



RETIREMENT PLAN
SERVICES

404a-5 Plan & Investment Notice

THE TRUSTEES OF RELIABLE CONTRACTING 401(K) PLAN

As of August 09, 2016

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 www.jhpensions.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 Money Market 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 www.jhpensions.com for the most recent listing.

RESTRICTIONS REGARDING INVESTING IN THE GUARANTEED INTEREST ACCOUNTS

If you choose to invest in a Guaranteed Interest Account, the following restrictions apply:

- In each reporting year, you may transfer at book value up to 20% of your opening account balance of each Guaranteed Interest Account to any investment option outlined in the Investment Comparative Chart on the following dates Jan 20, Apr 20, Jul 20, Oct 20. All transfers from any Guaranteed Interest Account to the Money Market Fund may be subject to a Market Value Adjustment (lesser of book or market value).
- Any transfer that is in excess of the 20% limit (and any Guaranteed Interest Account transfer made on a date other than the dates specified above) may be subject to a Market Value Adjustment (lesser of book or market value).
- A market value formula will apply to the following withdrawals which may result in a Market Value Adjustment (lesser of book or market value):
 - Plan Discontinuances
 - In-service Withdrawals
 - Pre-retirement withdrawals at 59 1/2
 - Withdrawals of employee voluntary (after-tax) monies
- Hardship Withdrawals issued from the Guaranteed Interest Accounts will be at book value.
- Loans issued from the Guaranteed Interest Accounts will be at book value.
- For questions or more details on whether a market value adjustment will be applied, call the John Hancock participant services toll free line at 800-395-1113 or 800-363-0530 for Spanish.

Note: Transfers between Guaranteed Interest Accounts (e.g. 3-yr to 5-yr) are not permitted.

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 www.jhpensions.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, an investment platform, quarterly statements and website tools. Charges for these services are currently waived. If the applicable conditions for the waiver are not met, charges* for these services will apply.

* 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: 0.10% on a pro-rata basis.

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

Individual Expenses

Your Plan imposes additional charges if you elect to use certain services/features. These charges are imposed specifically against your account, and are not imposed on a plan-wide basis. Expenses deducted from your account will appear on your quarterly benefit statements.

As of August 09, 2016 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
Mailed Detailed Statement Fee	\$1.00 per statement per quarter

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 02210 (not licensed in New York). John Hancock Investment Management Services, LLC, a registered investment adviser, provides investment information relating to the contracts. Plan administrative services may be provided by John Hancock Retirement Plan Services LLC or a plan consultant selected by the Plan.

NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED | NOT INSURED BY ANY GOVERNMENT AGENCY

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Investment Comparative Chart

THE TRUSTEES OF RELIABLE CONTRACTING 401(K) 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 www.jhpensions.com. To obtain more information, or to receive a paper copy (at no cost) of the information available on the websites, contact PATRICIA M. BALDWIN at (410) 987-0313 and 2410 Evergreen Road, Suite 200, Gambrills, MD, 21054

DOCUMENT OVERVIEW

This document is comprised of two sections; Performance Information and Fee and Expense Information.

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, 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 www.jhpensions.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 www.dol.gov/ebsa/publications/401k_employee.html. 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 06/30/2016	Average Annual Total Return as of 12/31/2015				Benchmark YTD as of 06/30/2016	Benchmark [†] Return as of 12/31/2015				Total Annual Operating Expenses as of 06/30/2016		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 Legg Mason ClearBridge Aggressive Growth Fund (STW) ^{8,19,74,81} Large Cap Growth http://www.viewjhfunds.com/usa/C01/stwa/index.html	-2.71%	-4.60%	13.66%	6.99%	10.42%	1.13%	5.09%	13.30%	8.48%	7.46%	1.24%	\$12.40	N/A
							Russell 3000 Growth TR						
AG Aston/Fairpointe Mid Cap Fund (AOM) ^{87,103,104} Mid Cap Blend http://www.viewjhfunds.com/usa/C01/aoma/index.html	0.32%	-10.64%	8.86%	9.21%	11.74%	7.92%	-2.17%	10.67%	8.17%	11.84%	1.41%	\$14.10	N/A
							S&P MidCap 400 TR						
AG Vanguard Mid-Cap Growth ETF (VOT) ^{76,118,119,123,139} Mid Cap Growth http://www.viewjhfunds.com/usa/C01/vota/index.html	2.09%	-1.67%	9.63%	N/A	7.19%	2.51%	-0.93%	11.11%	8.12%	8.63%	0.74%	\$7.40	N/A
							CRSP US Mid Cap Growth						
AG [§] Undiscovered Managers Behavioral Value Fund (UND) ¹³⁴ Small Cap Value http://www.viewjhfunds.com/usa/C01/unda/index.html	3.91%	2.91%	12.31%	8.17%	11.74%	6.08%	-7.46%	7.67%	5.57%	8.60%	1.61%	\$16.10	N/A
							Russell 2000 Value TR						
AG DFA US Small Cap Fund (SCP) ^{31,54} Small Cap Blend http://www.viewjhfunds.com/usa/C01/scpa/index.html	3.25%	-3.87%	9.90%	7.26%	10.10%	2.21%	-4.41%	9.18%	6.80%	9.19%	0.97%	\$9.70	N/A
							Russell 2000 TR						
AG Vanguard Small Cap Growth Index Fund (VSG) ^{41,120,125} Small Cap Growth http://www.viewjhfunds.com/usa/C01/vsga/index.html	2.07%	-3.10%	9.53%	7.70%	7.62%	2.31%	-2.60%	9.41%	7.98%	N/A	0.68%	\$6.80	N/A
							CRSP US Small Cap Growth						
AG Invesco Small Cap Growth Fund (SCO) ^{17,18,44,57,67,130} Small Cap Growth http://www.viewjhfunds.com/usa/C01/scoa/index.html	1.64%	-1.68%	11.59%	8.64%	10.23%	-1.59%	-1.38%	10.67%	7.95%	6.60%	1.07%	\$10.70	N/A
							Russell 2000 Growth TR						
AG International Value Fund (ITV) ^{9,13,23,47,73} International/Global Value http://www.viewjhfunds.com/usa/C01/itva/index.html	1.12%	-7.87%	1.04%	2.47%	3.74%	-4.42%	-0.81%	3.60%	3.03%	3.34%	1.00%	\$10.00	N/A
							MSCI EAFE TR						

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

Name/Type of Option	Return YTD as of 06/30/2016	Average Annual Total Return as of 12/31/2015				Benchmark YTD as of 06/30/2016	Benchmark [†] Return as of 12/31/2015				Total Annual Operating Expenses as of 06/30/2016		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 ⁵ Oppenheimer Developing Markets Fund (DMK) ^{21,56,71} International/Global Growth http://www.viewjhfunds.com/usa/C01/dmka/index.html	3.62%	-14.14%	-2.57%	5.85%	11.68%	6.41%	-14.91%	-4.80%	3.61%	N/A	1.40%	\$14.00	N/A
AG Oppenheimer International Growth Fund (OIG) ^{3,129} International/Global Growth http://www.viewjhfunds.com/usa/C01/oiga/index.html	-2.65%	3.07%	6.13%	6.26%	6.64%	-1.01%	-5.66%	1.05%	2.92%	3.88%	1.24%	\$12.40	N/A
G Dodge & Cox Stock Fund (DCS) ⁹⁷ Large Cap Value http://www.viewjhfunds.com/usa/C01/dcsa/index.html	0.44%	-4.97%	11.16%	5.25%	10.44%	3.83%	1.38%	12.56%	7.30%	N/A	1.02%	\$10.20	N/A
G Blue Chip Growth Fund (BCF) ^{13,57,73,90,117,153} Large Cap Growth http://www.viewjhfunds.com/usa/C01/bcfa/index.html	-5.83%	10.93%	15.38%	9.17%	8.37%	3.83%	1.38%	12.56%	7.30%	9.09%	0.96%	\$9.60	N/A
G Vanguard Growth Index Fund (LGI) ^{98,125} Large Cap Growth http://www.viewjhfunds.com/usa/C01/lgia/index.html	1.06%	2.69%	12.50%	7.80%	8.56%	1.38%	3.38%	12.40%	8.25%	N/A	0.68%	\$6.80	N/A
G John Hancock Disciplined Value Mid Cap Fund (DVM) ^{71,108} Mid Cap Value http://www.viewjhfunds.com/usa/C01/dvma/index.html	3.21%	2.00%	13.90%	10.61%	11.12%	8.87%	-4.77%	11.25%	7.60%	8.21%	0.92%	\$9.20	N/A
G Vanguard Mid-Cap Value ETF (VOE) ^{76,118,119,123,139} Mid Cap Value http://www.viewjhfunds.com/usa/C01/voea/index.html	4.19%	-2.49%	11.36%	N/A	7.16%	4.44%	-1.75%	12.57%	7.84%	7.80%	0.74%	\$7.40	N/A
G&I Vanguard Value Index Fund (LVI) ^{98,125} Large Cap Value http://www.viewjhfunds.com/usa/C01/lvia/index.html	5.18%	-1.46%	11.10%	5.85%	8.63%	5.52%	-0.85%	12.13%	6.62%	N/A	0.68%	\$6.80	N/A
G&I Parnassus Core Equity Fund (PEI) ^{33,132,148} Large Cap Blend http://www.viewjhfunds.com/usa/C01/peia/index.html	3.21%	-0.83%	12.40%	N/A	9.25%	3.83%	1.38%	12.56%	7.30%	6.96%	1.12%	\$11.20	N/A

BOND FUNDS

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

Name/Type of Option	Return YTD as of 06/30/2016	Average Annual Total Return as of 12/31/2015				Benchmark YTD as of 06/30/2016	Benchmark [†] Return as of 12/31/2015				Total Annual Operating Expenses as of 06/30/2016		Shareholder-Type Fees	
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000		
Vanguard Short-Term Federal Fund (GOV) ^{15,83,120,125,142,143} High Quality Short Term Fixed Income http://www.viewjhfunds.com/usa/C01/gova/index.html	1.67%	0.23%	0.66%	2.52%	4.57%	2.35%	0.93%	1.22%	3.05%	5.27%	BarCap 1-5 Yr Government	0.70%	\$7.00	N/A
Active Bond Fund (DVB) ^{10,13,69,73} High Quality Intermediate Term Fixed Income http://www.viewjhfunds.com/usa/C01/dvba/index.html	4.96%	-0.11%	4.12%	5.24%	5.40%	5.31%	0.54%	3.24%	4.51%	5.29%		BarCap U.S. Aggregate Bond TR	0.78%	\$7.80
Lord Abbett Short Duration Income Fund (LAS) ^{83,142,143,150,154} High Yield Bond http://www.viewjhfunds.com/usa/C01/lasa/index.html	2.86%	0.26%	2.49%	4.21%	4.09%	2.26%	1.01%	2.03%	3.65%	4.80%	BofAML US Corps 1-3 Year	0.80%	\$8.00	N/A
Money Market Fund (MMR) ^{13,22,82,83,91,101,142,143,158} High Quality Short Term Fixed Income http://www.viewjhfunds.com/usa/C01/mmra/index.html	-0.09%	-0.50%	-0.37%	0.87%	3.30%	0.11%	0.02%	0.05%	1.16%	3.61%	Citigroup U.S. Domestic 3 Mo TBill TR	0.63%	\$6.30	N/A

Money Market Fund current 7-day yield is -0.16%. The current yield quotation more closely reflects the current earnings of the Money Market Fund as of the date this report was prepared while the Annualized returns above refer to a specific past holding period reflecting the period covered by this report. Due to the Cost of Class of Funds, the subaccount's actual current yield may be lower or higher than that of the underlying trust. Although the fund strives to maintain a positive yield, there is no guarantee the fund will be able to do so. The Expense Ratio for the Money Market Fund is as of the business day immediately preceding the current date. An investment in the underlying Money Market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The underlying fund seeks to preserve a value of \$1.00 per share but it is possible to lose money by investing in the Money Market Fund that invests in the underlying fund

OTHER FUNDS

T. Rowe Price Retirement 2060 (TRZ) ^{95,114,157} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trza/index.html	1.01%	-0.21%	N/A	N/A	-0.10%	3.06%	-0.53%	8.11%	N/A	-11.24%	S&P Target Date 2055+	1.20%	\$12.00	N/A
T. Rowe Price Retirement 2055 (TRY) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trya/index.html	1.11%	-0.27%	8.28%	N/A	4.94%	3.06%	-0.53%	8.11%	N/A	N/A		BarCap 1-5 Yr Government	1.20%	\$12.00
T. Rowe Price Retirement 2050 (TRX) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trxa/index.html	1.10%	-0.26%	8.28%	N/A	4.95%	3.13%	-0.46%	7.93%	N/A	4.43%	S&P Target Date 2050	1.20%	\$12.00	N/A
T. Rowe Price Retirement 2045 (TRW) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trwa/index.html	1.16%	-0.28%	8.25%	5.98%	6.53%	3.27%	-0.46%	7.76%	5.56%	N/A	S&P Target Date 2045	1.20%	\$12.00	N/A

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

Name/Type of Option	Return YTD as of 06/30/2016	Average Annual Total Return as of 12/31/2015				Benchmark YTD as of 06/30/2016	Benchmark [†] Return as of 12/31/2015				Total Annual Operating Expenses as of 06/30/2016		Shareholder-Type Fees	
		1 yr.	5 yr.	10 yr.	Since Inception		1 yr.	5 yr.	10 yr.	Since Inception	As a %	Per \$1,000		
TD T. Rowe Price Retirement 2040 (TRV) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trva/index.html	1.14%	-0.29%	8.24%	5.97%	8.80%	3.35%	-0.40%	7.59%	5.58%	8.14%	S&P Target Date 2040	1.20%	\$12.00	N/A
TD T. Rowe Price Retirement 2035 (TRU) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trua/index.html	1.61%	-0.32%	8.04%	5.85%	6.42%	3.43%	-0.34%	7.38%	5.52%	5.93%		S&P Target Date 2035	1.19%	\$11.90
TD T. Rowe Price Retirement 2030 (TRT) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trta/index.html	2.15%	-0.47%	7.73%	5.78%	8.63%	3.56%	-0.29%	7.06%	5.47%	7.80%	S&P Target Date 2030		1.17%	\$11.70
TD T. Rowe Price Retirement 2025 (TRS) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trsa/index.html	2.64%	-0.62%	7.23%	5.59%	6.12%	3.67%	-0.25%	6.69%	5.38%	5.71%		S&P Target Date 2025	1.14%	\$11.40
TD T. Rowe Price Retirement 2020 (TRR) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trra/index.html	3.22%	-0.76%	6.67%	5.40%	7.97%	3.78%	-0.19%	6.29%	5.24%	7.15%	S&P Target Date 2020		1.11%	\$11.10
TD T. Rowe Price Retirement 2015 (TRQ) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trqa/index.html	3.86%	-1.02%	6.01%	5.18%	5.60%	3.89%	-0.16%	5.75%	5.01%	5.20%		S&P Target Date 2015	1.07%	\$10.70
TD T. Rowe Price Retirement 2010 (TRP) ^{114,126} Asset Allocation - Target Date http://www.viewjhfunds.com/usa/C01/trpa/index.html	4.44%	-1.21%	5.21%	4.83%	6.99%	3.95%	-0.21%	5.10%	4.66%	6.09%	S&P Target Date 2010		1.03%	\$10.30
AG [§] International Equity Index Fund (IIF) ^{13,15,21,22,29,76,91,110} Index http://www.viewjhfunds.com/usa/C01/iifa/index.html	-0.10%	-6.23%	0.54%	2.34%	5.36%	N/A	N/A	N/A	N/A	N/A		MSCI AC World Free ex US	0.72%	\$7.20
AG [§] Small Cap Index Fund (SCI) ^{13,22,29,76,91,101} Index http://www.viewjhfunds.com/usa/C01/scia/index.html	1.95%	-4.72%	8.86%	6.44%	6.58%	2.21%	-4.41%	9.18%	6.80%	7.15%	Russell 2000 TR		0.68%	\$6.80
AG Vanguard Energy Fund (VEN) ^{14,34,120,125} Sector http://www.viewjhfunds.com/usa/C01/vena/index.html	20.86%	-21.92%	-4.80%	1.15%	9.87%	16.78%	-21.60%	-4.75%	1.05%	N/A		MSCI ACWI/Energy	0.91%	\$9.10

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

Name/Type of Option	Return YTD as of 06/30/2016	Average Annual Total Return as of 12/31/2015				Benchmark YTD as of 06/30/2016	Benchmark [†] Return as of 12/31/2015				Total Annual Operating Expenses as of 06/30/2016		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 Science & Technology Fund (STF) ^{13,14,22,57,62,91,92,122} Sector http://www.viewjhfunds.com/usa/C01/stfa/index.html	0.20%	6.58%	11.95%	9.71%	5.67%	-1.66%	4.77%	11.65%	8.44%	7.01%	Lipper Science & Technology	1.23%	\$12.30	N/A
AG Real Estate Securities Fund (REF) ^{13,14,57,73} Sector http://www.viewjhfunds.com/usa/C01/refa/index.html	12.93%	2.67%	11.55%	7.45%	10.31%	13.55%	2.52%	11.88%	7.34%	N/A	Morgan Stanley REIT	0.89%	\$8.90	N/A
AG T. Rowe Price Health Sciences Fund (HLS) ^{12,14,57} Sector http://www.viewjhfunds.com/usa/C01/hlsa/index.html	-8.64%	12.47%	26.52%	16.31%	14.97%	-10.98%	8.55%	23.78%	13.51%	12.62%	Lipper Health/Biotechnology Index	1.21%	\$12.10	N/A
G [§] Mid Cap Index Fund (MCI) ^{13,22,48,57,76,82,91,101} Index http://www.viewjhfunds.com/usa/C01/mcia/index.html	7.53%	-2.79%	10.11%	7.66%	8.06%	7.92%	-2.17%	10.67%	8.17%	8.62%	S&P MidCap 400 TR	0.66%	\$6.60	N/A
G&I T. Rowe Price Capital Appreciation Fund (TCP) ⁸⁷ Balanced http://www.viewjhfunds.com/usa/C01/tcpa/index.html	4.95%	4.94%	10.96%	8.15%	10.95%	3.83%	1.38%	12.56%	7.30%	9.91%	S&P 500 TR	1.15%	\$11.50	N/A
G&I Capital Income Builder (CIB) ^{37,61,65,154} Balanced http://www.viewjhfunds.com/usa/C01/ciba/index.html	6.98%	-3.24%	6.21%	5.12%	8.97%	3.83%	1.38%	12.56%	7.30%	N/A	S&P 500 TR	0.89%	\$8.90	N/A
G&I The Income Fund of America (IFA) ^{37,61,65} Balanced http://www.viewjhfunds.com/usa/C01/ifaa/index.html	6.51%	-1.84%	8.05%	5.99%	10.73%	3.83%	1.38%	12.56%	7.30%	10.84%	S&P 500 TR	0.87%	\$8.70	N/A
G&I [§] 500 Index Fund (IND) ^{9,13,22,76,91,101,110} Index http://www.viewjhfunds.com/usa/C01/inda/index.html	3.47%	0.77%	11.94%	6.75%	8.34%	3.83%	1.38%	12.56%	7.30%	9.06%	S&P 500 TR	0.63%	\$6.30	N/A

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

FIXED RETURN INVESTMENTS

The table below focuses on the performance as well as the fees and expenses of investment options that have a fixed or stated return. The table also shows the annual 'new money' rate for each Guaranteed Interest Account, the term or length of the option, and other information relevant to performance.

Name/Type of Option	Return as of 08/01/2016	Term	Other	Total Annual Operating Expenses as of 06/30/2016		Shareholder-Type Fees
				As a %	Per \$1,000	
C 3-Year Guaranteed (3YC) ^{66,71,78,83,142,143} Three Year Guaranteed Interest Account http://www.viewjhfunds.com/usa/C01/giaa/index.html	0.35%	3-year	<p>"Return" shown represents the annual interest rates that is established on the first day of the month indicated. That interest rate is applied to all contributions made to the account in that month. John Hancock may adjust the rate of return prospectively, as each month, a new rate is declared and applied to contributions made that month. You may call 1-800-395-1113 to obtain the most recent rate.</p> <p>At the end of each reporting year, a "composite interest rate" is determined. The composite interest rate is a dollar-weighted average rate of all contributions to that Guaranteed Interest Account during that reporting year. A separate composite interest rate is calculated for each GIA term and each reporting year, if applicable. For example, separate composite interest rates would be calculated for deposits made to the 3-year and 10-year GIAs. Further, separate composite interest rates would be calculated for the 3-year GIAs from one reporting year to another. The GIA balance will continue to earn that reporting year's composite interest rate until the end of the guaranteed term. Participants with assets in a Guaranteed Interest Account can obtain more information on the composite interest rate that applies to their account by calling Participant Services at 1-800-395-1113 or viewing their most current Participant Statement.</p>	N/A	N/A	<p>Transfers between a Guaranteed Interest Account and other investment options (except for transfers between Guaranteed Interest Accounts) may be permitted (at book value) under the terms of your plan's contract with John Hancock. Some conditions apply, including limitations as to permitted transfer dates, noted on your quarterly statement, if applicable. Transfers that are initiated on dates other than those specified in the contract may be subject to a market value adjustment. Similarly, withdrawals taken from Guaranteed Interest Accounts prior to the end of the guarantee period, may be subject to a market value adjustment. Book value transfers are subject to an annual 20% book value transfer limit for each Guaranteed Interest Account balance. Transfers in excess of this limit are made at the lesser of book and market value.</p>
C 5-Year Guaranteed (5YC) ^{66,71,78,83,142,143} Five Year Guaranteed Interest Account http://www.viewjhfunds.com/usa/C01/giaa/index.html	0.60%	5-year		N/A	N/A	
C 10-Year Guaranteed (10YC) ^{66,71,78,83,142,143} Ten Year Guaranteed Interest Account http://www.viewjhfunds.com/usa/C01/giaa/index.html	0.80%	10-year		N/A	N/A	

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 placement of investment options within style boxes and according to potential risk/return shows John Hancock USA's assessment of those options relative to one another and should not be used to compare these investment options with other investment options available outside John Hancock USA.

¹Index 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.

³This sub-account was introduced November 7, 2008.

⁸The underlying fund changed its name effective on or about May 10, 2010. 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 10, 2010 to more accurately reflect the name of the underlying fund.

⁹Account balance reported may include assets transferred from another Fund, which was permanently closed on or about April 30, 2007. Contact your John Hancock representative for more information.

¹⁰The underlying fund changed its sub-advisor on December 15, 2010 from Declaration Management & Research LLC/MFC Global Investment Management (U.S.A.) Limited to Declaration Management & Research LLC/John Hancock Asset Management, a division of Manulife Asset Management (North America) Limited.

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).

¹⁴The underlying fund concentrates its investments in a sector of the market. A portfolio of this type may be riskier or more volatile in price than one that invests in more market sectors.

¹⁵Account balance reported for this Fund may include assets transferred from another Fund, which will be permanently closed on or about April 26, 2010. Consult your John Hancock representative for more information.

¹⁷This sub-account previously invested in a different underlying portfolio. It began investing in the current underlying portfolio effective May 5, 2003. Performance shown for periods prior to that date is based on the performance of the current underlying portfolio.

¹⁸The underlying fund's manager or subadvisor changed its name from Invesco AIM Capital Management to Invesco Advisers, Inc. on or about May 10, 2010. Contact your John Hancock representative for more information.

¹⁹This 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 7, 2007. Performance shown for periods prior to that date is based on the performance of the current share class.

²¹This sub-account previously invested in a different underlying portfolio. It began investing in the current underlying portfolio effective May 17, 2004. Performance shown for periods prior to that date is based on the performance of the current underlying portfolio.

²²The underlying fund changed its name effective on or about May 9, 2011. Performance shown for periods prior to that date reflect the results under its former name.

²³Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 29, 2007. Consult your John Hancock representative for more information.

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

³¹Account balance reported may include assets transferred from another Fund, which was permanently closed on or about April 27, 2009. Contact your John Hancock representative for more information.

³³This sub-account was introduced May 29, 2009.

³⁴This sub-account was introduced September 6, 2002.

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

⁴¹Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 27, 2008. Contact your John Hancock representative for more information.

⁴⁴The underlying fund's manager or subadvisor changed its name from AIM Investments, Inc. to Invesco AIM Capital Management on or about November 10, 2008. Contact your John Hancock representative for more information.

⁴⁷Account balance reported may include assets transferred from another sub-account which was permanently closed between April 22, 2005 and May 7, 2005.

⁴⁸Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 25, 2010. Please contact your John Hancock representative for more information.

⁵⁴Account balance reported may include assets transferred from another Fund, which was permanently closed on or about April 18, 2011. Please contact your John Hancock representative for more information.

⁵⁶This 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 10, 2008. Performance shown for periods prior to that date is based on the performance of the current share class.

⁵⁷Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 26, 2009. Contact your John Hancock representative for more information.

⁶¹This 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 9, 2009. Performance shown for periods prior to that date is based on the performance of the current share class.

⁶²Account balance reported may include assets transferred from another Fund which was permanently closed between April 25, 2003 and May 5, 2003.

⁶⁵This 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 1, 2009. Performance shown for periods prior to that date is based on the performance of the current share class.

⁶⁶Effective November 5, 2012, these Funds will no longer be available to New Business. Please contact your John Hancock representative for more details.

⁶⁷The underlying fund changed its name effective on or about November 8, 2010. 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 November 8, 2010 to more accurately reflect the name of the underlying fund.

⁶⁸The sub-adviser or manager changed its name on or about May 6, 2006. Performance shown for periods prior to that date reflect the results under the sub-adviser's former name.

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

⁷³This sub-account previously invested in a different underlying portfolio. It began investing in the current underlying portfolio effective October 14, 2005.

⁷⁴The name of this sub-account changed effective on or about May 6, 2006 to more accurately reflect the name of the underlying fund. Contact your John Hancock representative for more information.

⁷⁶None of the Index Funds or the underlying John Hancock Trust Index Trusts or ETFs 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 the Index Fund.

⁷⁸Guaranteed Interest rates shown are gross ARA rates and assume the issuance of a contract at the beginning of each period shown. Actual return may vary depending on the administrative expense and, if applicable, the Sales and Service fee for the contract. The sales and service fee for the contract is the same as that shown for the sub-accounts under the contract. For regular ongoing contributions, interest rates are published at the beginning of each month and apply to all such contributions in that month. For other types of contributions, interest rates may change during the month. An investment in a guaranteed interest account is not insured or guaranteed by The Federal Deposit Insurance Corporation or any other government agency. Although the guaranteed interest accounts seek to preserve the value of an investment, it is possible to lose money by investing in these portfolios. Guaranteed interest rates are based upon the claims paying ability of the issuing company.

⁸¹This sub-account previously invested in a different underlying portfolio. It began investing in the current underlying portfolio effective February 9, 2004. Performance shown for periods prior to that date is based on the performance of the current underlying portfolio.

⁸²Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 30, 2006. Contact your John Hancock representative for more information.

⁸³This investment option is deemed a "Competing" investment option with the John Hancock Stable Value Fund and may not be available. An investment in this portfolio is not insured or guaranteed by The Federal Deposit Insurance Corporation or any other government agency. Although the underlying portfolio seeks to preserve the value of an investment, it is possible to lose money by investing in this portfolio.

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

⁹⁰Account balance reported may include assets transferred from another Fund, which was permanently closed on or about April 28, 2008. Contact your John Hancock representative for more information.

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.

⁹²The underlying fund changed its sub-adviser from T. Rowe Price solely to T. Rowe Price and RCM on or about November 6, 2006. Performance shown for periods prior to that date reflect the results under the former sub-adviser.

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.

⁹⁸This 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 9, 2011. Performance shown for periods prior to that date is based on the performance of the current share class.

¹⁰¹The underlying fund changed its sub-advisor on December 15, 2010 from MFC Global Investment Management (U.S.A.) Limited to John Hancock Asset Management, a division of Manulife Asset Management (North America) Limited.

¹⁰³The underlying fund changed its name effective on or about November 7, 2011. 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 November 7, 2011 to more accurately reflect the name of the underlying fund.

¹⁰⁴The underlying fund's manager changed its name from Optimum Investment Advisors, LLC to Fairpointe Captial, LLC. on or about November 7, 2011. Contact your John Hancock representative for more information.

¹⁰⁸This sub-account was introduced May 4, 2012.

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.

¹¹⁷Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 21, 2013. Please contact your John Hancock representative for more information.

¹¹⁸This sub-account was introduced November 8, 2013.

¹¹⁹The underlying fund expense ratio shown includes an annualized charge of 0.06% accrued daily, and deducted monthly out of the unitized version of the underlying fund provided by and traded through the trading platform of an unaffiliated third party.

¹²⁰This 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, 2013. Performance shown for periods prior to that date is based on the performance of the current share class.

¹²²The underlying fund changed its sub-advisor on November 8, 2013 from T.Rowe Price Associates, Inc. & RCM to T. Rowe Price Associates, Inc. & Allianz Global Investors U.S., LLC.

¹²³Account balance reported may include assets transferred from another Fund, which was permanently closed on or about April 11, 2014. Please contact your John Hancock representative for more information.

¹²⁵The name of this sub-account changed effective on or about May 3, 2014.

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

¹²⁹Account balance reported may include assets transferred from another Fund, which was permanently closed on or about October 17, 2014. Please contact your John Hancock representative for more information.

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.

¹³²The name of this sub-account changed effective on or about November 8, 2014.

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.

¹³⁹The returns of the sub-account may differ from the returns of the ETF in which the sub-account invests (referred to as 'tracking error'). Tracking error results from certain fees and transaction expenses incurred by the sub-account, from differences between the timing of purchases and redemptions of sub-account shares and corresponding transactions in the shares of the underlying ETF, and from the fact that the sub-account holds a small amount of cash (less than 1% of the value of the sub-account) in addition to shares of the ETF.

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.

¹⁴⁸This 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 7, 2015. Performance shown for periods prior to that date is based on the performance of the old share class.

¹⁵⁰This sub-account was recently introduced on November 7, 2015 and may not be available in all states. Contact your John Hancock representative to determine if this sub-account is available to your plan.

¹⁵³Account balance reported may include assets transferred from another Fund, which was permanently closed on or about April 22, 2016. Please contact your John Hancock representative for more information.

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.

¹⁵⁸Effective April 6, 2016, the underlying holdings of the Money Market Fund were modified in order to comply with the definition of a Government money market fund as set out by the SEC. That ruling takes effect October 14, 2016.

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.

Risks Applicable to All Funds

Credit and Counterparty Risk

A fund is subject to the risk that the issuer or guarantor of a fixed-income security or other obligation, the counterparty to a derivatives contract or repurchase agreement, or the borrower of a fund's securities will be unable or unwilling to make timely principal, interest, or settlement payments, or to otherwise honor its obligations.

Issuer Risk

An issuer of a security purchased by a fund may perform poorly, and, therefore, the value of its stocks and bonds may decline. Poor performance may be caused by poor management decisions, competitive pressures, breakthroughs in technology, reliance on suppliers, labor problems or shortages, corporate restructurings, fraudulent disclosures, or other factors.

Liquidity Risk

A fund is exposed to liquidity risk when trading volume, lack of a market maker, or legal restrictions impair the fund's ability to sell particular securities or close derivative positions at an advantageous price. Funds with investment strategies that involve securities of companies with smaller market capitalizations, foreign securities, derivatives, or securities with substantial market and/or credit risk tend to have the greatest exposure to liquidity risk.

Manager Risk

The performance of a fund that is actively managed will reflect in part the ability of the manager to make investment decisions that are suited to

achieving the fund's investment objective. Depending on the manager's investment decisions, a fund may not reach its investment objective or it could underperform its peers or lose money.

Market Risk

The value of a fund's securities may go down in response to overall stock or bond market movements. Markets tend to move in cycles, with periods of rising prices and periods of falling prices. Stocks tend to go up and down in value more than bonds. If the fund's investments are concentrated in certain sectors, its performance could be worse than the overall market.

Merger and Replacement Transition Risk

In the case of Fund mergers and replacements, the affected Funds that are being merged or replaced may implement the redemption of your interest by payment in cash or by distributing assets in kind. In either case, the redemption of your interest by the affected Fund, as well as the investment of the redemption proceeds by the "new" Fund, may result in transaction costs to the Funds because the affected Funds may find it necessary to sell securities and the "new" Funds will find it necessary to invest the redemption proceeds. Also, the redemption and reinvestment processes, including any transition period that may be involved in completing such mergers and replacements, could be subject to market gains or losses, including those from currency exchange rates. The transaction costs and potential market gains or losses could have an impact on the value of your investment in the affected Fund and in the "new" Fund, and such market gains or losses could also have an impact on the value of any existing investment that you or other investors may have in the "new" Fund. Although there can be no assurances that all risks can be eliminated, John Hancock will use its best efforts to manage and minimize such risks and costs. Where the redemption of your interest is implemented through a distribution of assets in kind, the effective date of the merger or replacement may vary from the target date due to the transition period, commencing either before or after the date that is required to liquidate or transition the assets for investment in the "new" Fund.

Risk of increase in expenses

Your actual costs of investing in the fund may be higher than the expenses shown in "Annual fund operating expenses" for a variety of reasons. For example, expense ratios may be higher than those shown if a fee limitation is changed or terminated or if average net assets decrease. Net assets are more likely to decrease and fund expense ratios are more likely to increase when markets are volatile.

Additional Risks Applicable to Certain Funds

Asset Backed Security Risk

The fund may invest in asset-backed securities. Asset-backed securities include interests in pools of residential or commercial mortgages, debt securities, commercial or consumer loans, or other receivables. Often, the issuer of asset-backed securities is a special purpose entity and the investor's recourse is limited to the assets comprising the pool. The value

of such securities depends on many factors, including, but not limited to, changes in interest rates, the structure of the pool and the priority of the securities within that structure, the credit quality of the underlying assets, the skill of the pool's servicer, the market's perception of the pool's servicer, and credit enhancement features (if any).

Commodity Risk

Commodity investments involve the risk of volatile market price fluctuations of commodities resulting from fluctuating demand, supply disruption, speculation and other factors.

Convertible securities Risk

As convertible securities share both fixed income and equity characteristics, they are subject to risks to which fixed income and equity investments are subject. These risks include equity risk, interest rate risk and credit risk

Correlation Risk

To the extent that the Fund uses derivatives for hedging or reducing exposure, there is the risk of imperfect correlation between movements in the value of the derivative instrument and the value of an underlying asset, reference rate or index. To the extent that the Fund uses derivatives for hedging purposes, there is the risk during extreme market conditions that an instrument which would usually operate as a hedge provides no hedging benefits at all.

Currency Risk

Funds that invest directly in foreign currencies and in securities that trade in, or receive revenues in, foreign currencies, are subject to the risk that those currencies will decline in value relative to the currency being hedged.

Derivatives/Hedging/Strategic Transactions Risk

A fund's use of certain derivative instruments (such as options, futures and swaps) could produce disproportionate gains or losses in excess of the principal amount invested. Derivatives are generally considered more risky than investing directly in securities and, in a down market, could become harder to value or sell at a fair price. The use of derivatives for hedging and other strategic transactions may increase the volatility of a fund and, if the transaction is not successful, could result in a significant loss to a fund.

Equity Securities Risk

Stock markets are volatile, and the price of equity securities such as common and preferred stocks (and their equivalents) will fluctuate. The value of equity securities purchased by the fund could decline if the financial condition of the companies in which the fund invests decline or if overall market and economic conditions deteriorate.

Emerging Markets Risk

The prices of securities issued by foreign companies and governments located in developing/emerging markets countries may be affected more negatively by inflation, devaluation of their currencies, higher transaction costs, delays in settlement, adverse political developments, the introduction of capital controls, withholding taxes, nationalization of private assets,

expropriation, social unrest, war or lack of timely information than those in developed countries.

Exchange Traded Funds ("ETF"s) Risk

Exchange Traded Funds are a type of investment company bought and sold on a securities exchange. An ETF often represents a fixed portfolio of securities designed to track a particular market index. The risks of owning an ETF generally reflect the risks of owning the underlying securities the ETF is designed to track.

Exchange-traded note (ETN) Risk

ETNs are a type of unsecured, unsubordinated debt security that have characteristics and risks similar to those of fixed-income securities and trade on a major exchange similar to shares of ETFs. This type of debt security differs, however, from other types of bonds and notes because ETN returns are based upon the performance of a market index minus applicable fees, no period coupon payments are distributed, and no principal protections exist. The purpose of ETNs is to create a type of security that combines the aspects of both bonds and ETFs. The value of an ETN may be influenced by time to maturity, level of supply and demand for the ETN, volatility and lack of liquidity in underlying commodities or securities markets, changes in the applicable interest rates, changes in the issuer's credit rating and economic, legal, political or geographic events that affect the referenced commodity or security. The fund's decision to sell its ETN holdings also may be limited by the availability of a secondary market. If the fund must sell some or all of its ETN holdings and the secondary market is weak, it may have to sell such holdings at a discount. If the fund holds its investment in an ETN until maturity, the issuer will give the fund a cash amount that would be equal to principal amount (subject to the day's index factor). ETNs also are subject to counterparty credit risk and fixed income risk.

European Union Risk

Many countries in the European Union are susceptible to high economic risks associated with high levels of debt, notably due to investments in sovereign debts of European countries such as Greece, Italy, Portugal and Spain. One or more member states might exit the European Union, placing its currency and banking system in jeopardy. The European Union faces major issues involving its membership, structure, procedures and policies, including the adoption, abandonment or adjustment of the new constitutional treaty, the European Union's enlargement to the south and east, and resolution of the European Union's problematic fiscal and democratic accountability. Efforts of the member states to further unify their economic and monetary policies may increase the potential for the downward movement of one member state's market to cause a similar effect on other member states' markets. European countries that are part of the European Economic and Monetary Union may be significantly affected by the tight fiscal and monetary controls that the union seeks to impose on its members.

Foreign Securities Risk

Foreign securities involve special risks, including potentially unfavorable currency exchange rates, limited government regulation (including less stringent investor protection and disclosure standards) and exposure to possible economic, political and social instability. To the extent the fund invests in emerging market countries, its foreign securities risk will be higher.

Fund of Funds Risk

A fund of funds invests in a number of underlying funds. A fund of fund's ability to achieve its investment objective will depend largely on the ability of its investment manager to select the appropriate mix of underlying funds and on the underlying funds ability to meet their investment objectives. A fund of funds is subject to the same risks as the underlying funds in which it invests. Each fund of funds bears its own expenses and indirectly bears its proportionate share of expenses of the underlying funds in which it invests.

Fixed-Income Securities Risk

Fixed-income securities or bonds are subject to credit risk and interest rate risk. The credit rating of bonds in the fund could be downgraded or the issuer of a bond could default on its obligations. In general, lower-rated fixed-income securities involve more credit risk. When interest rates rise, bond prices generally fall.

Growth Stock Risk

Because growth securities typically make lower dividend payments or do not make dividend payments at all, investment returns are based on capital appreciation, making returns dependent on market increases and decreases. The market prices of growth stocks are highly sensitive to future earnings expectations. Growth stocks may therefore be more volatile than non-growth stocks.

High Yield Securities Risk

Fixed-income securities that are not investment grade are commonly referred to as high yield securities or "junk bonds". These securities offer a potentially higher yield than other, higher rated securities, but they carry a greater degree of risk and are considered speculative by the major credit rating agencies.

Inflation-protected Securities Interest Rate Risk

Inflation-protected securities may react differently from other fixed income securities to changes in interest rates. Because interest rates on inflation-protected securities are adjusted for inflation, the values of these securities are not materially affected by inflation expectations. Therefore, the value of inflation-protected securities are anticipated to change in response to changes in "real" interest rates, which represent nominal (stated) interest rates reduced by the expected impact of inflation. Generally, the value of an inflation-protected security will fall when real interest rates rise and will rise when real interest rates fall.

Information Risk

There is a risk that information used by the adviser to evaluate the social and environmental performance of issuers, industries, markets, sectors, and

regions may not be readily available, complete, or accurate, which could negatively impact the adviser's ability to apply its social and environmental standards, which may negatively impact Fund performance. This may also lead the Fund to avoid investment in certain issuers, industries, markets, sectors, or regions.

Initial Public Offerings ("IPO") Risk

The fund is subject to the risks associated with purchases of shares issued in IPOs by companies that have little operating history as public companies. The market for IPO issuers has been volatile and share prices of certain newly-public companies have fluctuated in significant amounts over short periods of time.

Interest Rate Risk

Fixed-income securities are affected by changes in interest rates. When interest rates decline, the market value of fixed-income securities generally will increase. Conversely, when interest rates rise, the market value of fixed-income securities will generally decrease. The longer the remaining maturity of instruments held by the fund, the more sensitive the fund is to interest rate risk.

Index Management Risk

Certain factors may cause the fund to track its Index less closely. For example, the manager may select securities that are not fully representative of the Index, and the fund's transaction expenses, and the size and timing of its cash flows, may result in the fund's performance being different than that of its Index.

Investment Style/Value Stock Risk

The fund's investments in value stocks carry the risk that the market will not recognize a security's intrinsic value for a long time or that a stock believed to be undervalued may actually be appropriately priced. Under certain market conditions, value stocks have performed better during periods of economic recovery. During times when value investing is out of favor, the Fund may underperform other equity funds that use different investment styles.

Large Cap Risk

The fund's strategy of investing in large cap stocks carries the risk that in certain markets large cap stocks will underperform small cap or mid cap stocks.

Leverage Risk

The fund may engage in transactions, including the use of synthetic instruments and derivatives, which may give rise to a form of leverage. Leverage may cause the fund to be more volatile than if the fund had not been leveraged because leverage can exaggerate the effect of any increase or decrease in the value of securities held by the fund.

Target Date Portfolio Risk

A Target Date or Target Date Portfolio ("Fund") is a "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 subadviser to select the appropriate mix of underlying funds and on the underlying funds' ability to meet their investment objectives. There can be no assurance that either a Fund or the underlying funds will achieve their investment objectives. A Fund is subject to the same risks as the underlying funds in which it invests. Each Fund invests in underlying funds which invest in fixed-income securities (including in some cases high yield securities) and equity securities, including foreign securities and engage in Hedging and Other Strategic Transactions. To the extent the Fund invests in these securities directly or engages in Hedging and Other Strategic Transactions, the Fund will be subject to the same risks. As a Fund's asset mix becomes more conservative, the fund becomes more susceptible to risks associated with fixed-income securities. For a more complete description of these risks, please review the underlying fund's prospectus, which is available upon request.

Each Target Date Portfolio has an associated target date based on the expected year in which participants in the portfolio plan to retire and no longer make contributions. The investment strategy of these Portfolios are designed to become more conservative over time as the Portfolio approaches (or if applicable passes) the target retirement date. The principal value of an investment in these Portfolios is not guaranteed at any time, including at or after the target date. Primary benchmarks are required to be broad based in nature. Custom benchmarks that proportionally reflect the actual equity and fixed-income holdings of the Fund may provide a better measure of performance comparison and can be found on the fund fact sheet for each respective Fund on the website. Click on the link found below each respective Fund to access each Fund's fund fact sheet.

Lifestyle Portfolio Risk

A Lifestyle Portfolio ("Fund") is a "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 subadviser to select the appropriate mix of underlying funds and on the underlying funds' ability to meet their investment objectives. There can be no assurance that either a Fund or the underlying funds will achieve their investment objectives. A Fund is subject to the same risks as the underlying funds in which it invests, which include the following risks. Stocks can decline due to market, regulatory or economic developments. Investing in foreign securities is subject to certain risks not associated with domestic investing such as currency fluctuations and changes in political and economic conditions. The securities of small capitalization companies are subject to higher volatility than larger, more established companies. High Yield bonds are subject to additional risks such as the increased risk of default (not applicable to Lifestyle Aggressive Portfolio). For a more complete description of these risks, please review the underlying fund's prospectus, which is available upon request. Diversification does not ensure against loss. Primary benchmarks are selected based on the asset mix of each individual Fund. Primary benchmarks are required to be broad based in nature. Custom benchmarks that proportionally reflect the actual equity and fixed-income holdings of the

Fund may provide a better measure of performance comparison and can be found on the fund fact sheet for each respective Fund on the website. Click on the link found below each respective Fund to access each Fund's fund fact sheet.

Mortgage-Backed and Asset-Backed Securities Risk

When interest rates fall, homeowners are more likely to prepay their mortgage loans. An increased rate of prepayments on the fund's mortgage-backed securities will result in an unforeseen loss of interest income to the fund as the fund may be required to reinvest assets at a lower interest rate. Asset-backed securities include interests in pools of debt securities, commercial or consumer loans, or their receivables. The value of these securities depends on many factors, including changes in interest rates, the availability of information concerning the pool and its structure, the credit quality of the underlying assets, the market's perception of the servicer of the pool, and any credit enhancement provided. In addition, asset-backed securities have prepayment risks similar to mortgage-backed securities.

Mid Cap Stock Risk

Investments in mid-cap companies are subject to more erratic price movements than investments in larger, more established companies. In particular, mid-sized companies may pose greater risk due to narrow product lines, limited financial resources, less depth in management or a limited trading market for their securities.

Non-Diversification Risk

A fund that is non-diversified may invest a high percentage of its assets in the securities of a small number of issuers. This approach may result in more volatile performance relative to more diversified funds. The less diversified a fund's holdings are, the more a specific security's poor performance is likely to affect the fund's performance.

Risks Relating to John Hancock

The fund invests a portion of its assets (including cash and cash equivalents) in a separate account of John Hancock Life & Health Insurance Company (JHLH). The fund's right to receive payments for the benefit of, and its ability to distribute payments to, plan participants depends on the timely liquidation of separate account assets. While an insolvency of JHLH should not diminish the assets of the Separate Account, it could delay the timing of payments to plan participants. Because the fund invests in the separate account, the value of the fund and its ability to honor withdrawal requests from plan participants depends, in part, on the performance of JHLH.

Sector Risk

When a fund's investments are concentrated in a particular industry or sector of the economy (e.g., real estate, technology, financial services), they are not as diversified as the investments of most mutual funds and are far less diversified than the broad securities markets. Funds concentrating in a particular industry sector tend to be more volatile than other mutual funds, and the values of their investments tend to go up and down more rapidly. A fund that invests in a particular industry or sector is particularly susceptible

to the impact of market, economic, regulatory and other factors affecting that industry or sector.

Small Cap Stock Risk

The fund's investments in smaller companies are subject to more erratic price movements than investments in larger, more established companies. Small cap companies may be developing or marketing new products or services for which markets are not yet and may never become established. Although small, unseasoned companies may offer greater opportunities for capital growth than larger, more established companies, they also involve greater risks and should be considered speculative.

Small/Mid Cap Stock Risk

The fund's investments in small-cap and mid-cap companies are subject to more erratic price movements than investments in larger, more established companies. In particular, mid-sized companies may pose greater risk due to narrow product lines, limited financial resources, less depth in management or a limited trading market for their securities. Similarly, small cap companies may be developing or marketing new products or services for which markets are not yet and may never become established. While small, unseasoned companies may offer greater opportunities for capital growth than larger, more established companies, they also involve greater risks and should be considered speculative.

Short Sale Risk

The fund may sell a security that it does not own. A fund will lose money if the price of the security which it has sold short increases between the time of the short sale and the date when the fund acquires the security sold short.

Stabilizing Agreement Risk

The Trustee for the Fund and John Hancock Life & Health Insurance Company (JHLH) each endeavor to maintain one or more Stabilizing Agreements with Stability Provider(s) in an attempt to maintain the book value of both the Fund and the separate account. The obligations of each Stability Provider are general, unsecured obligations of such Stability Provider. Default by a Stability Provider could result in participant withdrawals from the fund at less than book value. Neither the Trust nor John Hancock is a Stability Provider and neither guarantees the book value of the fund or the ability of any Stability Provider to guarantee such amounts. The fund expects that the use of Stabilizing Agreements will (when combined with any benefit responsive contracts and short-term investments held in other sub-accounts), under most circumstances, permit the Fund to maintain a stable book value of \$1.00 per Unit of the Trust. However, the default of a Stability Provider and an inability to obtain a replacement Stabilizing Agreement could render the fund unable to achieve its objective of maintaining a stable book value of \$1.00 per Unit of the Trust. There are a limited number of potential Stability Providers. Should Stabilizing Agreements become unavailable or should other conditions

(such as cost or creditworthiness) render their purchase and/or maintenance inadvisable, JHLH may elect not to cover some or all of the assets in the separate account with Stabilizing Agreement(s).

Turnover Risk

Active and frequent trading of fund securities results in a high fund turnover rate. Funds with high turnover rates often have higher transaction costs, which are paid by the fund, that may have an adverse impact on fund performance, and may generate short-term capital gains on which taxes may be imposed.

Target Allocation

Target Allocation Risk is the risk that a fund could lose money as a result of less than optimal or poor asset allocation decisions. From time to time, one or more of the underlying funds may experience relatively large redemptions or investments due to reallocations or re-balancings of the assets of a portfolio, which could affect the performance of the underlying funds and, therefore, the performance of the portfolio.

Target Date

There is no guarantee that the subadviser will correctly predict the market or economic conditions and, as with other mutual fund investments, you could lose money even if the fund is at or close to its designated retirement year or in its post-retirement stage.

U.S. Government Securities Risk

U.S. government securities do not involve the degree of credit risk associated with investments in lower quality fixed-income securities. As a result, the yields available from U.S. government securities are generally lower than the yields available from many other fixed-income securities. These securities, like other fixed-income securities, are subject to interest rate risk.



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.

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Important information about Target Date Funds

Retirement planning based on your age and retirement date

A type of designated investment alternative (DIA) available to you through your qualified retirement plan is called a Target Date Fund (TDF). Below is a general description of how a TDF may be managed. For details about the TDFs available to you, review the Fund sheets associated with each TDF as they may have unique objectives, characteristics, fees and expenses.

How to access a Fund sheet

Fund sheets are accessible from the URL that is listed under the Fund's name in the ICC section of this notice, or on the "Investment Options" page of John Hancock's participant website. It's important that you review the information on a Fund sheet before making any investment decisions.

How Target Date portfolios work

Generally, a target date Fund (TDF) is a type of Fund that rebalances its asset allocation and risk levels on an ongoing basis, with an objective of becoming more conservative over time as the target date approaches. The target date is referred to as the date at which the investor expects to retire and cease making new contributions to the Fund. The asset mix within these Funds can be a combination of investment products like stocks, bonds and mutual funds. In most cases, the weighting of these components will shift over time, from a higher concentration in equities to a higher concentration in fixed income as the target date nears.

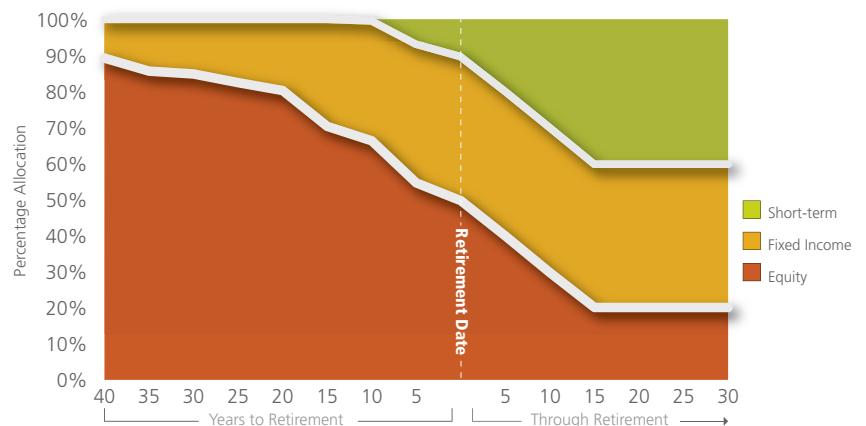
The process by which the Fund shifts from being more aggressive to becoming more conservative over time is captured in the glide path shown below. As the TDF 'glides' over time, its asset mix is adjusted based on the target date, for example:

- If the TDF seeks high total return **up to** its target date, its asset allocation will have a higher correlation to fixed income as the retirement date approaches, and its most conservative point on the glide path occurs at the retirement date.
- If the TDF seeks high total return **through** its target date, its asset allocation will have a higher relation to equities up to and through the retirement date, and its most conservative point on the glide path occurs many years after the retirement date.

To learn more about each TDF offered through your plan, please review the information provided on the Funds sheets.

Things to consider when reviewing glide-paths

- 1 What is the Fund's equity to fixed income ratio as the glide path approaches and then surpasses the target date?
- 2 When does the glide path reach its most conservative point?
- 3 What exposure to equities matches your risk tolerance in the years leading up to retirement and in retirement?



Other important notes on TDFs

- They are regularly rebalanced by asset allocation professionals to maintain an investment mix that reflects each Fund's strategy according to its target date.
- They can be invested in actively managed or index Funds. An actively managed Fund is monitored by a team of investment professionals that decide how to adjust the Fund's holdings based on analytical research, forecasts and experience. Index Funds are constructed to track the components of a market index and are said to provide lower operating expenses and lower portfolio turnover.
- **Assumptions:** In developing the glide path, certain assumptions are also made about the participant's ongoing contributions during the years leading up to retirement, as well as when they would stop making those contributions when the target date is reached. Refer to TDF Fund sheets for details about these assumptions.

How do I know if a TDF is right for me?

Generally, TDFs are selected by participants who want:

- One-step Diversification
- A team of asset allocation professionals that rebalance and adjust the portfolio.
- A Fund that is both risk and age appropriate based on the participant's retirement date and the Fund's strategy.

If this sounds like you, then you may want to consider a TDF. However, if you prefer to personally select and rebalance your portfolio, or if you want less exposure to equities in the years leading up to retirement, a TDF may not be right for you. Speak to your financial representative if you have questions about target date Funds.



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.

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A Target Date Portfolio is subject to the same risks as the underlying funds in which it invests, which include the following risks. Stocks can decline due to market, regulatory or economic development. Investing in foreign securities is subject to certain risks not associated with domestic investing, such as currency

Selecting a TDF

If you've decided on a TDF and know which TDF option is right for you, you'll then need to decide on which portfolio to invest in. This selection is based on birth year, i.e., you select the TDF that best matches your date of birth and desired retirement age.

For example, Joe was born in 1971.

Looking at the years available for the suites of TDFs available, the Fund with a target date of **2040** is selected.

BIRTH YEAR	NAME OF FUND BASED ON TARGET DATE
1986 or later	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

Important Considerations

When making investment decisions, it's 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 TDF, as well as your potential rate of return, are not guaranteed at any time, including at or after the target retirement date. Also, neither asset allocation nor diversification ensures a profit or protection against a loss. These TDFs can suffer losses at any time (including near, at, or after the target retirement date), and there is no guarantee that any of them will provide adequate income at and through your retirement.

fluctuations and changes in political and economic conditions. The securities of small capitalization companies are subject to higher volatility than those of larger, more established companies. For additional information on these and other risk considerations, please see the prospectus for the sub-accounts' underlying mutual fund portfolio.

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