

This Retirement Advice Disclosure (PTE 84-24) document (“Disclosure”) has been provided to you in connection with a recommendation involving a variable annuity or proprietary mutual fund (“Mutual Fund”) using funds from your individual retirement account (“IRA”) or retirement plan account (“Plan”) subject to the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). This also includes funds you transferred from another IRA or rolled over from an ERISA-covered retirement plan to your IRA at Thrivent Investment Management Inc. (“Thrivent,” “we,” “us,” or “our”) and/or the receipt of sales commission or other compensation in a covered account type as a result of a recommendation from your Thrivent financial professional (“Financial Professional”). Carefully review the important information contained in this Disclosure in conjunction with the documentation you will receive for your specific product (e.g., annuity contract and mutual fund prospectus) before approving the recommended transaction.

Thrivent offers a broad range of products and services designed to help you meet your financial goals and needs. However, this range is limited to who we have selling agreements with and other limitations we may impose based on our due diligence process. The products and services your Financial Professional can offer depend on the insurance licenses and securities registrations they hold and those which we have granted them to offer. This means your Financial Professional may not be able to offer all products and services described in this document. Your Financial Professional will tell you which products and services they can or cannot offer.

## Charges, fees, discounts, penalties or adjustments

Fees vary based on the investment product and affect net investment performance. Depending on the product you select, this and other important information can be found in the prospectus, confirmation, and/or product disclosures, which you should carefully review.

No matter how many people are involved in supporting the recommendation of a product, what you pay is the same.

## Variable annuities

Thrivent Financial for Lutherans will pay your Financial Professional a sales commission for selling a variable annuity to you. The first year (“first year commission”) and subsequent (“trailing commissions”) commission payments will vary depending on the variable annuity purchased and other factors as described below.

### Fees and expenses—variable annuities

By purchasing a variable annuity, you will also pay certain ongoing and periodic fees and other expenses imposed under the annuity that will be reflected in your annuity’s contract value. These fees affect net investment performance, vary between variable annuities, and are described in the variable annuity’s prospectus.

- **Surrender charge:** You will pay a surrender charge to the issuer if you withdraw money from your annuity contract or surrender it during the surrender period.

Each year, you can take out a certain amount of money without incurring this charge.<sup>1</sup>

- **Mortality and expense charges:** You will pay mortality and expense charges to the issuer to provide you with a death benefit and cover other expenses of the issuer.
- **Portfolio expenses:** You will pay portfolio expenses related to the subaccounts of your variable annuity contract.
- **Optional benefits and riders fee:** You will be charged for any additional optional living or death benefits.

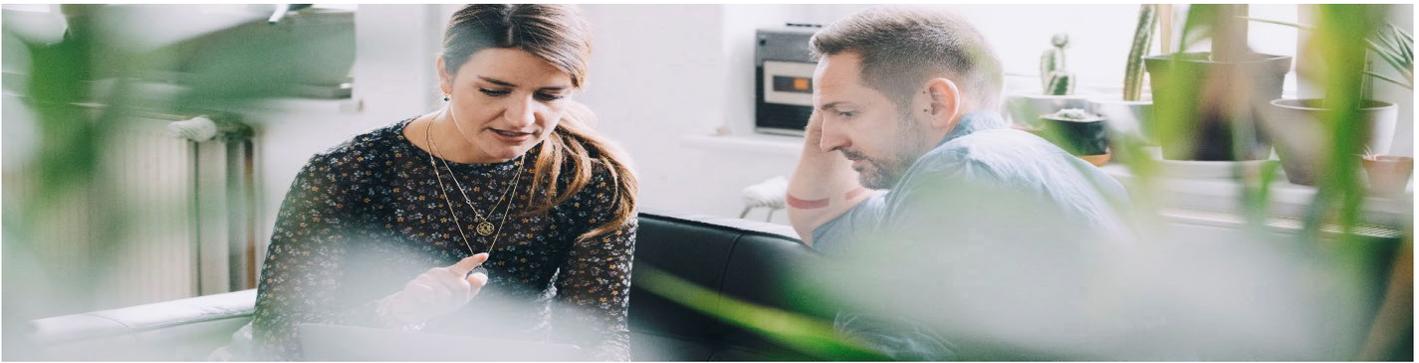
### Thrivent Retirement Choice Variable Annuity

Sales commissions are based on the compensation option selected by your Financial Professional at the time of application and the age of the oldest of all annuitants and/or owners.<sup>2</sup> Once selected, the compensation option will remain for the life of the contract. Ask your Financial Professional for the compensation option that they will select as a result of you deciding to purchase a Thrivent Retirement Choice Variable Annuity.

The specific new premium commission and annual trailing commission paid to your Financial Professional will not exceed the ranges listed in the schedule below.

<sup>1</sup>The issuer is responsible for processing requests such as transfers, surrenders and/or death benefits under the terms of the of the contract.

<sup>2</sup>As determined by the date funds are received and applied to the contract.



New Premium Commission Range	Annual Trailing Commission Range
0.45% - 7.02%	0.00% - 0.92%

When investing in the Thrivent Retirement Choice Variable Annuity, your Financial Professional may recommend that you invest in one or more portfolios of the Thrivent Series Funds Inc. or one or more external portfolios. The Thrivent portfolios are advised by our affiliate, Thrivent Financial for Lutherans and the external portfolios are managed by outside advisers. Thrivent Financial for Lutherans may earn administrative service fees or revenue sharing fees from the use of certain external portfolio options.

### Third-party variable annuities

Your Financial Professional may recommend a variable annuity from a non-affiliated third-party company (“nonproprietary variable annuity”). Depending on the nonproprietary variable annuity you decide to purchase, sales commissions will be based on the compensation option selected by your Financial Professional at the time of application and either the age of the oldest owner at contract issue (“issue age”) or attained age of the oldest of all annuitants and/or owners (“attained age”).<sup>3</sup> Ask your Financial Professional for the compensation option that they will select as a result of you deciding to purchase a nonproprietary variable annuity and if the third-party company uses either issue age or attained age when calculating commission payments.

The specific new premium commission and annual trailing commission paid to your Financial Professional will not exceed the ranges listed in the schedule below.

Company	New Premium Commission Range	Annual Trailing Commission Range
Equitable	0.36% - 7.56%	0.00% - 1.08%
Jackson	0.39% - 7.56%	0.00% - 1.08%
Lincoln	0.15% - 7.56%	0.00% - 1.08%
Nationwide	0.45% - 7.83%	0.00% - 1.08%
Prudential	0.60% - 6.75%	0.00% - 1.08%

### Previously sold variable annuities

If you previously purchased one of the following variable annuity contracts, sales commissions are based on the specific annuity purchased, issue date of the variable annuity contract, and the age of the oldest of all annuitants and/or owners.<sup>4</sup> These annuities are not available for new purchases.

The specific new premium commission and annual trailing commission paid to your Financial Professional will not exceed the ranges listed in the schedule below.

Variable Annuity	New Premium Commission Range	Annual Trailing Commission Range
Variable Annuity Account A, B, C	0.750% - 1.225%	0.038% - 0.061%
Variable Annuity Account I	0.750% - 5.520%	0.060% - 0.270%

When investing in Thrivent variable annuities, your Financial Professional may recommend that you invest in one or more portfolios of the Thrivent Series Funds Inc. These portfolios are advised by our affiliate, Thrivent Financial for Lutherans.

### Mutual Funds

You will generally pay a sales charge when you purchase Class A shares of Mutual Funds. Sales charges are deducted from the monies being deposited and are described in the corresponding Mutual Fund prospectus. Due to sales charges being deducted, the actual amount invested into the Mutual Fund selected will be less than the amount provided to your Financial Professional. As a result, overall performance of your account will be reduced as these funds are not invested into the Mutual Fund. Higher sales charges will result in a greater impact on your investment performance, especially over time, and should be carefully considered before rolling over assets or investing. Sales charges do not apply to 403(b) accounts. The amount that was received by Thrivent Distributors, LLC, the principal underwriter for Mutual Funds, for investing can be found on both your trade confirmation and account statement.

<sup>3</sup>First year commission is paid on initial and subsequent premiums at the time the premium is received. Trailing commissions may include an annual service fee.

<sup>4</sup>As determined by the date the funds are received and applied to the contract.

Sales commission, expressed as a percentage of the dollar amount of your gross payment, will not exceed the ranges listed in the schedule below.

Amount invested	Maximum Sales Charge
Less than \$50,000	4.50%
\$50,000 and above but less than \$100,000	3.50%
\$100,000 and above but less than \$250,000	2.50%
\$250,000 and above but less than \$500,000	1.50%
\$500,000 and above but less than \$1,000,000	1.00%
\$1,000,000 or more	0.00%*

\*A deferred sales charge of 1% will apply to shares redeemed within one year.

### Fees and expenses—Mutual Funds

You will also pay a proportionate share of the fund's ongoing management, 12b-1, and shareholder servicing fees, charges, and expenses. These fees, charges, and expenses vary and are described in the fund's prospectus.

- **Investment management fee:** A mutual fund pays an investment management fee to an investment adviser for managing the fund's assets.
- **12b-1 fees:** A fee charged by some funds to cover promotion, distribution, and marketing expenses. This fee is sometimes paid to the fund's principal underwriter and/or as compensation to Financial Professionals.
- **Redemption fee:** A fee charged by the mutual fund company when selling shares.
- **Other expenses** (e.g., transfer agency fees).

### Fees and expenses—Class S Shares of Mutual Funds

Class S Shares of Mutual Funds are not subject to sales commissions. Investors will pay their proportionate share of a Class S Shares of Mutual Funds' ongoing management, shareholder servicing fees, and other charges and expenses. These fees, charges, and expenses vary and are described in the fund's prospectus.

- **Investment management fee:** A mutual fund pays an investment management fee to an investment adviser for managing the fund's assets.
- **Account service fee:** A quarterly fee for services provided.
- **Other expenses** (e.g., transfer agency fees).

### Affiliations

Thrivent Financial for Lutherans is a fraternal benefit society issuing fixed and variable life insurance, variable annuity, fixed-index annuity, and fixed rate annuity contracts. Thrivent Financial for Lutherans is also a registered investment adviser providing investment management services to Thrivent Series Fund, Inc. and Thrivent Cash Management Trust and is responsible for fund administration for these entities. Thrivent Financial for Lutherans is the parent company of Thrivent Financial Holdings, Inc.

Thrivent Financial Holdings, Inc., the parent company of Thrivent Investment Management Inc., also has other subsidiaries that engage in activities that may be material to our business and you. Information about some of these subsidiaries and how they work together to offer you financial products and services is described below.

- **Thrivent Asset Management LLC** is the registered investment adviser providing portfolio management and fund administration services to Thrivent Mutual Funds and Thrivent Core Funds.
- **Thrivent Distributors, LLC** is the principal underwriter and distributor for Mutual Funds.
- **Thrivent Insurance Agency, Inc.** is a life, health and annuity insurance general agency engaged in the distribution of life, health and annuity products from multiple insurers.
- **Thrivent Advisor Network, LLC** is a registered investment adviser providing advisory services to individuals, high net worth individuals, families, trusts, estates, businesses, and retirement plans and is a licensed insurance agency.
- **Thrivent Financial Investor Services Inc.** provides transfer agent and shareholder services for Thrivent Mutual Funds, Series Funds, Core Funds, and Cash Management Trust.

If your transaction involves a variable annuity or Mutual Fund, then your Financial Professional acts as a registered representative of Thrivent, your broker.

### Conflicts of interest

The receipt of compensation (either directly or indirectly) creates a conflict of interest between us and you. We manage this conflict through our policies and procedures, conducting due diligence reviews of the products and services that can be recommended, disclosing material conflicts to clients and prospective clients and by training our Financial Professionals, including, but not limited to, on the need to act in your best interest. Below are different forms of compensation we can earn while providing you with recommendations as a broker-dealer.

- We distribute and serve as the primary underwriter of variable annuities and variable life insurance products issued by Thrivent Financial for Lutherans, so it is generally not possible to transfer them to another broker-dealer. We also distribute Thrivent Exchange Traded Funds ("Thrivent ETFs") and Thrivent Mutual Funds that are advised by Thrivent Asset Management, LLC. These securities ("proprietary products") may be recommended to you by your Financial Professional. When you purchase or invest in proprietary products, we and our affiliates are paid from fees and/or premiums that are charged to you.
- We may recommend securities from nonaffiliated third-party companies ("nonproprietary products"), which include insurance products, mutual funds, and other securities. When you purchase or invest in nonproprietary securities, we are paid from fees that are charged to you and/or commissions that we receive from these companies.

- When you own certain proprietary and nonproprietary mutual funds, Thrivent and your Financial Professional receive 12b-1 fees from Thrivent Distributors, LLC and nonaffiliated third-party companies. We also receive revenue sharing payments that compensate us for distribution, training, marketing, and sales support services.
  - We may pay an affiliated or a nonaffiliated third party a fee for providing educational and administrative services.
  - When you purchase a nonproprietary variable annuity or nonproprietary variable life insurance, we receive a commission as a percentage of premium based on certain factors that include total volume of our Financial Professional's product sales, length of time that you continue to pay premiums or keep assets invested in the products sold, and the profitability of the products.
  - Thrivent has a contract with National Financial Services, LLC, member NYSE/SIPC, a Fidelity Investments® company, ("NFS") that provides us incentives, such as a business credit, to place assets with NFS, as well as disincentives in the form of charges to us if we were to terminate our contract with NFS before the end of the contract term. We also have an economic interest to also act as the broker-dealer on the execution of securities transactions because of the additional revenue received and an economic incentive to use NFS as our clearing firm for trade execution and custody over other firms that do not or would not provide such economic benefits to us, even if such other firms might be more beneficial to our clients. Accordingly, we have a financial incentive to serve as an introducing broker-dealer and to use NFS for clearing, settlement and custodial services.
- Financial Professionals, who are not employees, use this compensation to pay for their own business expenses, including office space, equipment, and office staff they may employ.
  - Financial Professionals may share this compensation with other Financial Professionals. These fees may be a single payment or ongoing.
  - Based on the commissions they receive, Financial Professionals may receive subsidized retirement and insurance benefits.
- Your Financial Professional receives a portion of the commissions, fees, and charges that you pay when you invest your transferred or rolled over retirement assets (e.g., employer-sponsored 401(k) plan) with us based on their recommendation.
  - When you purchase a nonproprietary variable annuity or variable life insurance product, certain Financial Professionals receive compensation based on the commission as a percentage of premium or a fee based on the amount of the assets managed under the product sold.
  - Financial Professionals may be eligible to receive non-cash compensation (e.g., attend sales conferences and other recognition events). Receipt of non-cash compensation is based on the amount of "new money" brought into the firm because a client or member purchased certain products and services, including annuities, variable life insurance products, mutual funds, other securities, engaged in dedicated planning services and/or a Financial Professional refers trust services to a client or member. In addition to the criteria listed above, Financial Professionals who also have a long tenure with Thrivent or its affiliates may also be eligible to participate in special recognition events (e.g., Hall of Fame).

The amount and type of compensation paid to your Financial Professional varies and depends on, among other things:

- Their association with Thrivent and if they have an agreement with Thrivent that makes them eligible for a broader range of compensation.
- The products and/or services recommended to you.
- If you actually purchase or invest in a product or account and the length of time that you own the product or are otherwise invested with us.
- Total volume of product sales, length of time that you continue to pay premiums or keep assets invested in the products sold, the profitability of the products, and/or client tenure.
- If you purchase or invest in a proprietary product versus a nonproprietary product.

Your Financial Professional may receive other compensation for providing you with recommendations and/or services. Receipt of compensation (either cash or non-cash compensation) creates conflicts of interest between you and your Financial Professional. We manage these conflicts by training our Financial Professionals on their need to act in your best interest and through our policies and supervisory procedures.

- When you invest in securities with us, a portion of the commissions, fees, and charges you pay are in turn used to compensate your Financial Professional. In addition, please know that:

- Certain Financial Professionals, who are on teams, may be eligible to participate in a team compensation program that allows the team to qualify for a common payout rate. Compensation for the program is based on the total production of the team, including total volume of product sales, length of time that you continue to pay premiums or keep assets invested in the products sold, and the profitability of the products. As a condition of the team compensation program, each team must maintain certain production levels, including an initial threshold and ongoing production requirements, and a team with more than two producing team members may be required to pay back a portion of compensation received based on the number and tenure of producing team members and the team's gross compensation rates. This program presents a financial incentive to recommend more products or services.
- Financial Professionals may receive loans for disaster relief support from Thrivent Financial for Lutherans or Thrivent if they meet certain sales minimums.

- The Thrivent Financial Advisor Loan Program allows Financial Professionals to apply for loans through our affiliate, Thrivent Bank, to support expanding their practices through Succession Planning. Thrivent Financial for Lutherans or Thrivent is the guarantor of these loans. To be eligible for the program, Financial Professionals must meet certain criteria based on revenue minimums based on all products and services, a percentage of new money over the last 36 months, Financial Professional tenure, team support, an approved Business Continuity Plan, and approval from Thrivent.



### **Interested in learning more about our compensation and/or conflicts of interest?**

Review our Form CRS Relationship Summary, Thrivent Investment Management Inc. Regulation Best Interest Disclosure, and/or Insurance Disclosure for Annuities on [Thrivent.com/disclosures](https://www.thrivent.com/disclosures) for more information.

Thrivent is the marketing name for Thrivent Financial for Lutherans. Insurance products issued by Thrivent. Not available in all states. Securities and investment advisory services offered through Thrivent Investment Management Inc., a registered investment adviser, member FINRA and SIPC, and a subsidiary of Thrivent. Licensed agent/producer of Thrivent. Registered representative of Thrivent Investment Management Inc. [Thrivent.com/disclosures](https://www.thrivent.com/disclosures).

Insurance products, securities and investment advisory services are provided by appropriately appointed and licensed financial advisors and professionals. Only individuals who are financial advisors are credentialed to provide investment advisory services. Visit [thrivent.com](https://www.thrivent.com) or FINRA's Broker Check for more information about our financial advisors.

**Investing involves risk, including the possible loss of principal. The product and summary prospectuses contain information on investment objectives, risks, charges and expenses. Read carefully before investing. Available at [thrivent.com](https://www.thrivent.com).**

# thrivent