

**MUTUAL
OF AMERICA**
75 YEARS
OF GIVING

**2020
Philanthropy Report**

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HONORING THE PAST, ANTICIPATING THE FUTURE

On October 1, 1945, the Company was founded by an exceptional group of leaders who believed that every worker deserves a financially secure and dignified retirement.



We look forward to celebrating our 75th anniversary in 2020. Helping our clients stay focused on achieving their retirement and investment goals is the hallmark of who we are as a Company and what we have been doing successfully since 1945.

Of course, in early 2020, as we were developing this publication highlighting the philanthropic work that our Company is involved with, committed to and proud to be part of for 75 years, I couldn't help but turn the focus on the inspirational work our clients and their employees do each and every day across the United States.

This year, we have witnessed the selfless and caring acts displayed by tens of thousands of individuals on the front lines battling COVID-19 and helping those affected by it to recover. On behalf of everyone at Mutual of America, I want to thank our thousands of clients, colleagues and friends, especially those from the nonprofit social welfare and health and human services sectors, for making such a meaningful impact during the crisis in the communities where we all live and work.

The idea of actively promoting the welfare of others is close to our heart. Mutual of America Financial

Group (then known as the National Health & Welfare Retirement Association) was founded on October 1, 1945, by an exceptional group of leaders who were dedicated to supporting the nonprofit sector and believed that every worker deserves a financially secure and dignified retirement.

This shared purpose continues to drive us forward as we deliver innovative retirement plan solutions and investments that help to create better outcomes for our customers.

Our dedication to making a difference in the lives of our customers doesn't end with the retirement plans and services we provide. We are so inspired by the incredible, life-changing work our nonprofit clients devote their lives to and the real difference they make in our communities, we annually commit substantial resources to helping them fulfill their missions as well as volunteer and participate in many of their charitable events.

As you'll see on the pages that follow, the story of Mutual of America Financial Group is a story of caring, giving back and making a difference. For more than

seven decades, we have committed ourselves to strengthening the diverse communities in which we live and work by helping to make them safer, healthier and happier for all.

For example, our Mutual of America Community Partnership Award annually honors the outstanding contributions that nonprofit organizations, in partnership with public, private and other social sector organizations, make to society. This year, five organizations are selected to receive our Community Partnership Award, with the Thomas J. Moran Award presented to the national award-winning program. In addition, you'll learn about our commitment to the Public Broadcasting Service (PBS), the American Cancer Society® and others who are working to strengthen the sense of community and caring in our country.

Our culture of caring is in our DNA. Each year, virtually all of our employees participate in charitable events and voluntary giving in their own communities. Mutual of America supports their selfless efforts by providing matching contributions and gifts to hundreds of charitable organizations across the country.

As we celebrate our 75th anniversary, we are proud to share the story of our rich heritage of giving and how it inspires us to stand together with our customers from both the nonprofit and for-profit sectors to help improve the financial security and quality of life of all Americans.

Thank you for placing your trust in us.

A handwritten signature in black ink that reads "John R. Greed".

John R. Greed
Chairman, President and
Chief Executive Officer

IT'S AMAZING WHAT CAN HAPPEN WHEN WE COME TOGETHER FOR A GREATER GOOD

In the early 1940s, a group of community-minded business leaders gathered to address the plight of health and welfare workers. Despite dedicating their careers to helping others, these employees often faced financial hardship in their own lives, particularly in retirement, because they lacked the insurance, pension and Social Security benefits afforded workers in other fields.

Driven by the belief that all workers deserve to retire with dignity, the committee formed the National Health & Welfare Retirement Association (the Company we now know as Mutual of America Financial Group) to provide nonprofit companies and their employees access to retirement plans and insurance. This was the first time in America's history that employees of health and welfare agencies were able to accumulate funds toward building a financially secure future through such plans.



“The history of Mutual of America Financial Group is more than a story of our Company’s remarkable growth over 75 years. It is also a story of giving back to the communities where our clients and employees live and work across America.”

AMIR LEAR,
VICE CHAIRMAN, MUTUAL OF AMERICA FINANCIAL GROUP,
AND CHAIRMAN, MUTUAL OF AMERICA CAPITAL MANAGEMENT LLC



1943

AN URGENT NEED IDENTIFIED

Ralph Blanchard, then Executive Director of Community Chests and Councils (now called the United Way), forms a committee to consider the development of a retirement plan for health and welfare workers.

PROMISES MADE, PROMISES KEPT

On October 7, 1945, a maintenance worker from Erie, Pennsylvania, died suddenly of a cerebral hemorrhage. His death came just days after his employer had contracted for retirement and death benefits from a new organization called the National Health & Welfare Retirement Association, Inc., which had just begun business on October 1.

The worker had paid a single \$3.25 contribution that was matched by his employer. As a result of a modest term-insurance program associated with the retirement plan, the worker's daughter received \$1,305, then a significant sum.

1945

A COMPANY IS FORMED

The National Health & Welfare Retirement Association (NHWRA) is chartered, licensed and incorporated as a not-for-profit corporation offering defined contribution retirement plans and insurance. Shown: The Company's first Home Office location at 441 Lexington Avenue, NYC.

1957

ADDRESSING A CHANGING WORKFORCE

The Company adds defined benefit plans to its product lineup.



1973

FIRST REGIONAL OFFICE IS OPENED IN PHILADELPHIA

The Company brings financial security to more Americans.



1978

THE START OF A LARGER MISSION

The Company becomes National Health & Welfare Mutual Life Insurance Association, Inc.—a national mutual life insurance company. Shown: Home Office located at 666 Fifth Avenue, NYC.

USING OUR STRENGTH TO BETTER HELP COMMUNITIES

For 75 years, Mutual of America Financial Group has been guided by the conviction that every worker is important. That is why our approach to retirement savings is driven by smart plan design; high-touch, one-on-one education and support; easy-to-use online tools and resources; and exceptional service.

From the start, our mission has been to provide stability and security in a world of change and uncertainty. Today, that commitment is stronger than ever. We remain dedicated to providing the tools and resources workers need to take control of their finances so they can meet today's financial challenges and achieve tomorrow's dreams. Our strong sense of social responsibility can be seen in our customer-first attitude and in the ways we proudly give back to the diverse communities across America that we serve.

“Caring is ingrained in the way we work. We strive to be generous with our time, our expertise and our talents because we know that when our customers and their communities thrive, so do we.”

WILLIAM ROSE,
SENIOR EXECUTIVE VICE PRESIDENT AND
CHIEF MARKETING OFFICER

1983



1988



PROMISES MADE, PROMISES KEPT

For more than 25 years, Mutual of America has been the sole flagship sponsor of the American Cancer Society® Making Strides Against Breast Cancer Walk®. We're also a top corporate fundraiser for the National Multiple Sclerosis Society's Walk MS® and for the Concern Spring Run, a run/walk event benefiting Concern Worldwide. Together with our employees, we are helping to raise awareness and support for these and other worthwhile causes.

Shown: Employees at the annual American Cancer Society® Making Strides Against Breast Cancer Walk® events in Boca Raton, FL (above), and in New York City (below).



1990

TAKING A STAND

Mutual of America sponsors “Anatomy of Hate,” a worldwide conference in Oslo, Norway, involving 70 leaders representing 29 nations. Shown: William J. Flynn and Nelson Mandela, the South African anti-apartheid revolutionary, political leader and philanthropist who later became South Africa's first democratically elected president (1994–1999).



GIVING STARTS AT HOME

The Company introduces the Matching Gift program to employees.

1986

GIVING VOICE TO IMPORTANT ISSUES

The Company sponsors a program called *Courage to Care*, which is shown on PBS.

1987

THE MUTUAL OF AMERICA FOUNDATION IS CREATED

Shown: William J. Flynn (President 1971–1992, CEO 1972–1994, Chairman of the Board 1982–2005, Chairman Emeritus 2005–2018) and Nobel Laureate Elie Wiesel.



JOINING THE INTERNATIONAL STAGE

Mutual of America supports the Nobel Laureate Conference in Paris, France. The Company is also the principal sponsor of events surrounding the signing of the Williamsburg Charter for Religious Freedom at the First Liberty Summit.

USING OUR STRENGTH FOR GIVING

Established in 1987 as the charitable arm of our Company, the Mutual of America Foundation is helping to ignite community-based change through the support of initiatives focused on education and economic empowerment, arts and culture, and community transformation—most notably through the Mutual of America Community Partnership Award.

Since 1996, the Community Partnership Award annually honors the contributions of nonprofit organizations that are working to create a future where every person has the opportunity to achieve their own version of the American Dream. The Foundation also provides grants and corporate gifts to hundreds of organizations working for the greater good. This includes our continued support of responsible, incisive television journalism through funding for award-winning PBS programs such as the *PBS NewsHour Weekend* and *MetroFocus*, among others.

1992

BUILDING COMMUNITY

President Jimmy Carter visits Mutual of America. The Company presents a donation to Habitat for Humanity.



“With strength comes responsibility. Since our founding, we have been dedicated to helping to build a strong, vibrant society for all Americans.”

THOMAS GILLIAM,
CHAIRMAN AND CEO, MUTUAL OF AMERICA FOUNDATION

“One example of the spirit of caring at the heart of Mutual of America is our Community Partnership Award. The CPA annually recognizes the important contributions that nonprofit organizations, in partnership with public, private and other social sector organizations, make to society. The Award is a crucial acknowledgment of the remarkable impact that can happen when passionate, caring and committed individuals come together for the greater good and help transform lives in the process.”

THOMAS J. MORAN (1952–2018),
CHAIRMAN EMERITUS

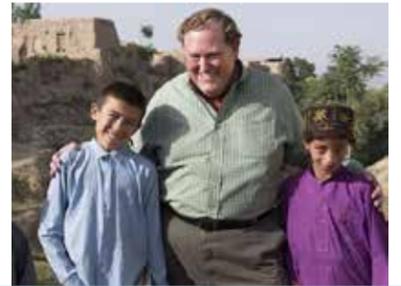
1996

HONORING AMERICA'S BEST

The Mutual of America Community Partnership Award is established for U.S. nonprofit organizations showing exemplary leadership. Shown: Thomas Gilliam, Chairman and CEO, Mutual of America Foundation.

PROMISES MADE, PROMISES KEPT

Each year, the Mutual of America Foundation sponsors a national competition in which hundreds of organizations demonstrate the value of partnership in helping to create innovative solutions to some of society's most difficult challenges. One powerful example is found in 2019's recipient of the Thomas J. Moran Award, which is presented annually to the Community Partnership Award's national award-winning program.



The Coalition to Abolish Slavery and Trafficking (Cast) is confronting human trafficking, one of the most devastating human rights issues facing our country and the world. Through its Survivor Advocate Program, Cast places a trained professional, who is also a survivor of human trafficking, in partnering hospitals to improve the support provided when a victim of human trafficking seeks medical attention. In

doing so, this program is empowering individuals to rebuild their lives after years of captivity and abuse, and to turn their exploitation into an opportunity for advocacy to end human trafficking forever.



2001

GLOBAL COMMITMENT

From 2001 to 2017, Thomas J. Moran (President 1992–2015, CEO 1995–2016, Chairman of the Board 2005–2018, and Chairman Emeritus 2018) chaired the board of Concern Worldwide US and served on the board of Concern Worldwide in Ireland. Tom visited Concern's operations, frequently traveling to remote parts of the world to help people who needed help most. Shown: Thomas Moran on a trip to Afghanistan in 2013.



1991

PROMISES KEPT

NBC Nightly News cites Mutual of America as one of the 10 “safest insurance companies.” Mutual of America also becomes the sole corporate sponsor of the Bill Moyers series on PBS.

ENGAGING COMMUNITIES, LIFTING LIVES

Empowering our employees to make a difference in their communities is at the core of Mutual of America Financial Group's culture of caring and giving back. It is also the foundation of our social responsibility efforts. Nearly all of our more than 1,100 employees actively volunteer in their communities each year, offering their time, energy and goodwill in support of organizations and causes they care most about.

That generosity is amplified through Mutual of America's Matching Gift program, which gives our employees freedom to choose how and when they give back. We've seen, time and again, that when our employees are personally invested in a cause and supported at work, the possibilities for doing good are endless.

2011

STANDING TOGETHER

Mutual of America honors those affected by the tragedy of 9/11. Shown: Mutual of America employees hold the National 9/11 Flag.



2008

A STEADY HAND

Mutual of America maintains financial strength ratings during the global financial crisis, as one of the few financial services companies that did not invest in subprime mortgages.



PROMISES MADE, PROMISES KEPT

Destroyed in the aftermath of the September 11 World Trade Center attacks, the National 9/11 Flag is a testament to service, sacrifice and our country's ability to overcome historic challenges by working together. With the support of Mutual of America and other companies and individuals, the National 9/11 Flag traveled across America, where local service heroes stitched it back together using pieces of retired American flags from all 50 states.

At each stop on its journey, the National 9/11 Flag brought together communities to pay tribute to our military veterans, first responders, educators, volunteer service leaders and those who lost loved ones on 9/11. Today, it is part of the permanent collection of the National September 11 Memorial & Museum at the World Trade Center.



2017

LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN

In 2012, we received Leadership in Energy and Environmental Design (LEED®) Silver Certification for our New York headquarters. At the time, it was one of only nine buildings in New York City to have earned such status from the United States Green Building Council. Then, in 2017, we were honored to receive the prestigious LEED Gold Certification for our dedication to environmental responsibility and overall sustainability, as well as our Company's long-standing commitment to protect the environment for future generations.

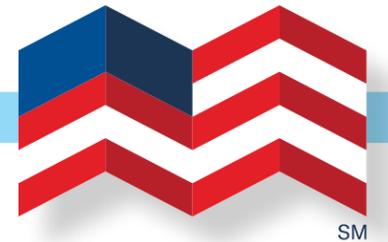
“At Mutual of America Financial Group, we view sustainability as an opportunity to reduce our environmental impact in a way that also promotes business success.”

CARSON DUNBAR,

SENIOR VICE PRESIDENT, REAL ESTATE OPERATIONS

2019

THE COMPANY INTRODUCES OUR NEW TRADE NAME, MUTUAL OF AMERICA FINANCIAL GROUP, AND LOGO



Mutual of America
Financial Group™
Retirement Services • Investments

USING OUR VALUES FOR A LARGER PURPOSE

At Mutual of America Financial Group, we believe that we are all stronger when we work together for a greater good. As we look ahead to our next 75 years and beyond, we remain committed to being a Company known for doing what's right for our customers, our communities and the planet we all call home.

2019

IN MONEY WE TRUST

Mutual of America sponsors a documentary film about the 2008 financial crisis. Shown: John R. Greed (l) and William Rose (r) from Mutual of America with Steve Forbes (c).



“I am confident that our culture of integrity, caring, social responsibility, and commitment to our customers and employees positions us well to meet the challenging retirement savings needs of our clients, now and in the future.”

JOHN R. GREED,
CHAIRMAN, PRESIDENT AND CHIEF EXECUTIVE OFFICER

2020

MUTUAL OF AMERICA CELEBRATES ITS 75TH ANNIVERSARY



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