

EXHIBIT C: PLAN INVESTMENTS

The following constitutes a unilateral amendment to the Administrative Services Agreement ("Agreement") between the Plan Sponsor and MassMutual that will be effective sixty (60) days following the date of this amendment. The following services will be available in lieu of the current services described in the Agreement. All services in the Agreement shall continue to remain in full force and effect upon the changes to the services described herein.

Investment Direction

MassMutual will maintain a distinct Account for each participant to reflect the participant's entire interest under the Plan. The participant's Account will be composed of distinct sub-Accounts if different forms of contributions have been made by or for a participant in accordance with the terms of the Plan. Other sub-Accounts may also be established as the Plan Sponsor deems necessary for the proper administration of the Plan. Except to the extent elected otherwise below, each participant is responsible for directing the investment of their Account and the same investment direction will apply to all the sub-Accounts that make up the participant's Account.

- ☐ Notwithstanding the above, the Plan Sponsor or their designee is responsible for providing investment direction with respect to the following sub-Account(s) (the participants will be responsible for directing the investment of any sub-Accounts not selected below.):
- ☐ All sub-Accounts
 - ☐ Salary Deferral (including Roth Deferrals)
 - ☐ Match (including QMAC and Safe Harbor Matching Contributions)
 - ☐ Employer Non-Elective (including QNEC and Safe Harbor Non-Elective Contributions)
 - ☐ All Employee Contributions
 - ☐ All Employer Contributions
 - ☐ Rollover
 - ☐ After-Tax
- ☒ Notwithstanding the above, a participant may provide separate investment direction with respect to the following sub-Account(s):
- ☐ Salary Deferral (including Roth Deferrals)
 - ☐ Match (including QMAC and Safe Harbor Matching Contributions)
 - ☐ Employer Non-Elective (including QNEC and Safe Harbor Non-Elective Contributions)
 - ☐ All Employee Contributions
 - ☒ All Employer Contributions
 - ☒ Rollover
 - ☐ After-Tax
 - ☒ Pre-Tax Salary Deferral*
 - ☒ Roth Salary Deferral*

SIA Commodity Pool Operator Notice: MassMutual has claimed an exclusion from the definition of the term "Commodity Pool Operator" under the Commodity Exchange Act (the "CEA") with respect to all of its Separate Investment Accounts ("SIAs") and, therefore, with respect to such SIAs is not subject to registration or regulation as a Commodity Pool Operator under the CEA.

MassMutual's Role: MassMutual has no discretion with regard to the selection or monitoring of the Plan's Investment Options. MassMutual's role is limited to carrying out the investment instructions of the Plan Sponsor and participants. MassMutual, or its affiliates, may serve as the investment manager to registered investment companies or other investment vehicles offered as investment options under the Plan. However, MassMutual does not act as an investment advisor to the Plan. From time to time, MassMutual may provide informational materials regarding the Plan's investment options to the Plan Sponsor or to participants. Such material is informational or educational in nature and does not constitute investment advice.

SIGNATURE(S):

In Witness Whereof: This Agreement is executed effective as of the date below.

For Massachusetts Mutual Life Insurance Company:

9/22/2017

Contract No. 061596-0001-0000



Tina Wilson, Senior Vice President

September 22, 2017
Date

Legal Name of Plan Sponsor: T & M Associates

Contract Number: 061596-0001-0000