

Investment Election Form

USW Industry 401(k) Plan

Plan Number: 60005

Complete this form for your initial enrollment by mailing to: MassMutual®, PO Box 219062, Kansas City, MO 64121-9062. Remember, you can always make future changes to your investment election through MassMutual's participant web site www.MassMutual.com/uswindustry401k, or by calling 1-800-743-5274.

Name (first, middle, last): _____

E-mail Address: _____

Address: _____

Telephone No.: _____

Birth Date: _____/_____/_____
mo day yr

Social Security No.: _____ - _____ - _____

Hire Date: _____/_____/_____
mo day yr

Marital Status: Married Not Married

Employer Name: _____

Investment Selection

Until you make your investment selection, your contributions will be invested in the Target Asset Allocation Investment Option listed below which has the target retirement date closest to your 65th birthday. If you are at or past your 65th birthday, your contributions will be invested in the target asset allocation investment option that shows no target retirement date. Following your enrollment, you will receive a transaction confirmation that will tell you specifically in which Target Asset Allocation Option your contributions have been invested. Subject to certain restrictions, you may redirect your contributions to any other investment option under the Plan at any time.

Option 1 – Age Based Investment Option. (If you make a selection here, do not make a selection under any other option. If multiple Investment Options are selected, you will be defaulted as instructed above.)

- Vanguard Target Retirement Income Fund %
- Vanguard Target Retirement 2015 Fund %
- Vanguard Target Retirement 2020 Fund %
- Vanguard Target Retirement 2025 Fund %
- Vanguard Target Retirement 2030 Fund %
- Vanguard Target Retirement 2035 Fund %
- Vanguard Target Retirement 2040 Fund %
- Vanguard Target Retirement 2045 Fund %
- Vanguard Target Retirement 2050 Fund %
- Vanguard Target Retirement 2055 Fund %
- Vanguard Target Retirement 2060 Fund %
- Vanguard Target Retirement 2065 Fund %

Total – 100%

Option 2 – Create your own investment strategy:

The minimum investment selection for any investment option is 1% and may be increased in increments of 1%. The sum of your elections must equal 100%.

- | | |
|---|--|
| Lower

Higher | Stable Value Fund % |
| | Baird Core Plus Bond Fund % |
| | Vanguard Total Bond Market Index Fund % |
| | Vanguard ShortTerm Inflation-ProtectedSec Fund % |
| | Vanguard Extended Market Index Fund % |
| | Vanguard Institutional Index Fund % |
| | Vanguard Target Retirement Income Fund % |
| | Vanguard Target Retirement 2015 Fund % |
| | Vanguard Target Retirement 2020 Fund % |
| | Vanguard Target Retirement 2025 Fund % |
| | Vanguard Target Retirement 2030 Fund % |
| | Vanguard Target Retirement 2035 Fund % |
| | Vanguard Target Retirement 2040 Fund % |
| | Vanguard Target Retirement 2045 Fund % |
| | Vanguard Target Retirement 2050 Fund % |
| Vanguard Target Retirement 2055 Fund % | |
| Vanguard Target Retirement 2060 Fund % | |
| Vanguard Target Retirement 2065 Fund % | |
| Champlain Mid Cap Fund % | |
| Vanguard Total International Stock Index Fund % | |
| Gold Sachs GQG Prtnrs IntlOpsFund % | |

Total – 100%

A Target Date Fund may not achieve its objective and/or you could lose money on your investment in the fund. You may experience losses near, at, or after the target date. There is no guarantee of the fund's principal value, including at the target date, or that the fund will provide adequate income at and through your retirement.

Mail to: MassMutual, PO Box 219062, Kansas City, MO 64121-9062

Complete reverse side. ►

Investment Election Form (continued)

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You will receive an Investment Selection Confirmation report from MassMutual for your records. You may change your investment selection by calling 1-800-743-5274 or accessing the Internet (www.MassMutual.com/uswindustry401k): each available 24 hours a day, 7 days a week. You may change your investment selection daily for future contributions and transfer existing balances between investments daily at no charge. MassMutual cannot guarantee availability during periods of high demand.

Important Note: If MassMutual receives this form and you have already made changes to your elections through phone or the Internet, the most recently dated activity will prevail.

For more complete information about each investment, including charges and expenses, we recommend that you read each investment's prospectus and investment profile carefully before investing. Asset allocation doesn't protect against loss or ensure a profit, but can be a sound investment strategy. You can read and print copies for all of your plan's investment options through the web site at www.MassMutual.com/uswindustry401k. You also may contact our Participant Information Center at 1-800-743-5274 between 8:00 a.m. and 8:00 p.m. ET, Monday through Friday to request a prospectus.

Signature

Participant

Date

Mail to: MassMutual, PO Box 219062, Kansas City, MO 64121-9062

To name your beneficiary, visit www.MassMutual.com/uswindustry401k to download the Beneficiary Designation Form or call MassMutual at 1-800-743-5274.