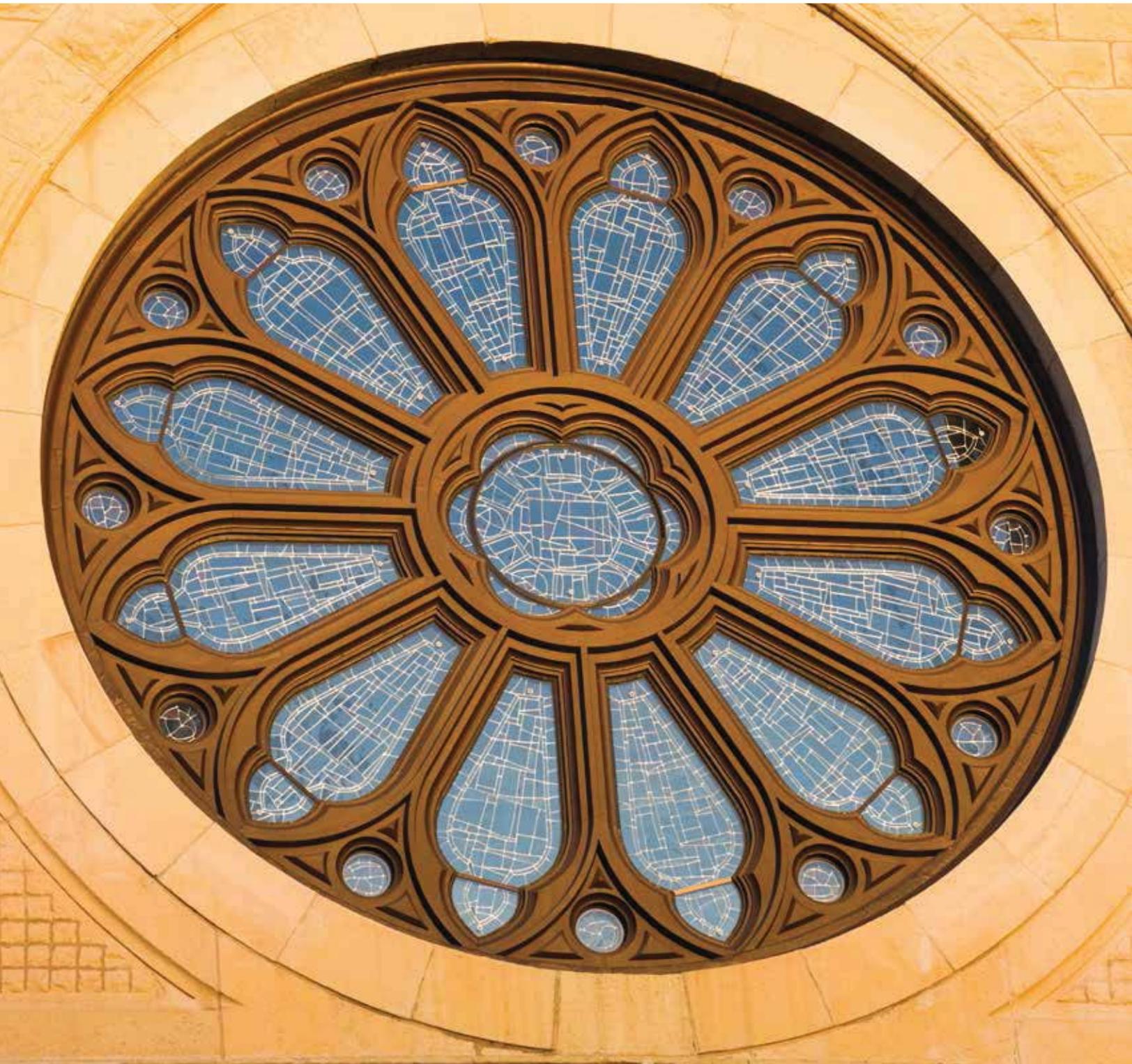




Your Retirement Workbook

Defined Contribution 403(b) Retirement Plan for Lay Employees



Plan Name: Defined Contribution 403(b) Retirement Plan for Lay Employees
Plan Number: 720502

Dear Participant,

Congratulations! You're eligible to join the Defined Contribution 403(b) Retirement Plan for Lay Employees! It's a great opportunity to help you secure your financial future.

Prudential Retirement[®], our plan provider, has been helping people meet their financial challenges with confidence for over 85 years. We partner with Prudential to help you meet your challenges. Please take a moment to review the enclosed important notices.

It's easy to get started

You can set up your account quickly at aoc.retirepru.com. Just click "Account Access" then "Register Now" and follow the instructions to create your username and password, review or update your investments, beneficiary and more.

Save paper and time with electronic delivery

Receiving retirement plan materials electronically can cut your clutter—and simplify your life. After you complete enrollment, log in to your account online, view your Profile, and update your Delivery Preferences to E-Delivery to sign up for this service.

Get ready at PreparewithPru.com

Take advantage of Prudential's online education center. It can show you how to get the most out of the retirement plan, understand asset allocation, help manage debt, and more, all in an easy-to-use, interactive format.

Additional help when you need it

Successful retirement saving can mean having the tools, resources, and people who help you make the right decisions. The plan can help you find the freedom to retire on *your* terms. Visit aoc.retirepru.com for more information about the Plan, upcoming events and your tools and resources. You can also call 877-PRU-2100 (877-778-2100). Participant service representatives are available Monday through Friday, 7 a.m. to 8 p.m. CT.

Our onsite retirement counselor, Julia Calderon, can also answer all of your questions about the Plan. She'll meet with you—by phone or in person—to help you on the path to a secure retirement. You can call Julia to schedule an appointment at 312-244-0941, or send an email to Julia.Calderon@prudential.com.

Preparing for tomorrow starts today. By taking advantage of all that the plan offers, you can be on the path to a more comfortable, fulfilling retirement.

Sincerely,

Deacon Mel Stasinski
Benefits Manager
Archdiocese of Chicago

403(b) Plan Highlights for Lay Employees

Your financial health and well-being are important to the Archdiocese of Chicago. That's why we offer you the Defined Contribution 403(b) Retirement Plan (the "Plan") to help you pursue a rewarding financial future.

This plan highlights provides a general overview of the Plan. If you have questions, or would like to take advantage of personalized retirement planning guidance, be sure to contact our retirement counselor, Julia Calderon. You can call to schedule an appointment at **312-244-0941**, or send an email to Julia.Calderon@prudential.com.

ENROLLMENT AND ELIGIBILITY

- Your enrollment in the program is automatic, unless you decline participation within 30 days following your plan entry date.
- Automatic enrollment is a process by which you are enrolled in your retirement program without taking any action. You can change the amount of your contributions, stop them altogether, or redirect your investment options.
- If automatically enrolled, you will be enrolled at a deferral rate of 3% of your eligible pay, which will be deducted from your paycheck and invested in the Vanguard Institutional Target Date Funds*. To learn more about other investment options in your program, go online to aoc.retirepru.com.
- You are immediately eligible to enroll in the plan on your own and start your before-tax savings prior to the automatic enrollment start date. This will allow you to invest in the funds of your choice from the start of your participation. In addition, you may contribute more to your account. Even an increase of one or two percent over the auto-enrollment deferral rate of 3% can have a significant impact on your savings.

YOUR CONTRIBUTIONS

- You may contribute 0 to 100% of your annual pay before taxes are deducted¹.
- You may also make Roth contributions¹. To help you determine if Roth contributions are appropriate for you, visit preparewithpru.com and enter your personal data into the Roth contribution calculator.
- If you will be at least 50 years old in 2016, you are also eligible to make an additional pre-tax catch-up contribution of up to \$6,000 per year.

- You may change your contribution amount any time.

EMPLOYER'S CONTRIBUTIONS

The Archdiocese will contribute \$0.50 to your account for every \$1 you contribute, up to the first 4% of your eligible pay.

Additionally, under the Share Plan, the Archdiocese will make a quarterly contribution to eligible employees' 403(b) retirement plan. If you became eligible or were hired on or after July 1, 2007, this contribution will be based on a flat percentage of gross earnings. The flat contribution may range from 1.25% to 5.0% as determined annually by the Archdiocese.

CONTRIBUTION ACCELERATOR

The Plan's contribution accelerator feature offers you an easy way to increase your contribution amount over time. Here's how it works:

- You are automatically enrolled in this feature unless you opt out.
- Your contribution amount will increase by 1% annually, up to a 4% maximum.
- You can opt out of this feature at any time.

VESTING

"Vesting" refers to your ownership of the money in your account. You are always 100% vested in your own contributions.

This vesting schedule applies to the Archdiocese match.

Years of Service	Percentage vested
After 1	25%
After 2	50%
After 3	75%
After 4	100%

This vesting schedule applies to the Share Plan contribution.

Years of Service	Percentage vested
Less than 5	0%
After 5	100%

¹In 2016, federal tax law allows you to make a combined contribution of pre-tax and Roth contributions to your retirement plan up to \$18,000.

ACCESS YOUR MONEY

You may be able to access money in your retirement program account through a loan, in-service withdrawal, or hardship withdrawal. Please log in to your account at aoc.retirepru.com or call **877-778-2100** for more information.

RETIREMENT INCOME CALCULATOR

The Plan also offers the Retirement Income Calculator. This tool can help you determine if you are saving enough to meet your retirement goal. And if not, it can suggest an action plan to help get you back on track. To access the Retirement Income Calculator, log in to your account at aoc.retirepru.com.

INVESTMENT OPTIONS

The Archdiocese of Chicago offers a selection of investments to choose from. You can decide how you want your money invested, and may move money between investments anytime.

Stable Value

Guaranteed Income Fund

Fixed Income - Intermediate Bond

Ave Maria Bond*
Baird Aggregate Bond Inst*

Balanced - Value

Vanguard Wellington Admiral*

Large Cap Stock - Value

Invesco Diversified Dividend R6*
Knights of Columbus Large Cap Val Inst*

Large Cap Stock - Blend

Vanguard 500 Index Admiral*
Calvert US Large Cap Core Rspnb Idx I*

Large Cap Stock - Growth

Knights of Columbus Large Cap Gr Inst*
Prudential Jennison Growth Z*

**Registered mutual fund*

Prudential Jennison Growth Z*

Mid Cap Stock - Growth

Ave Maria Growth*

Small Cap Stock - Value

Columbia Small Cap Value Fund I Y*
Knights of Columbus Small Cap Eq Inst*

Small Cap Stock - Growth

Lord Abbett Developing Growth R6*

International Stock - Blend

Lazard International Strategic Eq Inst*

International Stock - Emerging Markets

Harding Loevner Instl Emerg Mkts I*

Specialty - Real Estate

Cohen & Steers Instl Realty Shares*

Target Date Funds

Vanguard Instl Trgt Retire Inc Inst*
Vanguard Instl Trgt Retire 2010 Inst*
Vanguard Instl Trgt Retire 2015 Inst*
Vanguard Instl Trgt Retire 2020 Inst*
Vanguard Instl Trgt Retire 2025 Inst*
Vanguard Instl Trgt Retire 2030 Inst*
Vanguard Instl Trgt Retire 2035 Inst*
Vanguard Instl Trgt Retire 2040 Inst*
Vanguard Instl Trgt Retire 2045 Inst*
Vanguard Instl Trgt Retire 2050 Inst*
Vanguard Instl Trgt Retire 2055 Inst*
Vanguard Instl Trgt Retire 2060 Inst*

AUTO REBALANCING

Your retirement plan offers auto rebalancing, an optional easy-to-use rebalancing feature. It ensures that the investment allocations you choose stay consistent until you, not market conditions or money managers, make a change. Rebalancing dates will appear on your retirement statement.

QUESTIONS?

Visit aoc.retirepru.com for more information about the Plan, upcoming events and your tools and resources. You can also call **877-PRU-2100** (877-778-2100). Participant service representatives are available Monday through Friday, 7 a.m. to 8 p.m. CT.

Our onsite retirement counselor, Julia Calderon, can also answer all of your questions about the Plan. She'll meet with you—by phone or in person—to help you on the path to a secure retirement. You can call Julia to schedule an appointment at **312-244-0941**, or send an email to Julia.Calderon@prudential.com.

Investors should consider the fund's investment objectives, risks, charges, and expenses before investing. The prospectus, and if available, the summary prospectus, contains complete information about the investment options available through your plan. Please call 877-778-2100 for a free prospectus, and if available, a summary prospectus that contains this and other information about our mutual funds. You should read the prospectus and the summary prospectus, if available, carefully before investing. It is possible to lose money when investing in securities.

Shares of the registered mutual funds are offered through Prudential Investment Management Services LLC (PIMS), Newark, NJ, a Prudential Financial company. Prudential Retirement is a Prudential Financial Business. Retirement Counselors are registered representatives of PIMS.

The target date is the approximate date when investors plan to retire and may begin withdrawing their money. The asset allocation of the target date funds will become more conservative as the target date approaches by lessening the equity exposure and increasing the exposure in fixed income type investments. The principal value of an investment in a target date fund is not guaranteed at any time, including the target date. There is no guarantee that the fund will provide adequate retirement income.

A target date fund should not be selected based solely on age or retirement date. Participants should carefully consider the investment objectives, risks, charges and expenses of any Fund before investing. Funds are not guaranteed investments and the stated asset allocation may be subject to change. It is possible to lose money by investing in securities, including losses near and following retirement.

The Guaranteed Income Fund (GIF) is a group annuity product issued by **Prudential Retirement Insurance and Annuity Company (PRIAC)**, Hartford, CT 06103. Amounts contributed to the contract are deposited in PRIAC's general account. Payment obligations and the fulfillment of any guarantees specified in the group annuity contract are insurance claims supported by the full faith and credit of PRIAC. PRIAC periodically resets the interest rate credited on contract balances, subject to a minimum rate specified in the group annuity contract. Past interest rates are not indicative of future rates. This product is neither a mutual fund nor a bank product. The obligations of PRIAC are not insured by the FDIC or any other federal governmental agency. **Contract form # GA-2020-IA-0805 or state variation thereof.**

Prudential Retirement is compensated in connection with this product when general account investment returns exceed the interest credited on contract balances. Prudential Retirement may earn fee revenue in addition to the foregoing compensation if your plan has agreed to pay contract charges, which are sometimes paid in respect of plan and participant recordkeeping and distribution services. For some plans, Prudential Retirement uses a portion of its aggregate compensation to satisfy the plan's request for allowances and for payments to defray plan expenses. If Prudential Retirement's aggregate compensation from this product and from other plan investment products exceeds the costs of servicing your plan, Prudential Retirement earns a profit; otherwise we incur a loss.

Frequent exchanging between plan investment options may harm long-term investors. Your plan or the plan's investment funds may have provisions to deter exchanges that may be abusive. These policies may require us to modify, restrict or suspend purchase or exchange privileges and/or impose redemption fees.

Amounts withdrawn, except for qualified withdrawals from a Roth 403(b), are generally taxed at ordinary income tax rates. Amounts withdrawn before age 59½ may be subject to a 10% federal income tax penalty, applicable taxes and plan restrictions. Neither Prudential Financial nor any of its affiliates provide tax or legal advice for which you should consult your qualified professional.

The Retirement Income Calculator is hypothetical and for illustrative purposes only and is not intended to represent performance of any specific investment, which may fluctuate. There is no assurance that retirement income objectives will be met. It is possible to lose money by investing in securities.

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