This sub-account previously invested in a different underlying portfolio. It began investing in the current underlying portfolio effective November 2, 2012. Performance shown for periods prior to that date is based on the performance of the previous underlying portfolio/sub-account. The name of this sub-account may change effective on or about November 2, 2012 to more accurately reflect the name of the underlying fund.

¹¹⁴If John Hancock has been provided with your date of birth and no investment instructions at the time of enrollment, then, on the date of your enrollment, you will be default enrolled into a Target Date (Lifecycle Portfolio) based on your year of birth and a retirement age of 67, and subject to the Target Date then in existence.

¹²⁴This sub-account previously invested in a different share class of the same underlying portfolio. It began investing in the current share class effective on or about May 3, 2014. Performance shown for periods prior to that date is based on the performance of the current share class.

¹²⁶This sub-account was introduced May 3, 2014.

¹²⁷During periods of extreme market volatility, the Portfolio's economic exposure to equity or fixed-income securities could be reduced to 0% and its economic exposure to cash and cash equivalents could increase to 100%.

¹²⁸The indicated separate account is operated by John Hancock Life Insurance Company (U.S.A.), which has claimed an exclusion from the definition of the term 'Commodity Pool Operator' under the Commodity Exchange Act and, therefore, is not subject to registration or regulation as a pool operator under such Act.

¹³⁰This sub-account previously invested in a different share class of the same underlying portfolio. It began investing in the current share class effective on or about November 8, 2014. Performance shown for periods prior to that date is based on the performance of the old share class.

¹³⁴This sub-account was recently introduced on November 8, 2014 and may not be available in all states. Contact your John Hancock representative to determine if this sub-account is available to your plan.

¹³⁵The Guaranteed Income for Life Select Funds utilize a Managed Volatility Strategy (MVS) which seeks to reduce the volatility in a portfolio's performance and limit the magnitude of portfolio losses through the use of a derivatives overlay which adjusts the asset allocation mix based on current market conditions. During certain extreme market conditions, the fund's exposure to cash/cash equivalent could be 100%. If achieved, this goal can smooth out the performance of the fund, which may produce "lower highs and higher lows".

The use of the MVS in Guaranteed Income for Life Select may limit the growth of your account's market value in certain market conditions. For example, during rising markets - especially strong, rising markets with high volatility - your account may rise less than would have been the case if you had been invested in a Portfolio without the MVS. Lower investment performance could result in a lower Benefit Base, and could reduce your future guaranteed minimum withdrawal payments.

The Benefit Base provided by the guarantee feature of Guaranteed Income for Life Select is paid for by the participant and already provides protection against potential market losses. The similarities between the guarantee feature and MVS (e.g., protection against market losses) may offer little to no benefit to participants in certain market scenarios.

The selection of any Fund that utilizes these MVS strategies in addition to income protection provided by Guaranteed Income for Life Select should be consistent with your individual investment objectives and may not be appropriate for everyone. The Fund Sheets and the prospectus of the underlying fund contains more complete information, such as investment objectives, risks, charges, expenses, limitations and restrictions. For further details regarding this Fund and Guaranteed Income for Life Select, speak to your financial representative.

¹⁴²This investment option is deemed a 'Competing' investment option with the Reliance Trust New York Life Anchor Account and may not be available if the Reliance Trust New York Life Anchor Account is selected. For further details, please refer to the Offering Statement and Declaration of Trust. Contact your John Hancock representative if you wish to obtain a copy.

¹⁴³This investment option is deemed a 'Competing' investment option with the Federated Capital Preservation Fund and may not be available if the Federated Capital Preservation Fund is selected. For further details, please refer to the Offering Circular and Declaration of Trust. Contact your John Hancock representative if you wish to obtain a copy.

¹⁵⁴This sub-account previously invested in a different share class of the same underlying portfolio. It began investing in the current share class effective on or about June 11, 2016. Performance shown for periods prior to that date is based on the performance of the current share class.

¹⁵⁷This sub-account was recently introduced on June 11, 2016 and may not be available in all states. Contact your John Hancock representative to determine if this sub-account is available to your plan.

¹⁶⁰This sub-account previously invested in a different share class of the same underlying portfolio. It began investing in the current share class effective on or about November 4, 2016. Performance shown for periods prior to that date is based on the performance of the old share class.

¹⁶²The underlying fund changed its sub-advisor on November 4, 2016 from Declaration Management & Research LLC/John Hancock Asset Management to John Hancock Management.

¹⁶⁵This sub-account was recently introduced on November 4, 2016 and may not be available in all states. Contact your John Hancock representative to determine if this sub-account is available to your plan.

¹⁶⁶This investment option is deemed a 'Competing' investment option with the Reliance MetLife Stable Value Fund and may not be available if the

Reliance MetLife Stable Value Fund is selected. For further details, please refer to the Offering Circular and Declaration of Trust. Contact your John Hancock representative if you wish to obtain a copy.

¹⁶⁸On March 3, 2014, the underlying fund changed its investment objective and principal investment strategies. The performance information shown for the period prior to this date does not reflect these changes. Under the underlying fund's prior investment objective and principal investment strategies, the underlying fund normally invested approximately 20% of its assets in funds that invest primarily in equity securities and approximately 80% of its assets in funds that invest primarily in fixed-income securities and did not use certain risk management techniques to seek to manage the volatility of returns (i.e., standard deviation) and limit the magnitude of portfolio losses. Refer to the Fund Highlights section of the Fund Sheet for details of the current investment objective and policies.

¹⁶⁹On March 3, 2014, the underlying fund changed its investment objective and principal investment strategies. The performance information shown for the period prior to this date does not reflect these changes. Under the underlying fund's prior investment objective and principal investment strategies, the underlying fund normally invested approximately 40% of its assets in funds that invest primarily in equity securities and approximately 60% of its assets in funds that invest primarily in fixed-income securities and did not use certain risk management techniques to seek to manage the volatility of returns (i.e. standard deviation) and limit the magnitude of portfolio losses. Refer to the Fund Highlights section of the Fund Sheet for details of the current investment objective and policies.

¹⁷⁰On March 3, 2014, the underlying fund changed its investment objective and principal investment strategies. The performance information shown for the period prior to this date does not reflect these changes. Under the underlying fund's prior investment objective and principal investment strategies, the underlying fund normally invested approximately 50% of its assets in funds that invest primarily in equity securities and approximately 50% of its assets in funds that invest primarily in fixed-income securities and did not use certain risk management techniques to seek to manage the volatility of returns (i.e. standard deviation) and limit the magnitude of portfolio losses. Refer to the Fund Highlights section of the Fund Sheet for details of the current investment objective and policies.

¹⁷¹On March 3, 2014, the underlying fund changed its investment objective and principal investment strategies. The performance information shown for the period prior to this date does not reflect these changes. Under the underlying fund's prior investment objective and principal investment strategies, the underlying fund normally invested approximately 70% of its assets in funds that invest primarily in equity securities and approximately 30% of its assets in funds that invest primarily in fixed-income securities and did not use certain risk management techniques to seek to manage the volatility of returns (i.e. standard deviation) and limit the magnitude of

portfolio losses. Refer to the Fund Highlights section of the Fund Sheet for details of the current investment objective and policies.

¹⁷²Account balance reported may include assets transferred from another Fund, which was permanently closed on or about April 21, 2017. Please contact your John Hancock representative for more information.

¹⁷⁹The underlying fund changed its name effective on or about February 1, 2017. Performance shown for periods prior to that date reflect the results under its former name. The name of this sub-account changed effective on or about May 6, 2017 to more accurately reflect the name of the underlying fund.

¹⁸¹This sub-account was recently introduced on May 6, 2017 and may not be available in all states. Contact your John Hancock representative to determine if this sub-account is available to your plan.

¹⁸³Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 20, 2017. Please contact your John Hancock representative for more information.

¹⁸⁷The underlying fund changed its name effective on or about November 3, 2017. Performance shown for periods prior to that date reflect the results under its former name.

¹⁹³Account balance reported may include assets transferred from another Fund, which was permanently closed on or about April 20, 2018. Please contact your John Hancock representative for more information.

¹⁹⁴This sub-account previously invested in a different share class of the same underlying portfolio. It began investing in the current share class effective on or about May 4, 2018. Performance shown for periods prior to that date is based on the performance of the old share class.

¹⁹⁹Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 19, 2018. Please contact your John Hancock representative for more information.

²⁰⁹Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 18, 2019. Please contact your John Hancock representative for more information.

²¹¹This sub-account previously invested in a different underlying portfolio. It began investing in the current underlying portfolio effective October 18, 2019. Performance shown for periods prior to that date is based on the performance of the previous underlying portfolio.

²¹²The sub-account and underlying fund changed its name effective on or about November 1, 2019. Performance shown for periods prior to that date reflect the results under its former name.

²¹³The underlying fund's manager or subadvisor will change from Oppenheimer Funds, Inc. to Invesco Advisers, Inc., on or about November 1, 2019 to correspond with the acquisition that occurred earlier this year. Contact your John Hancock representative for more information.

²¹⁵This sub-account was recently introduced on May 8, 2020 and may not be available in all states. Contact your John Hancock representative to determine if this sub-account is available to your plan.

²¹⁹Effective May 8, 2020, the sub-account changed its manager to reflect that of the underlying fund which became effective earlier this year.

⁵The Total Annual Operating Expenses ("TAOE") is made up of John Hancock's (i) "Revenue from Sub-account", and (ii) the expenses of the underlying fund (based on expense ratios reported in the most recent prospectuses available as of the date of printing; "FER"). The underlying fund of this sub-account has either waived a portion of, or capped, its fees; the FER used to determine the TAOE of the sub-account that invests in the underlying fund is the net expense ratio of the underlying fund. Refer to the Fund Sheet for details.

To obtain group annuity investment option Fund sheets and prospectuses for each sub-account's underlying investment vehicle call 1-800-395-1113. These documents contain complete details on investment objectives, risks, fees, charges and expenses as well as other information about the underlying investment vehicle, which should be carefully considered. Please read these documents carefully prior to investing.

This material is for information purposes only. John Hancock USA does not provide investment, tax, plan design or legal advice. Please consult your own independent advisor as to any investment, tax, plan design-related or legal statements made herein.

Group annuity contracts and recordkeeping agreements are issued by John Hancock Life Insurance Company (U.S.A.), Boston, MA (not licensed in New York). John Hancock Life Insurance Company (U.S.A.) makes available a platform of investment alternatives to sponsors or administrators of retirement plans without regard to the individualized needs of any plan. Unless otherwise specifically stated in writing, John Hancock Life Insurance Company (U.S.A.) does not, and is not undertaking to, provide impartial investment advice or give advice in a fiduciary capacity.

NOT FDIC INSURED. MAY LOSE VALUE. NOT BANK GUARANTEED.

© 2020 All rights reserved.

GT-P19754 03/17-329906 GA120116329906