

Investment Plan

Summary Plan Description

For Salaried and Union-free Hourly Employees

January 2020

This Summary Plan Description is for salaried and union-free hourly employees hired after July 1, 2000, and employees of certain acquired companies. Separate Summary Plan Descriptions exist for other employees.

Total
Rewards



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CORNING



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Important! This handbook/Summary Plan Description (SPD) may be updated from time to time. You can find the most current version in the Library on My Total Rewards through True Blue at trueblue.corning.com or at www.corning.com/mytotalrewards.

This handbook/SPD is intended to provide easy-to-understand general explanations about your benefits. It summarizes only the major features of your Corning Incorporated (“Corning”) benefits. In the event of any contradiction between the information contained in this handbook/SPD and the plan documents, the plan documents shall govern in all cases.

Corning has the right to terminate or amend any plan for active or former employees in any way, at any time, for any reason. Employee benefit plans must comply with applicable government regulations.

Participation in these plans is neither an offer or guarantee of employment nor an employment contract.

The plan administrator has the sole and absolute authority to interpret the terms of these plans and determine benefit eligibility and resolve any and all ambiguities or inconsistencies in these plans.

You have certain rights under the Employee Retirement Income Security Act of 1974, as amended (ERISA). A statement of ERISA rights and information about the plan’s claims and appeals procedures are provided automatically without charge in this handbook/SPD. See the “Your Rights as a Plan Member” and “Claims and Appeals Procedures” sections of this handbook/SPD for more information.

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The Corning Incorporated Investment Plan

An Important Part of Your Total Rewards

Corning is committed to helping you achieve financial security now and in retirement. The Company demonstrates this commitment by offering valuable Total Wealth programs, including the Corning Incorporated Investment Plan (“Investment Plan”). These programs are a significant part of your overall Total Rewards opportunity at Corning. When you participate, they can increase your chances of realizing your long-term financial goals. The Investment Plan offers the following benefits:

- **Company Matching Contributions.** If you save through the Investment Plan, the Company will add to your savings, increasing your overall benefit.
- **Automatic contribution increases.** The optional Auto Save feature increases your contributions automatically over time.
- **Multiple investment options.** You decide how to invest your account. The Investment Plan offers all-in-one Target Retirement Trusts (also called Target Date Investments or TDIs), that provide a broadly diversified portfolio that automatically adjusts as you move toward, and enter, retirement. If you prefer to manage your own investments, you may also build your own mix through the set of “core investments” that are available. If you take no action, all contributions will be invested in the Vanguard Target Retirement Trust for the year closest to the year that you will reach age 65.
- **Important tax savings.** Income taxes on your before-tax contributions and any investment earnings are deferred until you start withdrawing them from your account. This has the potential to lower your income taxes now, while you are working and paying taxes, and has the potential to increase investment earnings.
- **Access to your money.** Although the Investment Plan is intended primarily for retirement savings, you can withdraw your money before retirement in certain circumstances. You can also borrow a portion of your savings for any reason.

Your Investment Plan benefit is designed to work with your other sources of retirement income—the Pension Plan (if eligible), Social Security, and any personal savings and investments you may have. This handbook/SPD describes how the Investment Plan works, your investment options, when you become entitled to benefits and how you can access your savings.

The Investment Plan has two Company Matching Contribution provisions:

- Service-based match, which is for employees hired before July 1, 2000, who elected to continue to participate in the Career Average provision of the Corning Pension Plan, and
- Contribution-based match, which is for:
 - Employees hired or rehired after July 1, 2000,
 - Employees of certain acquired companies, and
 - Employees hired before 2001, who elected to participate in the Cash Balance provision of the Corning Pension Plan and the “new” contribution-based Company match formula of the Investment Plan during the 2000 Retirement Choice election period.

All plan provisions are subject to the requirements of the ERISA. For more information about the administration of this plan and explanations of certain rights to which you are entitled, see the “Your Resources, Rights, and Responsibilities” section of this handbook/SPD.

Information at Your Fingertips

Using My Total Rewards and the Corning Benefits Network is easy—see the “Your Resources, Rights, and Responsibilities” section of this handbook/SPD for details.

Investment Plan—At a Glance

What does it do for me?	<ul style="list-style-type: none"> ▪ Helps you save some of your own money for retirement. ▪ Gives you extra retirement money from Corning through Company Matching Contributions. ▪ Reduces your taxable income when you contribute on a before-tax basis. ▪ Helps you invest your savings for growth. ▪ Allows your investments to grow tax-deferred until they are withdrawn. ▪ Provides some access to your savings before retirement. ▪ Helps you build financial security.
When am I eligible?	<ul style="list-style-type: none"> ▪ You are eligible as soon as you are hired, as long as you are at least 18 years old and are scheduled to work at least 16 hours a week.
How do I enroll?	<ul style="list-style-type: none"> ▪ You are automatically enrolled when you are hired. Your participation takes effect 90 days after your first day at work, unless you elect to contribute sooner or to not contribute at all. ▪ You may enroll immediately through My Total Rewards or the Corning Benefits Network.
What does it cost me?	<ul style="list-style-type: none"> ▪ There is no cost to join the Investment Plan. The amount you choose to save will be deducted from your paychecks and deposited in your account each pay period. ▪ A \$4 monthly fee is charged to your account to cover some of the Investment Plan's administrative costs. ▪ Investment management fees and plan trustee fees are deducted from the investment's activity before any earnings are credited to your account. ▪ A \$50 processing fee is deducted for each new loan taken.
What issues should I consider?	<ul style="list-style-type: none"> ▪ How much should you contribute to the Investment Plan? ▪ Are you contributing at least 6% of your pay so that you receive the maximum Company Matching Contributions? If not, should you consider participating in the Auto Save feature? (See “Auto Save” in the “Contributions to the Investment Plan” section.) ▪ How much will you need to save in order to retire when you want to and live the lifestyle you choose? ▪ Do you have other savings goals besides retirement, such as providing for your children's college education or purchasing a home?
Where can I learn more?	<ul style="list-style-type: none"> ▪ Call an Ayco financial coach at 888-741-7766 or visit Ayco's digital platform from My Total Rewards for help understanding the Investment Plan and help with your personal investment planning. This service is provided by Ayco, a Goldman Sachs Company. ▪ Log on to My Total Rewards. You may also call the Corning Benefits Network at 800-858-3875 to check your account balance, change your contribution amounts, change your investment direction, or make investment transfers.

Eligibility

You are eligible to participate in the Investment Plan if you are an active employee working at a Corning location that participates in the Investment Plan.

You may begin participating at any time, as long as you are at least 18 years old and are scheduled to work at least 16 hours per week.

If you are scheduled to work fewer than 16 hours per week, you will become eligible to participate in the Investment Plan when you complete one year of eligibility service. You will complete one year of eligibility service at the end of the first eligibility computation period in which you work 1,000 hours or more. An eligibility computation period is a 12-month period beginning on your first day of work or on any anniversary of your first day of work.

Get the Most from the Investment Plan

- **Start contributing early.** The longer your money stays in your account, the longer it has to grow.
- **Maximize the match.** By contributing at least 6% of your pay through the Investment Plan, you maximize the Company match. It's like getting free money!
- **Save some of any pay increase.** To increase your savings painlessly, try increasing your savings rate when you get a pay increase. Or, increase your contributions automatically with the Auto Save feature. (See "Auto Save" in the "Contributions to the Investment Plan" section.)
- **Invest for growth.** If you have a long time to save, you may want to consider investing in one or more of the available investment options with higher long-term growth potential. Call Ayco's financial counseling service or visit Ayco's digital platform from My Total Rewards for assistance in developing your personal investment strategy.
- **Evaluate regularly.** Review your contributions and investments at least once a year. Read your account statements or log on to My Total Rewards. Then you will know how your account and investments are performing, and you can adjust your savings rate and investment strategy as your age or financial needs change.

You *cannot* participate in the Investment Plan if you are:

- An employee covered by a collective bargaining agreement,
- Performing services in a contingent capacity, such as:
 - An independent contractor, including individuals treated by Corning as an independent contractor regardless of their actual status,
 - Persons coded with employee class "Pioneer" on the Company's human resources information system and payroll system,
 - A leased employee, or
 - An intern,
- A non-resident alien,
- A foreign national on assignment in the United States,
- Paid only by commission,
- A professional retaineer,
- Not classified as an employee by the Company, regardless of your actual status, or
- Excluded under the terms of the Investment Plan.

Enrollment and Participation

Newly hired employees are automatically enrolled ("Auto Enroll") in the Investment Plan. If you meet the Investment Plan's eligibility requirements (see above), your automatic deductions begin 90 days after your first day of work or when you first become eligible. To start contributing sooner or to increase or decrease your contribution amount, log on to My Total Rewards or call the Corning Benefits Network at 800-858-3875.

Here's how automatic enrollment works:

- **6% before-tax contribution.** 6% of your eligible pay is contributed on a before-tax basis to your Investment Plan account every pay period, starting 90 days after you are eligible.
- **Automatic contribution increases (Auto Save).** If you are automatically enrolled in the Investment Plan, you are also automatically set up in the Auto Save feature. Each year, on the anniversary of your enrollment in the Investment Plan, your contributions will automatically increase by 1%. The automatic increases will stop on the earlier of the date you reach a contribution level of 10% or the date you opt out of the Auto Save feature. The Auto Save feature also allows you to elect (1) an Auto Save percentage greater than 1%, (2) a maximum contribution percentage greater than 10%, and (3) a different effective date for the increase, for example to coincide with the date of a pay increase. (See "Auto Save" in the "Contributions to the Investment Plan" section.)
- **Vanguard Target Retirement Trusts.** Your contributions made through Auto Enrollment are invested in the Vanguard Target Retirement Trust for the year that is closest to the year in which you will reach age 65. You may change your investment elections at any time.
- **Company Matching Contributions.** The Company matches a portion of the pay that you contribute. You receive the maximum matching contribution by increasing your contribution amount to 6%. Company Matching Contributions are invested in the same investment options as your own contributions. (See "Company Matching Contributions" in the "Contributions to the Investment Plan" section for more information.)

Participation in the Investment Plan is *voluntary*. To cancel Auto Enroll before it begins or to change your contribution amount, log on to My Total Rewards or call the Corning Benefits Network.

Once your contributions begin, they will continue until you elect to change your contribution amount, stop contributing to the Investment Plan, or reach certain federal contribution limits. Contributions may also end if your employment status changes due to termination, layoff, retirement, disability, or an unpaid leave of absence. (See the "Participation under Special Circumstances" section for more information.)

Rollovers

If you have before-tax savings from another employer's qualified plan, you may roll over some or all of this money into the Investment Plan anytime after you become eligible to participate. (See "Rollover Contributions" in the "Contributions to the Investment Plan" section for more information.)

Beneficiaries

You must designate a beneficiary (or beneficiaries) for your Investment Plan account through My Total Rewards or the Corning Benefits Network. Beneficiaries receive your account balance if you die before the balance is distributed to you. If you are married, your spouse is automatically your primary beneficiary, although you may choose a different beneficiary with your spouse's notarized written consent.

A surviving spouse or spouse includes any spouse of a legal marriage.

Although you may have made beneficiary designations for other benefit plans offered by Corning, those elections will not be applied to the Investment Plan. You must make a separate election to designate a beneficiary in the Investment Plan.

You can make your beneficiary designations at any time on My Total Rewards. An online beneficiary designation allows for prompt payment in the event of your death, since the necessary information is available electronically. Maintaining your beneficiary designations online is also a convenient way for you to periodically review and update your designations.

It's important to keep your beneficiary designations up to date so that, in the event of your death, your family is protected and your wishes with regard to the Corning benefit plans are carried out. Be sure to review and update your beneficiary designations after certain life events, such as marriage, divorce, birth, adoption, or death of a dependent.

However, if you are married and elect a non-spouse beneficiary for your Investment Plan benefit, you will not be able to complete your beneficiary election online. You must obtain your spouse's notarized consent on a printed copy of the *Beneficiary Designation Consent Form* and mail the *Beneficiary Designation Consent Form* to the Corning Benefits Network at the address shown on the form.

If you don't have access to My Total Rewards, you can call the Corning Benefits Network at 800-858-3875 and speak to a Benefit Services Representative to request a *Beneficiary Designation Form*. Benefit Services Representatives are available from 9 a.m. to 7 p.m., Eastern time, Monday through Friday, excluding holidays.

You can review or change your beneficiary designations at any time through My Total Rewards or by speaking with a Benefit Services Representative at the Corning Benefits Network.

Ayco Can Help

Call Ayco's financial counseling service at 888-741-7766 if you need help with your selection of a beneficiary or with issues related to beneficiary designation (for example, designating a trust or minor child as beneficiary). Ayco can also help with other estate planning issues.

Cost—Fees Charged to Your Investment Plan Account

The Investment Plan currently charges the following fees:

- \$4 per month is deducted from each participant's account for plan administrative expenses.
- A \$50 processing fee is deducted for each new loan taken.
- Investment management fees (as described in the Participant Annual Disclosure or fund fact sheets in the Library on My Total Rewards) are deducted from investment activity before any earnings are credited to your account. Any returns reported to Investment Plan participants are net of these expenses.

Contributions to the Investment Plan

There are three types of contributions that can be made to your Investment Plan account:

- Employee contributions,
- Rollover contributions, and
- Company Matching Contributions.

These contribution types are described in the following sections.

Employee Contributions

You may contribute up to 75% of your eligible pay (see “Eligible Pay” in the “Contributions to the Investment Plan” section) to the Investment Plan each pay period, subject to Internal Revenue Code (IRC) limits (see “Legal Limits on Contributions” in the “Contributions to the Investment Plan” section). Your contributions must be in whole percentages (1%, 2%, 3%, etc.). Corning may limit your contributions to ensure that you have enough money available for other payroll deductions, such as income taxes and contributions toward other Corning benefits. Your contributions will be deducted from all eligible pay that you receive. You always have full ownership of (are fully vested in) your own contributions to the Investment Plan.

There are two types of employee contributions: before-tax and after-tax. You may make all before-tax contributions, all after-tax contributions, or a combination of both, as long as your total contributions do not exceed 75% of your eligible pay. (Additional limits may apply to highly compensated employees. See “Limit for Highly Compensated Employees” in the “Contributions to the Investment Plan” section.)

Before-tax Contributions

Before-tax contributions are deducted from your pay before federal and most state income taxes are calculated and deducted*. Federal law requires that Social Security and Medicare taxes be applied to your contributions. Before-tax contributions reduce your taxable income during the year in which you make your contributions. You will have to pay income taxes on your before-tax contributions and associated investment earnings when you withdraw them from the Investment Plan. (A loan from the Investment Plan is not considered a withdrawal as long as it is repaid.)

If you contribute enough before-tax contributions to reach federal contribution limits (see “IRC Savings Limit” in the “Contributions to the Investment Plan” section), your contributions will continue, but Corning will automatically switch them to after-tax contributions, even if you did not elect an after-tax contribution rate. This continuation of contributions on an after-tax basis is designed to allow you to continue receiving Company Matching Contributions (see the “Contributions to the Investment Plan” section) throughout the plan year. **Once you reach the IRC Savings Limit, if you do not wish your contributions to continue automatically as after-tax contributions, you must proactively change your before-tax contribution rate to 0% through My Total Rewards or by calling the Corning Benefits Network.** (See “Changing Your Contribution Rate” in the “Contributions to the Investment Plan” section.)

Important! If you set your before-tax contribution percentage to 0% during the year to stop making after-tax contributions after reaching the IRC Savings Limit, and you want to resume making before-tax contributions on Jan. 1, you must proactively reset your before-tax contribution rate through My Total Rewards or by calling the Corning Benefits Network.

* Currently all states except Pennsylvania allow before-tax contributions. If you are subject to Pennsylvania state income taxes, you will have to pay state taxes on your before-tax contributions.

Comparing Before-tax and After-tax: The Before-tax Advantage

By contributing on a before-tax basis, you lower your pay for income tax purposes. As a result, you pay less in current taxes than you would if you saved on an after-tax basis.

For example, assume that you earn \$55,000 (gross) per year, are in a 22% tax bracket, and contribute 10% of your pay to the Investment Plan.

	If you save 10% before taxes	If you save 10% after taxes
Your annual gross pay	\$55,000	\$55,000
You save 10% of pay	\$5,500	\$5,500
Your taxable pay	\$49,500	\$55,000
Your tax savings (22% tax bracket)	\$1,210	

As you can see, before-tax savings reduce your taxable pay, so you pay less tax in the current year. Your exact tax savings will depend on your federal tax bracket, state and local income taxes, and contribution amount.

After-tax Contributions

After-tax contributions are calculated on gross pay and deducted from your pay after income taxes are calculated and deducted. After-tax contributions do not reduce your current income for tax purposes (see example above). You will not, however, be required to pay any additional income taxes on your after-tax contributions when you withdraw them from the Investment Plan. Only the investment earnings on after-tax contributions are taxable at withdrawal. (A loan from the Investment Plan is not considered a withdrawal as long as it is repaid.)

Investment Plan Elections for GoalSharing and Performance Incentive Plan (PIP) Payments

You can make a separate election for your GoalSharing and PIP payments (if eligible). This means that the percentage amount that is deducted from each bonus can be different than your regular payroll contributions. Your election applies to both your GoalSharing and PIP deferrals; no other bonus types are included. The percentage amount deducted from Recognizing Excellence Division Cash Awards (DCA), Individual Outstanding Contributor Awards (IOCA), or other types of eligible bonuses is the same as your regular payroll contributions.

In general, the deadline for making a bonus contribution election is 4:00 p.m. ET the Thursday preceding a regular pay day. Any election you make for contributions from GoalSharing or PIP will carry over from year to year unless you change it.

If you do not wish to make a separate election for your GoalSharing or PIP payments, no action is required. You will have the same percentage deducted from your GoalSharing and PIP payments as you do for your regular payroll contributions.

Investment Earnings

Investment earnings on both before-tax and after-tax contributions are treated the same for tax purposes and are not subject to income taxes until they are withdrawn from the Investment Plan.

Changing Your Contribution Rate

You may increase, decrease, or stop your before-tax and after-tax contributions at any time by logging on to My Total Rewards or calling the Corning Benefits Network. Changes will become effective as soon as administratively possible following your election.

If you participate in the Supplemental Investment Plan (SIP), you may only change your Investment Plan contributions during the SIP Annual Enrollment Period. See the *SIP Plan Summary* for more details.

If you participate in Auto Save, your contributions will automatically increase each year by 1% or an amount of your choice, until you opt out. Under Auto Save, the automatic increases will cease once you reach a contribution level of 10%, unless you elect a different percentage.

Legal Limits on Contributions

The IRC places several limits on employee contributions to the Investment Plan, including:

- **IRC Savings Limit**—There is an annual dollar limit on before-tax employee contributions. For 2020, the limit is:
 - \$19,500, or
 - \$26,000 if you will be age 50 or older as of Dec. 31 of the current calendar year.

The IRC Savings Limit is subject to future indexing by the IRS. Your total annual before-tax contributions, **including any before-tax contributions you may have made to a prior employer's qualified plan during the year, cannot exceed this limit.**

If you will be age 50 or older as of Dec. 31 of the current calendar year, your before-tax contributions will continue automatically until you reach the higher IRC Savings Limit of \$26,000, as noted above. You can take advantage of this higher savings limit by adjusting your before-tax contribution rate on My Total Rewards.

Note: It is your responsibility to track your IRC Savings Limit if you worked at another company during the year and to notify Corning no later than March 1 of the following year if you exceed this amount.

- If you reach the IRC Savings Limit before year-end, your contributions automatically switch to after-tax contributions. This allows you to continue to receive Company Matching Contributions after you reach the before-tax IRC Savings Limit. If you make no changes to your contribution rates, beginning with the first paycheck of the new calendar year, your before-tax and after-tax contributions will resume at the prior rates you elected. However, if you change your contribution elections after you are automatically switched to after-tax contributions, you will have to change your contribution election back to your desired contribution rate, through My Total Rewards or the Corning Benefits Network at the beginning of the new calendar year if you want to resume making before-tax contributions.
- **IRC Compensation Limit**—You cannot make contributions on any portion of your pay in excess of the IRC Compensation Limit. This limit is \$285,000 for 2020 and is subject to future indexing by the IRS. No employee or Company Matching Contributions can be made on pay above this limit.
 - If you reach the IRC Compensation Limit before year-end, Corning will automatically stop your before-tax and after-tax contributions and all Company Matching Contributions. Beginning with the first paycheck of the new tax year, your contributions will be reset to the election on file for the first pay period at the beginning of the new year.
- **Combined Limit**—For 2020, the combined employee and Company Matching Contributions to the Investment Plan cannot exceed the lesser of 100% of your taxable income or \$57,000 (or \$63,500 if you will be age 50 or older by the end of the calendar year), subject to future indexing.
 - If contributions to your account exceed this limit, the excess amount will be remitted to you as soon as administratively possible.

Limit for Highly Compensated Employees

In addition to the limits referenced above, the IRC requires the Investment Plan to conduct various “nondiscrimination” tests annually to ensure that the Investment Plan does not favor highly compensated employees over non-highly compensated employees. Depending on the outcome of these tests, additional limitations may further restrict the before-tax and after-tax contributions that all employees, but particularly highly compensated employees, may contribute to the Investment Plan. You will be notified if you are affected by any of these limits.

If You Leave Corning

Contributions to your account end when you leave Corning. If you later return to Corning, you will be enrolled automatically (see the “Enrollment and Participation” section). For a detailed summary of how your employment status affects your participation in the Investment Plan, see the “Participation under Special Circumstances” section.

Auto Save

To get the most from the Investment Plan, be sure you are maximizing Company Matching Contributions by contributing at least 6% of your eligible pay. If you are not able to contribute as much as you would like right now, the Investment Plan can help you increase your contributions gradually over time.

If you are automatically enrolled in the Investment Plan, you will also be automatically set up in the Auto Save feature. Your contributions automatically increase by 1% (or by another amount of your choice) in April each year. Auto Save stops once your contribution level reaches 10%.

If you were not automatically enrolled and you would like to increase your contributions over time, you can also enroll in the Auto Save feature. You choose an amount by which your Investment Plan contributions will increase each year. You also choose the date on which the increase will take place each year.

To enroll in or opt out of Auto Save, or to change your increase amount, log on to My Total Rewards through True Blue or at www.corning.com/mytotalrewards.

To make these elections, you may also speak with a Benefit Services Representative by calling the Corning Benefits Network at 800-858-3875.

Rollover Contributions

You may roll over some or all of the taxable portion of your account balances from a previous employer’s qualified retirement plan into the Investment Plan after you become eligible to participate. The types of plans eligible for rollover are:

- A 401(k) plan (i.e., a qualified plan described in section 401(a) or 403(a) of the IRC), excluding any portion resulting from after-tax employee contributions.
- An annuity contract described in section 403(b) of the IRC, excluding any portion resulting from after-tax employee contributions. 403(b) plans are adopted by public and private schools, colleges, universities, churches, public hospitals, and charitable entities tax exempt under section 501(c)(3) of the IRC.

- An eligible plan under section 457(b) of the IRC that is maintained by a state or local government or non-governmental entity that is tax exempt under section 501 of the IRC.
- The portion of a distribution from a “conduit” Individual Retirement Account (IRA) or annuity described in section 408(a) or 408(b) of the IRC that is eligible to be rolled over and would otherwise be includable in gross income.

The Investment Plan does not accept rollovers from a prior employer’s defined benefit pension plan.

You will need to complete an *Incoming Rollover Form* to roll over a balance from another employer’s qualified retirement plan or a conduit IRA. You can find the form in the Library on My Total Rewards or you can request it by calling the Corning Benefits Network.

Before you send a rollover check to the Corning Benefits Network, you should carefully review the instructions included on the *Incoming Rollover Form* regarding the type of documentation you must submit in order for the plan administrator to determine whether the distribution is eligible for a rollover.

Note: You will be required to provide a “letter of determination” from your prior plan administrator or IRA manager to document that the funds are eligible for rollover.

You are always 100% vested in your rollover balances and may invest them in any of the available investment options. Balances from a previous employer’s qualified retirement plan may be rolled over directly from the employer’s qualified retirement plan or from a conduit IRA, an IRA into which the money was previously transferred. (The conduit IRA must contain only money that came from another employer’s qualified retirement plan.)

If these balances are not rolled over directly from the employer’s qualified retirement plan or a conduit IRA but are paid to you first, you have 60 days to roll them over into the Investment Plan. After 60 days, they may not be rolled over into the Investment Plan.

Individual Retirement Accounts

- An IRA is a special type of account that can be used to save for retirement and offers tax advantages. IRAs are available through banks, mutual fund companies, brokerage firms, insurance companies, and other financial institutions.
- A conduit IRA is often used as a temporary account while you are waiting to transfer money to another employer’s qualified retirement plan.

Keep Your IRA “Clean”

A conduit IRA contains money that was rolled over from other employers’ qualified retirement plans. Make sure that your conduit IRA does not contain any other IRA contributions. You cannot roll over any portion of the conduit IRA into the Investment Plan if you mix money from qualified retirement plans with other types of IRA contributions.

Company Matching Contributions

Corning matches a portion of your contributions (including before-tax and after-tax contributions), up to 6% of your eligible pay (see “Eligible Pay” in the “Contributions to the Investment Plan” section for a definition of eligible pay). Both your before-tax and after-tax contributions are considered in calculating your Company Matching Contribution.

Company Matching Contributions are calculated this way:

Corning Matches

100% on the first 2% of pay that you contribute

50% on the next 4% of pay that you contribute

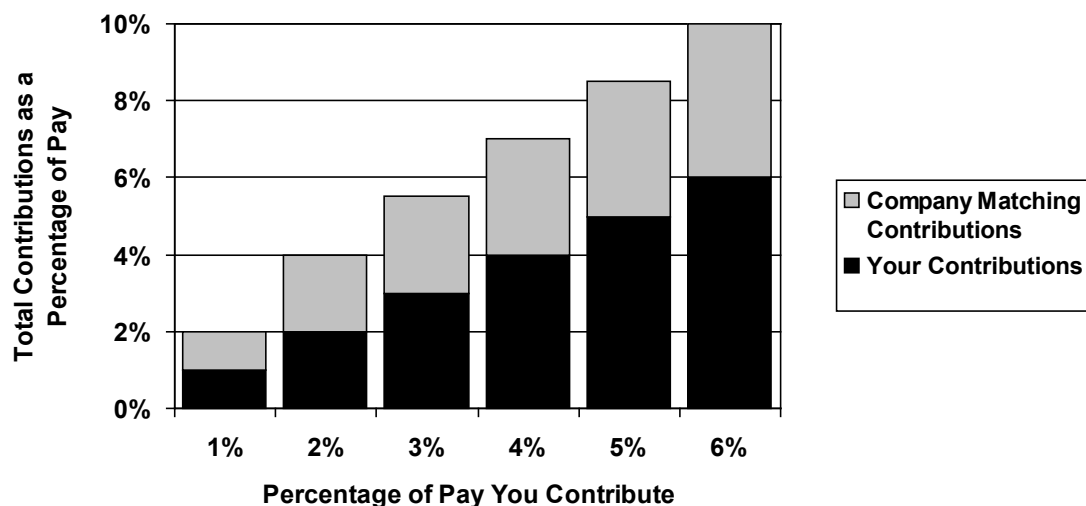
Company Matching Contributions are deposited in your account at the same time as your employee contributions and are based on your contributions for the pay period.

Example

Let's say that you earn \$55,000 per year (\$2,115 biweekly), and you contribute 6% of your pay. That means you contribute \$126.90 (6% x \$2,115) from your biweekly paycheck. Corning matches 100% of the first 2% that you contribute and 50% of the next 4% that you contribute, for a total biweekly match of \$84.60.

% of Pay	You Contribute	Company Match Percentage	Corning Contributes
First 2%	\$42.30	100%	\$42.30
Next 4%	\$84.60	50%	\$42.30
Total at 6%	\$126.90		\$84.60

The More You Save, the More Corning Contributes



Maximizing Company Matching Contributions

Even if you are contributing more than enough to receive the maximum matching contribution rate, you may need to be careful to ensure that you maximize your Company Matching Contributions. Company Matching Contributions are made by Corning on the contributions you make on a paycheck by paycheck basis, until you reach one of the limits noted under “Legal Limits on Contributions” in the “Contributions to the Investment Plan” section. You will only receive Company Matching Contributions on the contributions you make up to that limit.

One of the ways you can avoid this is to let your contributions flip to after-tax when you reach a legal limit. Another way is to calculate the contribution rate that will allow you to contribute without hitting a legal limit during the year.

For example, assume you are under age 50, earn \$86,000 per year, and contribute 30% of your pay before-tax, and you turn off your contributions when you reach a legal limit instead of allowing them to “flip” to after-tax contributions. You will reach the IRC Savings Limit (\$19,500 in 2020) after you receive approximately \$65,000 of compensation. Your Company Matching Contributions would be 4% of \$65,000, or \$2,600. However, if you contributed 22% instead of 30%, your contributions will continue throughout the whole calendar year, and your Company Matching Contributions would be 4% of \$86,000, or \$3,440. By contributing more, you are actually missing out on \$840 of Company Matching Contributions.

Ayco Can Help

Call Ayco's financial counseling service at 888-741-7766 if you need help calculating the contribution rate that will maximize your Company Matching Contributions.

Limits on Company Matching Contributions

Just as there are IRS restrictions on employee contributions, IRS rules may restrict the amount of Company Matching Contributions that can be made to the accounts of certain employees. You will be notified if you are affected by any of these limits.

Vesting Rules for Company Matching Contributions

You vest in (become entitled to) your Company Matching Contributions after you complete three years of vesting service, or when you reach age 65 (the Plan's “normal retirement age”). You receive one year of vesting service for every 12 months you work, provided you do not incur a break in service. For the purposes of the Investment Plan, you have a break in service when you terminate employment and are not rehired within the next 12 months. You generally receive vesting service under the Investment Plan for continuous Corning employment up to the date you retire or terminate employment. You may also receive service for certain periods of absence. You will automatically vest in your Company Matching Contributions if you die while actively employed, regardless of your years of vesting service. If your employment with the Company ends before you are vested, you will forfeit any Company Matching Contributions and any earnings on those contributions.

You are always 100% vested in your employee contributions, rollover contributions, and associated earnings.

Special rules may apply for employees of acquired companies. See the “Addenda for Integrated Organizations” section.

Eligible Pay

Generally, your eligible compensation for Investment Plan purposes includes your regular base pay (before salary reductions for your employee contributions to the Investment Plan and certain health and welfare benefits), plus any overtime pay or commissions. It also includes many forms of variable pay you might receive, such as GoalSharing, PIP, Sales Incentive Plan, Division Cash Awards, Individual Outstanding Contributor Awards, and certain other cash bonuses. It does not include severance pay, reimbursements for expenses, company contributions to this or any other benefit plan, or deferred compensation plan, employee contributions to the Supplemental Investment Plan, non-cash awards, bonuses and dividends thereon, overseas allowances, death benefits, cost-of-living adjustments, and other unusual cash or non-cash awards or bonuses. Certain types of pay reported after you separate from Corning (e.g., PIP pay or GoalSharing) are not included.

IRC Limit on Eligible Pay

The government places a limit on the amount of pay that can be included in the Investment Plan. The IRC Compensation Limit is \$285,000 in 2020, and is subject to future indexing by the IRS. Any income you earn in excess of this limit cannot be included in the Investment Plan. No contributions (employee or Company) will be made to the Investment Plan on any pay that you earn in excess of the IRC Compensation Limit.

Tracking Your Account

My Total Rewards: You may track your investments, find out your daily account balance or make transactions on My Total Rewards.

Quarterly Account Statements: Each statement is posted on My Total Rewards and shows all account activity during the quarter plus your opening and closing account balances for the period. You also will receive a printed account statement for the fourth quarter each year. This statement is mailed to your home address.

Custom Account Statements: These statements, which are available on My Total Rewards, allow you to view your plan activity and personal rate of return for a specified time period.

Investing Your Savings

One of the key advantages of the Investment Plan is that it allows you to invest your savings so that your money has the chance to grow over time. Your own contributions and Company Matching Contributions can be invested in a diverse selection of investment options. Below is a brief summary of the investment options available in the Investment Plan as of Apr. 1, 2019. The investment options in the Investment Plan are routinely monitored to ensure that a range of investment choices are available. For the most current investment options, go to My Total Rewards at www.corning.com/mytotalrewards. Click on the “Total Wealth: Investment” tab.

The Investment Plan offers a type of investment option called a Target Retirement Trust. Each Target Retirement Trust is made up of several broadly diversified Vanguard mutual funds, and is professionally managed to become more conservative as the target date draws near.

The 12 Target Retirement Trusts include 11 options named for target dates ranging from 2015 to 2065, in five-year increments. The year in the investment options’ name refers to the approximate year when an investor in the trust would retire and leave the workforce. Also included is the Target Retirement Income Trust, which is a more conservative investment option intended for participants older than age 70.

For those who prefer to manager their own investments, the Investment Plan also offers a set of “core investment” options that include three Vanguard investment options and the Vanguard Federal Money Market Fund.

Target Retirement Trust Investment Options	Core Investment Options
Vanguard Target Retirement 2065 Trust	Vanguard Federal Money Market Fund
Vanguard Target Retirement 2060 Trust	Vanguard Total Bond Market Index Trust
Vanguard Target Retirement 2055 Trust	Vanguard Total Stock Market Index Trust
Vanguard Target Retirement 2050 Trust	Vanguard Total International Stock Market Index Trust
Vanguard Target Retirement 2045 Trust	
Vanguard Target Retirement 2040 Trust	
Vanguard Target Retirement 2035 Trust	
Vanguard Target Retirement 2030 Trust	
Vanguard Target Retirement 2025 Trust	
Vanguard Target Retirement 2020 Trust	
Vanguard Target Retirement 2015 Trust	
Vanguard Target Retirement Income Trust	

Investment Resources

While it’s up to you to decide how to invest your Investment Plan account, Corning provides a number of resources to help:

Ayco Financial Planning Services

Financial Counseling – Talk to an Ayco financial coach for help on financial planning and tax savings strategies

- Call 888-741-7766 between 9 a.m. and 5 p.m., Eastern time, Monday through Friday, excluding holidays
- Evening appointments are also available until 8 p.m., Monday through Thursday.

Digital Platform – Online tools to help you establish a personal strategy to reach your financial goals

- Visit Ayco’s digital platform from My Total Rewards home page
- Or log on directly at <http://www.ayco.com/login/corning> (first-time users select “Register Now.” Your User ID is your Employee ID).

My Total Rewards

Detailed information about your compensation and benefits with links to modeling tools, investment performance history and other investment sites

- Log on through True Blue at trueblue.corning.com or directly at www.corning.com/mytotalrewards.

Please note that daily valuations, investments, contributions, loans, withdrawals, distributions, payments, and transfers are subject to pricing availability. In the event of pricing delays, transactions may also be delayed but will be completed as soon as the information becomes available.

Prospectuses

A prospectus is a document that provides detailed information about an investment, including its investment objective, performance history, and fees and what it may invest in. As an investor, it is your responsibility to read the prospectus before you make an investment decision.

Most of the investment options available through the Investment Plan are collective trusts, which are privately held investments made up of publicly traded mutual funds. As such, there is no prospectuses for the trusts themselves. However, since the underlying investments in the trusts are mutual funds, you will be able to find the prospectuses for the underlying funds on Vanguard’s website (www.vanguard.com).

If you choose to invest in the Vanguard Federal Money Market option, you will automatically be sent a prospectus for that investment. You may also obtain a prospectus for this option at any time through My Total Rewards or the Corning Benefits Network.

For a less detailed summary of an investment option, you may download a fact sheet from the Library on My Total Rewards or request one by mail from the Corning Benefits Network.

Corning Common Stock Fund

The Corning Common Stock Fund is not an open investment option under the Investment Plan. The fund was closed to new investments on July 1, 2009, in order to promote diversification of participant accounts. Money invested in the Corning Common Stock Fund prior to July 1, 2009, may remain there. However, no new contributions, loan repayments, transfers, or rollovers may be made into the fund. Transfers out of the fund are permitted at any time, but you may not transfer any money back into the Corning Common Stock Fund.

Diversify Your Investments!

A key to maximizing potential earnings while minimizing investment risk is to be invested in many types of investments, rather than only one. Target Retirement Trusts are invested in over 30,000 underlying funds, across the entire scope of domestic stocks, international stocks, and bond markets. They are well diversified in and of themselves. If you decide to invest in the core investments instead of a Target Retirement Trust, to be diversified, you should consider investing in more than one core investment option. In this way, a lower-performing investment may be balanced by a higher-performing investment; thereby spreading your risk and balancing out your loss over time. Remember that each of the investment options involves some risk of loss. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income, and investments, including any retirement savings or investments you have outside the Investment Plan. You should be aware that there is a risk to holding substantial portions of your assets in the securities of any one company, as individual securities tend to have wider price swings over shorter periods compared to more diversified investment options.

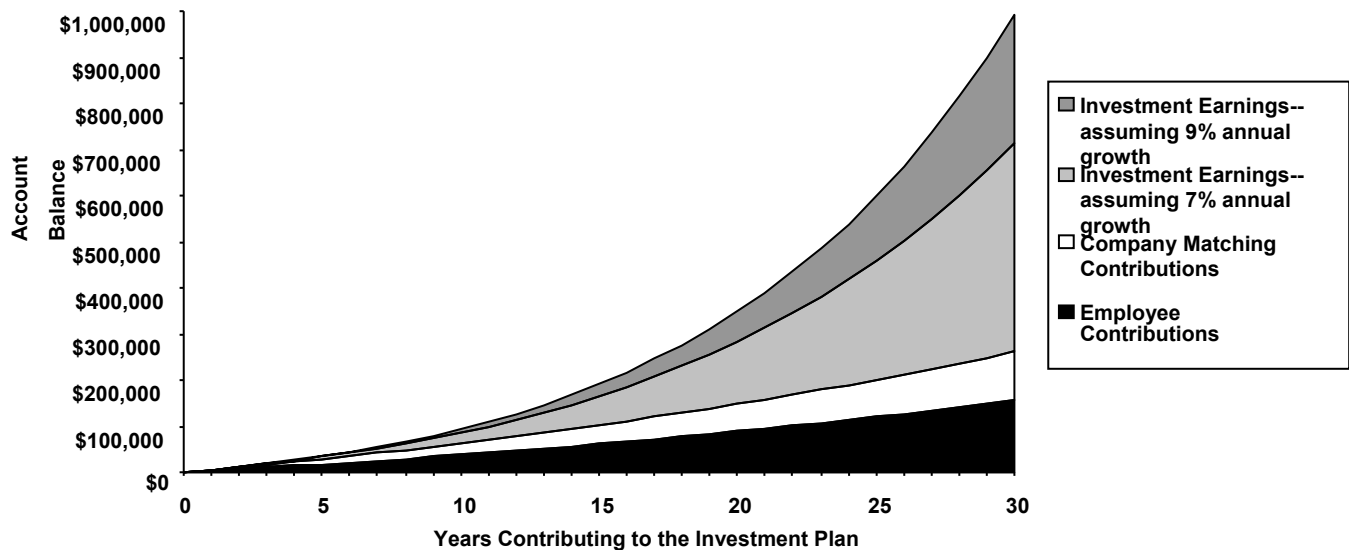
No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk. For help in establishing your own financial plan, call Ayco's financial counseling service at 888-741-7766 or visit Ayco's digital platform from My Total Rewards.

How Your Savings Can Grow

The chart below shows how your savings can grow over time through regular contributions and investment earnings. The example is for an employee with a starting salary of \$55,000 per year who contributes 6% per year to the Investment Plan for 30 years.

The example assumes average pay increases of 3% per year. Please be aware that this chart is for illustrative purposes only and that contributions, pay increases (if any), and investment earnings (if any) vary from year to year.

How Your Savings Can Grow

**Need Education on Your Investments?**

If you need help understanding your investment choices, take advantage of Ayco's financial counseling services. This benefit is provided at no cost to you through Ayco, a Goldman Sachs Company. Ayco is one of the nation's leading providers of fee-based financial counseling and education services for corporate employees.

Just call Ayco at 888-741-7766 between 9 a.m. and 5 p.m., Eastern time, Monday through Friday, excluding holidays. Evening appointments are also available until 8 p.m., Monday through Thursday.

Ayco financial coaches are familiar with the Investment Plan and can help educate your investment options in the Investment Plan. Ayco also offers a password-protected online, digital interactive platform, available through My Total Rewards (or at <http://www.ayco.com/login/corning>), with many resources to help you on the path to financial fitness. First-time users should select "Register Now." Your User ID is your Employee ID Number.

Investment Directions: Changing the Way Your Future Contributions Are Invested

You can invest your account in as many (or as few) of the available investment options as you wish. Your investment directions must be made in whole percentages, and it must add up to 100%. Your investment directions will apply to your before-tax contributions, your after-tax contributions (and loan repayments), and Company Matching Contributions. (Remember, you will be automatically enrolled in the Investment Plan when you are first eligible. Unless you elect otherwise, your contributions will be invested in the Vanguard Target Retirement Trust for the year that is closest to the year in which you will reach age 65.)

You may change your investment directions for future contributions to the Investment Plan at any time by logging on to My Total Rewards or calling the Corning Benefits Network. If you make changes before 4 p.m., Eastern time, on any business day, Monday through Friday, your new investment directions will become effective at the end of the day. If you make changes after 4 p.m., Eastern time, your investment directions will become effective at the end of the next business day.

Changing the way your future contributions are invested does not affect the investment of your existing account balance.

Investment Transfers: Changing the Way Your Current Account Balance Is Invested

You may change the way your existing account balance (including Company Matching Contributions) is invested by logging on to My Total Rewards or calling the Corning Benefits Network.

Your investment transfer instructions will apply to all employee contributions, rollover contributions, and Company Matching Contributions, and their associated earnings. You may change the way your existing balance is invested at any time. If you make your change before 4 p.m., Eastern time, on any business day, Monday through Friday, your instructions will become effective at the end of the day. If you make your change after 4 p.m., Eastern time, your investment instructions will become effective at the end of the next business day.

Making a transfer of part or all of your existing account balance does not affect how your future contributions will be invested.

Before processing any trade, it is important to carefully read about the trade restrictions and/or redemption fees. These restrictions can be found on My Total Rewards.

Attention Active Traders: Excessive Trading Warning Message

To avoid excessive trading (also known as “market timing”), Vanguard enforces a trading restriction on all Vanguard investment options offered through the Investment Plan, with the exception of the Vanguard Federal Money Market Fund.

Vanguard may refuse transfer orders at their discretion without prior notice. Additional trading restrictions may be applied at any time, without prior warning, if the manager of any investment option in the Investment Plan determines that you are engaged in trading practices in violation of the terms of the prospectus or identifies any pattern of trades that may be characterized as market timing.

Although currently not applicable, some investment managers may, at their discretion, charge short-term trading fees (also known as “redemption fees”). You will be notified in the future if an investment manager implements a redemption fee.

Vanguard Frequent Trading Limit

A frequent trading limit restricts how often shareholders can move money in and out of a given investment option.

Under the Vanguard frequent trading limit, you may move money out of any Vanguard investment option at any time. If you do, however, you must wait 30 days before moving any money back into the same investment option. This restriction does not apply to loan repayments or regular payroll contributions. You may continue making loan repayments and payroll contributions to an investment even if you have transferred money out of that investment option within the previous 30 days. Your ability to transfer into or out of other investments (except for the Corning Common Stock Fund) within this restriction period also are not affected. Whenever you transfer money out of one investment option into another investment option, a new 30-day waiting period will begin. For example:

- Assume you transferred \$2,000 out of the Vanguard Total Bond Market Index Trust on July 15. You would not be permitted to transfer money from another investment into the Vanguard Total Bond Market Index Trust until Sept. 13 (30 days after the transfer out), or future transfers from this investment may be denied.
- Assume you transferred an additional \$1,000 out of the Vanguard Total Bond Market Index Trust on July 20. A new 30-day waiting period would start, meaning you would not be permitted to transfer money from another investment option into the Vanguard Total Bond Market Index Trust until Sept. 18 (30 days after the latest transfer out), or future trades may be denied.

If you have questions about the frequent trading limit, please review the information on My Total Rewards or call the Corning Benefits Network at 800-858-3875.

You Are Responsible for Your Investment Decisions

The Investment Plan is intended to meet the requirements of Section 404(c) of ERISA. The Investment Plan lets you direct the investment of your account balance in a manner that complies with rules outlined by ERISA. Because you supervise and direct how your account is invested among available investment options, Investment Plan fiduciaries may be relieved of liability for losses, if any, that occur as a direct result of your investment instructions. Section 404(c) requires Plan fiduciaries to select appropriate investment alternatives under the Investment Plan and to make available certain information about the Investment Plan.

The Benefits Committee is responsible for monitoring Corning's compliance with ERISA Section 404(c) requirements. The Benefits Committee may be reached at the address listed in the "Investment Elections Are Confidential" section.

You have the right to obtain the following upon request:

- A description of the annual operating expenses of each designated investment alternative that reduce the rate of return to participants and beneficiaries and the total amount of those expenses expressed as a percentage of average net assets of the designated investment alternative,
- Copies of any prospectuses, financial statements and reports, and any other materials relating to the investment alternatives, to the extent that information is provided to the Investment Plan,
- A list of the assets comprising the portfolio of each designated investment alternative and the value of each of those assets,

- Information concerning the value of shares in designated investment alternatives as well as the past and current investment performance of such alternatives, determined net of expenses, and
- Information concerning the value of shares in designated investment alternatives held in the account of the participant.

Your choice of investments should be driven by factors such as your personal financial goals, your ability to tolerate risk, and the time horizon over which you have to invest.

Investment Elections Are Confidential

Your investments in the Investment Plan are processed by the Plan's recordkeeper, Conduent HR Solutions, LLC, and kept confidential, except to the extent that disclosure is necessary to comply with applicable federal and state laws and corporate policies.

If you have questions about these confidentiality procedures, contact the Corning Benefits Committee, Corning's designated Section 404(c) fiduciary, at:

Corning Incorporated
Attn: Benefits Committee
One Riverfront Plaza
MP-HQ-E1-24
Corning, NY 14831
607-974-9000

Taxes on Earnings

You pay no income taxes on any investment earnings as long as they remain in your account. Income taxes will be due on earnings when you withdraw them from your account, unless you roll them over into an IRA, Roth IRA, or another employer's qualified retirement plan. The amount you withdraw may also be subject to a 10% tax penalty. You may be subject to this penalty if, at the time of payment, you:

- Are an active employee age 59½ or older,
- Terminate employment or retire at age 55 or older, or
- Are affected by other circumstances described in the IRC.

A *Special Tax Notice Regarding Plan Payments* will automatically be sent to you if you request a withdrawal or distribution from the Investment Plan. You may also access this notice on My Total Rewards.

Voting and Tender Rights

You have the right to direct the trustee how to vote the shares held in the Corning Common Stock Fund, and you will receive proxy solicitation materials for any annual or special meeting of Corning shareholders. In addition, if a tender offer is made by someone with respect to Corning's stock, you will also have the right to direct the trustee whether to tender the shares held in your account. The plan administrator will make arrangements with the trustee to facilitate the pass-through of these voting and tender offer rights. Your decisions on how to exercise your proxy and other rights will be forwarded to the trustee and kept confidential, except to the extent disclosure might be necessary to comply with applicable securities and other laws.

Unit Value Accounting

The Investment Plan uses “unit value” accounting to accumulate and value account balances for all investments in the Investment Plan. With unit value accounting, account values are determined on a daily basis for each investment option, based on the daily market performance of the investment *plus* any cash held within the investment to enable the Investment Plan trustee to process all transactions. Each participant’s daily account value in an investment increases (or decreases) in direct proportion to the investment experience during the day for the corresponding investment. Your balance in each investment will reflect only value changes relative to the investment and will not be expressed in terms of a number of shares.

Because a portion of the Investment Plan’s Corning Common Stock Fund is held in cash, the actual performance of the Corning Common Stock Fund will not be identical to the performance of Corning common stock. Specifically, over time, when the value of Corning common stock rises or falls, the value of your account invested in the Corning Common Stock Fund will not exactly mirror the stock’s market activity. There are, however, two times when your Corning Common Stock Fund account will be expressed as shares: (1) when you are asked by Corning to vote on a shareholder proxy and (2) upon your request when taking a final distribution of your account following retirement or termination from employment. Please note that the Corning Common Stock Fund is closed to new investments.

If you have any questions about unit value accounting, please call the Corning Benefits Network at 800-858-3875 and speak to a Benefit Services Representative.

Loans

The Investment Plan allows you to borrow from your savings for any reason while you are an active employee. Loans are not available to retirees, terminated or laid-off employees, employees receiving Long-term Disability payments (if eligible), or employees on an unpaid leave of absence.

The minimum loan amount is \$1,000. The maximum loan amount is the smallest of the following:

- 50% of your total vested account balance,
- \$50,000 minus your highest outstanding loan balance during the 12 months prior to your new loan, or
- The money in your vested account balance that is available for loans.

The amount of your loan must be a multiple of \$100. Generally, you may have only one loan outstanding at a time.

Your loan repayment amounts cannot exceed 20% of your base pay at the time you request the loan. A \$50 loan processing fee will be deducted from your loan check.

Money Available for Loans

Your loan will be taken from your vested balance, including earnings (if any), in the following order:

1. Before-tax contributions
2. Rollover contributions
3. After-tax contributions
4. Company Matching Contributions

Loans cannot be taken from any Corning Cable Systems (CCS) Retirement Plan balance that was merged into the Corning Investment Plan in February 2004. This source (if applicable) will be considered, however, when calculating the maximum amount available to you for a loan.

Spousal consent is required for loans taken from any Corning Oak Holdings Section 401(k) Savings Plan balance that was merged into the Corning Investment Plan in January 2005 and is eligible for a qualified annuity.

Two Types of Loans

There are two types of Investment Plan loans:

- General-purpose loans may be taken for any reason and must be repaid within 4½ years.
- Primary-residence loans must be used to purchase the home in which you will live and must be repaid within 10 years.

Interest Rate

You repay your loan to your account with interest. The interest rate is fixed at the time you take the loan and is equal to the prime rate plus one percentage point. The prime rate used to determine the interest rate will be that in effect (as published in *The Wall Street Journal*) on the last business day of the month prior to the day on which your loan is requested.

Repayment Schedule

The repayment schedule for your loan will be established at the time you take the loan. The maximum term for a general-purpose loan is 4½ years; the maximum term for a primary-residence loan is 10 years. Partial prepayments are not allowed, although a loan can be repaid in full at any time.

Collection and Investment of Repayments

Your loan repayments (both principal and interest) will be deducted from your paycheck automatically and deposited in your Investment Plan account. Repayments begin approximately one month following the effective date of your loan. Loan repayments are deducted after taxes are calculated and deducted. Loan repayments may also be made by certified check, bank check, or money order under certain circumstances described under “If Your Employment Status Changes while a Loan Is Outstanding.”

Your loan repayments will be reinvested in the same investment option in which your future contributions are invested.

Requesting a Loan

To request a loan, log on to My Total Rewards or call the Corning Benefits Network. You will be informed if there are any reasons why you cannot take a loan—for instance, if your vested balance is not large enough, you already have a loan outstanding, or you previously defaulted on a loan.

Documentation Required for Primary-residence Loans

Before your loan can be processed, you must provide documentation that your loan is for the purchase or construction of your Primary Residence. Acceptable documentation includes:

- A copy of the purchase agreement and/or closing statement signed by both buyer and seller,
- A copy of the financing agreement signed by both buyer and financial institution (but not a pre-approval notice),
- A copy of the offering agreement,

- A good faith estimate of closing costs and down payment, or
- For new construction, a copy of the contract with the general contractor, the land deed, and the building permit.

Repaying a Loan in Full

You may pay off your entire loan balance at any time; you may not make partial prepayments. To repay an outstanding loan, call the Corning Benefits Network and speak with a Benefit Services Representative to obtain the required repayment amount. You will then need to send a certified check, bank check, or money order for the outstanding loan balance to the Corning Benefits Network.

If Your Employment Status Changes while a Loan Is Outstanding

This section describes what happens if your status as an active employee changes while a loan is outstanding. Refer to the “Participation under Special Circumstances” section for detailed information on how your employment status affects your outstanding loan.

- **If your employment terminates or you retire.** If you are not taking a distribution of your balance at that time, you will be required to repay your loan in full by the deadline to file your individual tax return (including any extensions) for the year in which your employment terminates or you retire. If you do not repay your loan by this deadline, your outstanding loan balance will be treated as a distribution and will be subject to the same income taxes and tax penalties as other distributions and withdrawals from your account.

If you take a distribution, the distribution will be reduced by the amount of your outstanding loan balance, and your loan balance will be included in the amount subject to taxes and penalties.

If you roll over your distribution into an IRA, Roth IRA or another employer’s qualified retirement plan, you must pay off your remaining loan balance by the deadline to file your individual tax return (including any extensions) for the year in which your employment terminates or you retire and prior to rolling over your account balance. You would have to provide the IRA custodian or the qualified retirement plan administrator an amount of money equal to your outstanding loan balance.

- **If you are laid off, on an unpaid leave of absence or on Short-term Disability or Long-term Disability.** Your loan repayments can be suspended for a grace period of up to one year while you are laid off or on an unpaid leave of absence, Short-term Disability, or Long-term Disability. (**Note:** If you are receiving Short-term Disability payments, loan repayments will automatically continue to be deducted from your paycheck, unless you elect to suspend them.) If your layoff, leave of absence, Short-term Disability, or Long-term Disability continues beyond the one-year grace period, you may choose to start making loan repayments by certified personal check, bank check, or money order. If you do not start making loan repayments within 90 days after the end of the grace period, your outstanding loan balance will be considered in default and will be processed as a distribution, subject to the same income taxes and penalties as other Investment Plan distributions. If your employment is terminated at the end of your layoff, leave of absence, Short-term Disability, or Long-term Disability, your loan becomes subject to the rules for terminated employees.

The maximum period that a loan can remain outstanding, including any grace period, is five years for a general-purpose loan and 10 years for a primary-residence loan; otherwise, the unpaid balance will be processed as a distribution subject to the same taxes and penalties as other plan distributions or withdrawals. Loan repayments should be increased to make up for any missed payments so that the full amount due is repaid by the end of the five- or 10-year period, including any grace period. Contact the Corning Benefits Network for more information in the event that your loan payments need to be increased.

- **If you are on a military leave of absence.** Loan provisions vary depending on whether your military leave is paid or unpaid.

	Paid Military Leave	Unpaid Military Leave
Repaying Existing Loans*	If your compensation is sufficient to support your loan repayments, they will continue to be deducted from your pay. Otherwise, your loan repayments will be suspended during your leave.	You have the option to suspend loan repayments during your leave or to continue making payments by certified personal check, bank check, or money order.
Requesting New Loans	If your compensation is sufficient to support your loan repayments, you may apply for a loan from your Investment Plan account, subject to the loan rules applicable to active employees.	You may not request a loan.

* Your loan must be repaid within a period equal to the original term of your loan plus the period of military service.

Should I Borrow from the Investment Plan?

Remember that borrowing from the Investment Plan may reduce the amount of money you get from the Investment Plan when you retire. If you think you're likely to borrow from your account, you may want to increase your savings rate now to help make up for what you'll lose by borrowing.

In some instances, borrowing from a bank may actually be a better deal than borrowing from the Investment Plan. For instance, if your Investment Plan account balance is earning 8% per year and you can get a bank loan for 4% per year, borrowing from the bank might be a better deal. The 8% you earn by keeping your money in the Investment Plan will more than compensate for the 4% interest you pay to the bank. (Make sure the bank's loan fees aren't so high that they erase the advantage, however.)

Of course, there are times when borrowing from the Investment Plan may make sense. For instance, if you truly need the money and don't have the credit rating or collateral to get a loan from a bank, the Investment Plan can be a valuable alternative. Also, if bank interest rates or fees are very high, an Investment Plan loan may be a better deal than a bank loan. Remember, every time you take an Investment Plan loan, you are potentially reducing your retirement money, so borrow with care.

Also remember to continue your regular employee contributions in addition to your loan repayments to the Investment Plan to minimize the impact on your retirement savings and to avoid missing out on Company Matching Contributions. If you have questions about the advantages and disadvantages of taking a loan from your Investment Plan account, please call Ayco's financial counseling service at 888-741-7766.

Withdrawals

Withdrawals from your account are allowed only in certain circumstances. Withdrawals are available to active employees, retirees, and employees on leaves of absence (including disability) or layoff, but not to terminated employees. (See "Participation under Special Circumstances" section for additional information.)

There are five types of withdrawals:

- Non-hardship Withdrawals
- Hardship Withdrawals
- Rollover Withdrawals
- Age 59½ Withdrawals
- Retiree Withdrawals

Think of Withdrawals as a Last Resort

Withdrawals have several disadvantages that generally make them undesirable:

- Withdrawals reduce your retirement savings even more than loans because, unlike loans, they are never paid back.
- You have to pay income taxes on the taxable portion of withdrawals, reducing the amount of money available to you. An automatic 20% withholding for taxes may be required by law, unless the taxable portion of the withdrawal is rolled over into an IRA, Roth IRA, or another employer's qualified retirement plan. (Because Hardship Withdrawals cannot be rolled over, they are not subject to the automatic 20% withholding. However, the 10% penalty described below may still apply.)
- Unless you are age 59½ or older, you may also have to pay a 10% penalty on the taxable portion of your withdrawal. Taxes and penalties combined can reduce your payment by 30% or more.

For all these reasons, a withdrawal generally makes sense only when you have no other option and cannot afford to pay back a loan. Think of withdrawals as a last resort.

Non-hardship Withdrawals

You may be allowed to make a Non-hardship Withdrawal from your account. You cannot make more than one Non-hardship Withdrawal in any 12-month period. You may take a Non-hardship Withdrawal for any reason.

Your maximum Non-hardship Withdrawal will be limited to the following balances in the following order:

- After-tax contributions and associated earnings.
- Vested Company Matching Contributions and associated earnings.

CCS Retirement Plan balances (if any) are not available for a Non-hardship Withdrawal.

Amounts are first withdrawn from investment options other than the Corning Common Stock Fund. Withdrawals from the Corning Common Stock Fund are made only if needed to satisfy the total Non-hardship Withdrawal request.

Taxes on Non-hardship Withdrawals

Non-hardship Withdrawals are subject to the same income tax, income tax withholding, and tax penalty rules as other withdrawals and distributions. You may be eligible to roll over your withdrawal into an IRA, Roth IRA, or another employer's qualified retirement plan. A *Special Tax Notice Regarding Plan Payments* will automatically be sent to you if you request a withdrawal from the Investment Plan. You may also obtain this notice by logging on to My Total Rewards or by calling the Corning Benefits Network.

Hardship Withdrawals

You may be allowed to withdraw money from your account in the event of a severe financial hardship. A financial hardship is defined by the IRS as an immediate and pressing financial need that you cannot reasonably meet by means other than making a withdrawal from your account. Hardship Withdrawals must meet IRS guidelines and may be made for the following reasons only:

- Costs (not including mortgage payments) directly related to the purchase or construction of your principal residence. Acceptable costs include the down payment and any closing costs such as legal fees, points, title search, etc.
- Payment of tuition and related educational fees for the next 12 months of post-secondary education for you, your spouse, or your dependents. Acceptable costs include tuition, room and board, student union fees, lab fees, etc. (Paying off a credit card used for tuition expenses is not considered an acceptable cost.)
- Payment necessary to prevent eviction from or foreclosure on your principal residence
- Unreimbursed medical expenses (as described in Section 213(d) of the IRC) incurred or necessary to obtain medical care for you, your spouse or your dependents (as defined in Section 152 of the IRC)
- Payment of funeral or burial expenses incurred by you for your spouse, parent, child(ren), or dependent. Burial expenses for a parent-in-law are not eligible unless he/she qualifies as a dependent as defined in Section 152 of the IRC.
- Payment for repair of damage to your primary residence, if such expenses would qualify for deduction as unreimbursed casualty loss under IRC Section 165

Your Hardship Withdrawal may not exceed the amount necessary to cover your financial need, plus the amount necessary to cover taxes and penalties due on your withdrawal. If you have participated in the Investment Plan for less than a year, your Hardship Withdrawal will be limited to your rollover contributions and related earnings, if any. If you have participated in the Investment Plan for a year or more, your Hardship Withdrawal will be limited to funds from the following vested balances in the following order:

- After-tax contributions and associated earnings
- Vested Company Matching Contributions and associated earnings
- Rollovers and associated earnings
- Before-tax contributions and associated earnings (excluding earnings credited to your account after 1988)

CCS Retirement Plan balances (if any) are not available for withdrawal.

Amounts are first withdrawn from investment options other than the Corning Common Stock Fund. Withdrawals from the Corning Common Stock Fund are made only if needed to satisfy the total Non-hardship Withdrawal request.

Required Documentation

In order for your Hardship Withdrawal request to be processed and approved, you will be required to provide documentation that validates your need for the funds. The type of documentation needed will depend on the reason(s) for your Hardship Withdrawal request.

Taxes on Hardship Withdrawals

Hardship Withdrawals are subject to income tax, income tax withholding and excise tax penalty rules. A *Special Tax Notice Regarding Plan Payments* will automatically be sent to you if you request a withdrawal from the Investment Plan. You may also request this notice by logging on to My Total Rewards or calling the Corning Benefits Network. A Hardship Withdrawal may not be rolled over.

Rollover Withdrawals

If you rolled funds into the Investment Plan from another qualified retirement plan (including a conduit IRA), you may withdraw all or some of these funds (including earnings) for any reason. There is no limit to the number of Rollover Withdrawals you may take.

Amounts are withdrawn first from investment options other than the Corning Common Stock Fund. Withdrawals from the Corning Common Stock Fund are made only if needed to satisfy the total Rollover Withdrawal request.

Taxes on Rollover Withdrawals

Rollover Withdrawals are subject to income tax, income tax withholding, and excise tax penalty rules. Rollover Withdrawals may be rolled over to an IRA, Roth IRA, or another employer's qualified retirement plan. A *Special Tax Notice Regarding Plan Payments* will automatically be sent to you if you request a withdrawal from the Investment Plan. You may also obtain this notice by logging on to My Total Rewards or by calling the Corning Benefits Network.

Age 59½ Withdrawals

If you are at least age 59½ you may withdraw funds from your Investment Plan account for any reason. There is no limit to the number of Age 59½ Withdrawals you may take.

Funds will be withdrawn in the following order:

- After-tax contributions and associated earnings
- Rollovers and associated earnings
- Vested Company Matching Contributions and associated earnings
- Before-tax contributions and associated earnings

Amounts are first withdrawn from investment options other than the Corning Common Stock Fund. Withdrawals from the Corning Common Stock Fund are made only if needed to satisfy the total 59½ Withdrawal request.

CCS Retirement Plan balances transferred into the Investment Plan (if any) are not available for withdrawal.

Taxes on Age 59½ Withdrawals

Age 59½ Withdrawals are subject to income tax and income tax withholding rules but not the excise tax penalty rules. Age 59½ Withdrawals may be rolled over to an eligible retirement account. A *Special Tax Notice Regarding Plan Payments* will automatically be sent to you if you request a withdrawal from the Investment Plan. You may also obtain this notice by logging on to My Total Rewards or by calling the Corning Benefits Network.

Retiree Withdrawals

If you retire from Corning at age 55 or older with five years or more of vesting service, you may withdraw any portion of your account balance for any reason at any time. (See your *Pension Plan* handbook/SPD for vesting rules.)

Your Retiree Withdrawal will be taken from the following vested balances in the following order:

- After-tax contributions and associated earnings
- Vested Company Matching Contributions and associated earnings
- Rollovers and associated earnings
- Before-tax contributions and associated earnings
- CCS Retirement Plan balances transferred into the Investment Plan

Amounts are first withdrawn from investment options other than the Corning Common Stock Fund. Withdrawals from the Corning Common Stock Fund are made only if needed to satisfy the total Non-hardship Withdrawal request.

Taxes on Retiree Withdrawals

Retiree Withdrawals are subject to income tax and income tax withholding rules. In addition, an excise tax penalty may apply. A tax advisor can help you to determine if the penalty is applicable to you. Retiree Withdrawals may be rolled over to an eligible retirement account. In general, if you are age 72 or older, a portion of your Retiree Withdrawal may be used to satisfy your required minimum distribution. (This applies if the distribution is made after Dec. 31, 2019, and you reach age 70½ on or after this date. If you were age 70½ before Dec. 31, 2019, the distribution must be made by April 1 following the year in which you reached age 70½.) This portion of your withdrawal is not eligible for rollover. If your required minimum distribution payment is processed from your Retiree Withdrawal, tax withholding is the IRS standard married plus three exemptions.

Before requesting a distribution, please be sure to read the *Special Tax Notice Regarding Plan Payments* from the IRS to understand how you can continue to defer federal income tax on your retirement savings. This notice provides important information you need before you decide how to receive a distribution from the Investment Plan. It is available on My Total Rewards or by calling the Corning Benefits Network.

Requesting a Withdrawal

You may request Non-hardship, Rollover, Age 59½, or Retiree withdrawals by calling the Corning Benefits Network and speaking with a Benefit Services Representative. Or, you can process your request online through My Total Rewards. Select “Total Wealth: Investment” and then select “Loan/Withdrawal.” Click on “Request a Withdrawal” on the left, and follow the instructions.

To request a Hardship Withdrawal, you can download application forms from My Total Rewards or call the Corning Benefits Network and speak with a Benefit Services Representative to request the necessary application. Hardship Withdrawal application forms must be submitted by mail along with proof of financial need.

Distributions

You will become eligible for a distribution of your vested account balance no earlier than 30 days after you retire or otherwise terminate employment with Corning. Your beneficiary will become eligible for a distribution of your account balance if you die before your account balance is distributed to you.

Keep in mind that you are always fully vested in your contributions, rollover contributions, and associated earnings. You become vested in Company Matching Contributions after three years of service. See the “Contributions to the Investment Plan” section for more information about vesting.

You may call the Corning Benefits Network to request a distribution of your Investment Plan account. The Corning Benefits Network may be able to process your request no earlier than 30 days after your termination or retirement date, if you request a cash-only distribution, subject to any procedural requirements as determined by the plan administrator.

Normally, the entire payment will be in cash, although you can request that the portion of your account balance that is invested in the Corning Common Stock Fund be paid to you in shares of Corning common stock. Corning will make all reasonable efforts to deliver the shares as soon as administratively feasible after you request a distribution. Corning will not be responsible for fluctuations in share price during this time period. Corning does not guarantee the amount of time it will take to process your distribution. If you require more certainty regarding your account balance, you may sell the shares within the Plan and receive cash instead.

If the Benefits Committee, after making a reasonably diligent effort, cannot locate a participant or beneficiary, including by giving written notice addressed to such participant or beneficiary at his last known address as shown by the records of the employer, the amount payable to the participant or beneficiary is forfeited. The forfeiture shall be applied to reduce future employer contributions. Should the participant or beneficiary subsequently make application for benefits, the amount so forfeited shall be restored and paid to the participant or beneficiary.

Retirement Distribution Options

This section describes your distribution options if you retire from Corning at age 55 or older with five or more years of vesting service. Your distribution options will vary depending on your account balance.

If Your Total Vested Account Balance Is More than \$1,000

Until you request a distribution from your account, your money will remain in the Investment Plan. You will continue to receive quarterly account statements showing investment performance and other account activity. You may continue to make changes to your investments through My Total Rewards or by calling the Corning Benefits Network. You will not, however, be eligible for loans.

You may request a retiree distribution or withdrawal at any time. You must begin receiving minimum annual distributions by April 1 following the year in which you reach age 72*, if you are no longer working for Corning at that time. In order to satisfy the minimum distribution requirements, if you have not already taken a distribution, Corning will automatically process the minimum distribution in November of each year starting with the year in which you reach age 72*. A letter will be sent to you in advance notifying you of the amount and timing of the distribution.

* For distributions made before Dec. 31, 2019, or if you were age 70½ before Dec. 31, 2019, the distribution must be made by April 1 following the year in which you reached age 70½.

When you are ready to take a distribution, call the Corning Benefits Network. You will have two distribution options:

- **Lump-sum distribution.** A lump-sum payment is a single payment of your entire vested account balance. This payment may be made to you directly or rolled over into an IRA, Roth IRA, or, if you are eligible, another employer's qualified retirement plan. If you request a lump-sum payment, your entire account balance will be paid to you at one time.
- **Installment distribution.** An installment distribution is a series of cash payments spread out over time. You may request installment payments only if you retire from Corning having attained age 55 with five or more years of vesting service. If you request installment payments, your vested account balance will be paid to you in a series of periodic payments. You may select any time period for your installments, up to 20 years, as long as the period does not exceed your life expectancy*. Once you choose an installment distribution period, you cannot change it. You may, however, elect at any time to make a Retiree Withdrawal or have your entire remaining account balance paid to you in a single lump-sum payment. Installment payment frequency can be monthly, quarterly, or annually. You may change the payment frequency at any time. Installment payments are debited proportionately from all your investments.

* Life expectancies are determined using standard IRS single-life mortality tables.

If Your Total Vested Account Balance Is \$1,000 or Less

If your total vested balance is \$1,000 or less when you retire, you will be required to take your entire account balance as a lump-sum distribution. This payment may be paid directly to you or, if you are eligible, may be rolled over into an IRA, Roth IRA, or another employer's qualified retirement plan.

You will have 90 days in which to request your distribution. After 90 days, your entire account balance will automatically be distributed to you in a lump-sum cash payment during the next lump-sum distribution processing and taxed accordingly. (See "Requesting a Distribution" in the "Distributions" section.)

Termination Distribution Options

This section describes your distribution options if you leave the Company before reaching age 55 with five years of service. Your distribution options vary depending on your account balance.

If Your Total Vested Account Balance Is More Than \$1,000

If you leave Corning before retirement and your vested balance is greater than \$1,000, you may take your distribution at any time between 30 days following the date your employment ends and the date at which you reach age 65. Your distribution must be in the form of a lump-sum payment. This payment may be paid directly to you or, if you are eligible, may be rolled over into an IRA, Roth IRA, or another employer's qualified retirement plan. **IMPORTANT: You must contact the Corning Benefits Network within 90 days prior to your 65th birthday to make rollover elections. If you do not take any action to decide how to receive your Investment Plan account, your entire balance will be automatically paid to you in a lump-sum cash payment and taxed accordingly.**

If Your Total Vested Account Balance Is \$1,000 or Less

When you leave Corning, you will be required to take your entire account balance as a lump-sum distribution. You will be notified 90 days prior to when the automatic distribution is to take place. You will be given the option of rolling over your account balance directly into an IRA, Roth IRA, or another qualified plan. After 90 days, your entire account balance will automatically be distributed to you in a lump-sum cash payment during the next lump-sum distribution processing and taxed accordingly. (See “Requesting a Distribution” in the “Distributions” section.)

Death Benefit Distribution Options

If you die before your entire account balance is distributed to you, your beneficiary will become eligible to receive a distribution of your account balance. If you die while you are actively employed, your account balance immediately becomes vested, regardless of your years of vesting service at the time of your death. Depending on your employment status at the time of your death, your beneficiary has the following payment options:

If at the time of death you were...	Your spouse beneficiary's distribution options...	Your non-spouse beneficiary's distribution options...
An active participant	Lump-sum distribution or installment payments, commencing no later than the date when participant would have reached age 72	Lump-sum distribution within 90 days
A terminated participant	Lump-sum distribution, commencing no later than the date when participant would have reached age 72	Lump-sum distribution within 90 days
A retired participant with a deferred account	Lump-sum distribution or installment payments, commencing no later than the date when participant would have reached age 72	Lump-sum distribution within 90 days
A retired participant receiving installments	Lump-sum distribution or opt to continue prior installment election	Lump-sum distribution within 90 days

Leaves of Absence and Layoffs

You may not receive a distribution of your account while you are on a leave of absence, receiving Long-term Disability benefits, or on a layoff, but you may be eligible to take a withdrawal.

Direct Rollovers of Lump-sum Payments

Some or all of your lump-sum payment may be directly rolled over into an IRA, Roth IRA, or an eligible employer plan. Taxable amounts that are rolled over into a traditional IRA, Roth IRA, or an eligible employer plan will not be subject to income taxes until they are withdrawn from the IRA or the eligible employer plan. Amounts paid as minimum annual distributions at age 72 are generally not eligible for rollover. After-tax contributions may be rolled over into a traditional IRA, Roth IRA, or another employer's qualified defined contribution plan (for example, a 401(k) plan) if the IRA or plan accepts after-tax rollovers. For more information regarding the tax consequences of rolling over payments you receive from the Investment Plan, consult a tax advisor or call Ayco's financial counseling service at 888-741-7766. Also, review the *Special Tax Notice Regarding Plan Payments* available by logging on to My Total Rewards or by calling the Corning Benefits Network at 800-858-3875.

Requesting a Distribution

You may request a distribution* by calling the Corning Benefits Network at 800-858-3875 or through My Total Rewards.

* Corning Cable Systems employees with a CCS Retirement Plan balance and Corning Gilbert employees with a Corning Oak Holdings Section 401(k) Savings Plan balance must call the Corning Benefits Network to request a distribution.

Special Tax Notice

A *Special Tax Notice Regarding Plan Payments* will automatically be sent to you if you request a distribution from the Investment Plan. You may also request a copy of the tax notice by logging on to My Total Rewards at www.corning.com/mytotalrewards or calling the Corning Benefits Network at 800-858-3875.

Qualified Domestic Relations Order (QDRO)

Normally, your benefits under the Investment Plan cannot be transferred, assigned to any other person, or pledged or encumbered in any way. Corning's plans, however, will comply with any court-issued domestic relations order that the plan administrators deem to be qualified. A QDRO may require the plan to distribute all or part of your vested benefit to your spouse, former spouse, child, or other dependent to meet marital, alimony, or child support obligations imposed on you by law.

You may request a copy of the procedures governing the court orders, free of charge, by contacting the Corning Benefits Network.

The plan administrators for the Corning benefit plans have the complete authority, in their sole and absolute discretion, to construe the terms of the procedures for enforcing the court orders described above and to decide the eligibility for, and the extent of, benefits under the plans with respect to these orders. All such decisions shall be final and binding upon all parties affected. The plan administrators also reserve the right to amend any (or all) of the QDRO procedures at their sole discretion, at any time.

Top Heavy Provision

Under the requirements of the IRC, if more than 60% of the retirement benefits under the Investment Plan are for certain owners and key employees of the Company, the plan will be considered top-heavy. If the plan were ever to become top-heavy (not a likely occurrence), the benefits of certain groups of participants might need to be increased, as required by law.

Participation under Special Circumstances

How Your Employment Status Affects Your Participation in the Investment Plan				
Status	Contributions	Loans	Withdrawals	Final Distributions
Active employee	Can contribute	Can take a loan—loan repayments made via payroll deduction	Can take a withdrawal if eligible	Cannot take a distribution
Paid leave of absence	Can contribute	Can take a loan—loan repayments made via payroll deduction	Can take a withdrawal if eligible	Cannot take a distribution
Unpaid leave of absence	Cannot contribute	Cannot take a loan—repayments can be suspended up to one year	Can take a withdrawal if eligible	Cannot take a distribution
Short-term disability	Can contribute	Can take a loan—loan repayments made via payroll deduction	Can take a withdrawal if eligible	Cannot take a distribution
Long-term disability	Cannot contribute	Cannot take a loan—repayments can be suspended up to one year	Can take a withdrawal if eligible	Cannot take a distribution
Layoff (hourly employees only)	Cannot contribute	Cannot take a loan—repayments can be suspended up to one year	Can take a withdrawal if eligible	Cannot take a distribution
Military leave of absence	See "Participation during Military Leave of Absence"	See the "Loans" section	Can take a withdrawal if eligible	Cannot take a distribution
Retired	Cannot contribute	Cannot take a loan—outstanding loan must be repaid by the deadline to file your individual tax return (including any extensions) for the year in which you retire	Can take a withdrawal	Have option to take distribution or installments, or may defer distribution to age 72 (automatic distribution if balance is \$1,000 or less)*
Terminated and Severance	Cannot contribute	Cannot take a loan—outstanding loan must be repaid by the deadline to file your individual tax return (including any extensions) for the year in which your employment terminates	Cannot take a withdrawal	Can take a final distribution or defer to age 65 (automatic distribution if balance is \$1,000 or less)*

* The Corning Benefits Network cannot process final distribution requests until 30 days after your termination or retirement date.

Participation during Military Leave of Absence

Vesting Service

You will continue to earn vesting service during your military leave of absence, provided you return to work at Corning within 90 days of discharge.

Your Contributions and Company Matching Contributions

Paid Military Leave	Unpaid Military Leave
<p>Your contributions will continue to be deducted from the pay you receive during your leave, and you will continue to receive any Company Matching Contributions applicable to your contributions.</p> <p>You may elect to make up any missed contributions (and receive any associated Company Matching Contributions) on the difference between your full base pay and any pay you actually receive during your leave of absence, provided you contact the Corning Benefits Network within the lesser of three times your period of military service or five years.</p>	<p>You may elect to make up any missed contributions (and receive any associated Company Matching Contributions) on the full base pay that you would have received if you had not been on leave of absence, provided you contact the Corning Benefits Network within the lesser of three times your period of military service or five years.</p>

You are eligible to elect the makeup contributions described above, provided you return to work at Corning in accordance with applicable law, but no later than 90 days after discharge. To make this election, call the Corning Benefits Network at 800-858-3875 and speak with a Benefit Services Representative.

Loans

For information about loans during a military leave of absence, see “If Your Employment Status Changes while a Loan Is Outstanding” in the “Loans” section.

Changes

You may continue to change your contribution amount or investment direction and make investment transfers during your military leave by calling the Corning Benefits Network or logging on to My Total Rewards.

Benefits Not Insured by the PBGC

Benefits provided by the Plan are not insured or guaranteed by the Pension Benefit Guaranty Corporation (PBGC) under Title IV of ERISA because the insurance provisions under ERISA do not apply to individual account plans.

Addenda for Integrated Organizations

The following chart contains special Investment Plan provisions for certain employees who were employed by organizations that were acquired by or integrated into the Investment Plan.

Integrated Organization	Participation Eligibility Date	Counting Your Service	Vesting Rules	Special Withdrawal/ Distribution Provisions
Costar Corporation	Jan. 1, 1998	For service-based contributions, service is counted from the later of Jan. 1, 1994, or date of hire with Costar Corporation. For vesting purposes, service is counted from date of hire with Costar Corporation.	If hired before Jan. 1, 1998, vesting is determined by the better of the Costar Long-term Savings and Investment Plan vesting schedule or the Investment Plan vesting schedule.	None
Optical Corporation of America	Jan. 1, 1999	For service-based contributions, service is counted from the later of April 27, 1997, or date of hire with Optical Corporation of America. For vesting purposes, service is counted from date of hire with Optical Corporation of America.	If actively employed on Dec. 31, 1998, 100% vested, regardless of years of service. If hired after Dec. 31, 1998, 100% vested after 3 years of service*.	None
NZ Applied Technologies Corporation	July 1, 2000	All service is counted from date of hire at NZ Applied Technologies Corporation.	If hired before July 1, 2000, 100% vested, regardless of years of service. If hired after July 1, 2000, 100% vested after 3 years of service*.	None
Lasertron Inc.	July 1, 2000	All service is counted from date of hire at Lasertron Inc.	100% vested after 3 years of service*.	None
NetOptix Corporation and Optical Filter Corporation	July 1, 2000	All service is counted from date of hire at NetOptix Corporation or Optical Filter Corporation.	If hired before July 1, 2000, 100% vested, regardless of years of service. If hired after July 1, 2000, 100% vested after 3 years of service*.	None
IntelliSense Corporation	Jan. 1, 2001	All service is counted from date of hire with IntelliSense Corporation.	If hired before Jan. 1, 2001, 100% vested, regardless of years of service. If hired after Jan. 1, 2001, 100% vested after 3 years of service*.	None

Integrated Organization	Participation Eligibility Date	Counting Your Service	Vesting Rules	Special Withdrawal/ Distribution Provisions
Rochester Photonics Corporation	Jan. 1, 2001	All service is counted from date of hire with Rochester Photonics Corporation.	If hired before Jan. 1, 2001, 100% vested, regardless of years of service. If hired after Jan. 1, 2001, 100% vested after 3 years of service*.	None
Tropel Corporation	Jan. 1, 2002	All service is counted from date of hire with Tropel Corporation.	If hired before Jan. 1, 2002, 100% vested, regardless of years of service. If hired after Jan. 1, 2002, 100% vested after 3 years of service*.	None
Corning Cable Systems	Jan. 1, 2004	All service is counted from date of hire with Corning Cable Systems.	If employed on Dec. 31, 2003, 100% vested in account balances transferred from CCS Investment Plan and Retirement Plan. 100% vested in all future Company Matching Contributions after 3 years of service.	Prior CCS Retirement Plan account balance is eligible for a 50% qualified joint and survivor annuity if you are married or a life annuity if you are unmarried. Spousal consent is required for any withdrawal or distribution. CCS Retirement Plan balances cannot be taken as a loan, but those balances will be considered in calculating the maximum amount available for a loan.
Corning Gilbert	Jan. 1, 2005	All service is counted from date of hire with Corning Gilbert.	If employed on Dec. 31, 2004, 100% vested in account balances transferred from the Corning Oak Holdings Inc. Section 401(k) Savings Plan. 100% vested in all future Company Matching Contributions after 3 years of service.	Prior Gilbert Engineering Co., Inc. Money Purchase Pension Plan account balance is eligible for a qualified joint and survivor annuity if you are married or a life annuity if you are not married. Spousal consent is required for a loan, withdrawal or distribution.
Optimum Manufacturing Corporation	Jan. 1, 2009	All service is counted from date of hire with Optimum Manufacturing	If hired before Jan. 1, 2009, 100% vested, regardless of years of service. If hired after Jan. 1, 2009, 100% vested after 3 years of service.	None

Integrated Organization	Participation Eligibility Date	Counting Your Service	Vesting Rules	Special Withdrawal/ Distribution Provisions
Labnet International, Inc.	Jan. 1, 2011	All service is counted from date of hire with Labnet	100% vested, regardless of years of service. If hired after Jan. 1, 2011, 100% vested after 3 years of service.	None
Sorenson BioScience, Inc.	Jan. 1, 2011	All service is counted from date of hire with Sorenson	100% vested, regardless of years of service. If hired after Jan. 1, 2011, 100% vested after 3 years of service.	None
MobileAccess	Jan. 1, 2012	All service is counted from date of hire with MobileAccess	100% vested, regardless of years of service. If hired after Jan. 1, 2012, 100% vested after 3 years of service.	None
Discovery Labware	Nov. 1, 2012	All service is counted from date of hire with discovery Labware	100% vested, regardless of years of service. If hired after Nov. 1, 2012, 100% vested after 3 years of service.	None
Axygen, Inc.	Jan. 1, 2013	All service is counted from date of hire with Axygen, Inc.	100% vested, regardless of years of service. If hired after Jan. 1, 2013, 100% vested after 3 years of service.	None
Mediatech, Inc.	Jan. 1, 2013	All service is counted from date of hire with Mediatech, Inc.	100% vested, regardless of years of service. If hired after Jan. 1, 2013, 100% vested after 3 years of service.	None
Innovative Technical Solutions, Inc.	Jan. 20, 2015	All service is counted from date of hire with Innovative Technical Solutions, Inc	100% vested, regardless of years of service. If hired after Jan. 20, 2015, 100% vested after 3 years of service.	None
Gerresheimer Glass Inc.	Nov. 2, 2015	All service is counted from date of hire with Gerresheimer Glass Inc.	100% vested after 3 years of service.	None
Alliance Fiber Optic Products, Inc.	June 3, 2016	All service is counted from date of hire with Alliance Fiber Optic Products, Inc.	100% vested, regardless of years of service. If hired after June 3, 2015, 100% vested after 3 years of service.	None

Integrated Organization	Participation Eligibility Date	Counting Your Service	Vesting Rules	Special Withdrawal/ Distribution Provisions
TR Manufacturing, Inc.	Jan. 1, 2017	All service is counted from date of hire with TR Manufacturing, Inc.	100% vested after 3 years of service.	None
Invenios LLC	June 12, 2017	All service is counted from date of hire with Invenios LLC	100% vested after 3 years of service.	None
STRAN Technologies	June 12, 2017	All service is counted from date of hire with STRAN Technologies	100% vested after 3 years of service.	None
VACCA Biologics	Aug. 1, 2017	All service is counted from date of hire with VACCA Biologics	100% vested after 3 years of service.	None
SpiderCloud Wireless	Nov. 13, 2017	All service is counted from date of hire with SpiderCloud Wireless	100% vested after 3 years of service.	None
3M	June 1, 2018	All service is counted from date of hire with 3M	100% vested after 3 years of service.	None
JR Scientific	Sept. 17, 2018	All service is counted from date of hire with JR Scientific	100% vested after 3 years of service.	None

* Investment Plan participants who terminated employment before 2002 needed five years of vesting service to be vested in Company Matching Contributions

Claims and Appeals Procedures

Claims for benefits are reviewed according to procedures set forth in the plan document. In some cases, a claim for benefits may be denied. On the following pages, you will find information about the claims review process and detailed procedures for appealing a denied claim.

ERISA provides certain rights and protections to participants under certain benefit plans. These include your right to have claims administrators respond to your claims within certain time frames and your right to appeal denied claims.

If a claim is denied, the claims administrator must provide information on why it was denied and how you can appeal the denial. You also have the right to request copies of documents and records relevant to your claim, to submit additional documents relating to your claim for consideration on appeal, and to file suit under ERISA after you exhaust other remedies provided under the plan.

If the plan fails to follow the required claims and appeals procedures described in this booklet or for rescissions of coverage (which is generally a retroactive cancellation of coverage, including any rescission of disability benefits that has a retroactive effect), you will be considered to have exhausted the plan's administrative remedies and you may pursue any available remedies under ERISA Section 502(a).

These procedures primarily address what happens after you or your authorized representative files an initial claim for benefits.

Investment Plan Claims

The Benefits Committee shall maintain a procedure under which any participant or beneficiary (or an authorized representative acting on behalf of a participant or beneficiary) may assert a claim for benefits under the Plan (the “Claims Review Procedure”). The Benefits Committee shall delegate to one of its members (other than the chairperson of that committee) the responsibility for the initial review of claims filed under these Claims Review Procedures (the “Designated Reviewer”), and, when acting in such capacity, the Designated Reviewer shall have all of the powers and authority granted to the Benefits Committee under the Plan. Any such claim shall be submitted to the Designated Reviewer in writing. The Designated Reviewer will generally notify the claimant of its decision within 90 days after it receives the claim.

However, if the Designated Reviewer determines that special circumstances require an extension of time to decide the claim, it may obtain an additional 90 days to decide the claim. Before obtaining this extension, the Designated Reviewer will notify the claimant, in writing and before the end of the initial 90-day period, of the special circumstances requiring the extension and the date by which the Designated Reviewer expects to render a decision.

If a Claim Is Denied

If the claimant’s claim is denied, in whole or in part, the Designated Reviewer will provide the claimant, within the period described above, with a written or electronic notice that explains the reason or reasons for the decision, includes specific references to Plan provisions upon which the decision is based, provides a description of any additional material or information that might be helpful to decide the claim (including an explanation of why that information may be necessary), and describes the appeals procedures and applicable filing deadlines, including a statement that the claimant may bring a civil action under Section 502 of ERISA if the appeal is denied, subject to the “Legal Action” information provided in the “Claims and Appeals Procedures” section.

Appealing a Denied Claim

If a claimant disagrees with the decision reached by the Designated Reviewer, the claimant may submit a written appeal to the Benefits Committee, which shall serve as the “Appeals Reviewer” with respect to a claim that is appealed, requesting a review of the decision. The claimant’s written appeal to the Appeals Reviewer must be submitted within 60 days of receiving the initial adverse decision by the Designated Reviewer. The claimant’s written appeal should clearly state the reason or reasons why the claimant disagrees with the Designated Reviewer’s decision. The claimant may submit written comments, documents, records, and other information relating to the claim, even if such information was not submitted in connection with the initial claim for benefits. Additionally, the claimant, upon request and free of charge, may have reasonable access to copies of all documents, records, and other information relevant to the claim.

Decision on Appeal

The Appeals Reviewer will generally decide a claimant's appeal at its quarterly meeting following receipt of the appeal, unless the Appeals Reviewer receives the appeal within 30 days of the meeting. In that case, the appeal would be reviewed at the second quarterly meeting following receipt of the appeal. If special circumstances require an extension of time for reviewing the claim, the claimant will be notified in writing. The notice will be provided prior to the commencement of the extension, describe the special circumstances requiring the extension and set forth the date the Appeals Reviewer will decide the appeal. Such date will not be later than the third meeting of the Appeals Reviewer following the receipt of the appeal. Once the Appeals Reviewer has made a decision, the claimant shall receive written or electronic notification of the decision within five days. In the case of an adverse decision, the notice will explain the reason or reasons for the decision, including specific references to Plan provisions upon which the decision is based, and indicate that the claimant is entitled to, upon request and free of charge, reasonable access to and copies of documents, records, and other information relevant to the claim.

Legal Action

Unless otherwise provided by Department of Labor regulations, a claimant may not commence a judicial proceeding against any person or entity, including the Plan, a Plan fiduciary, the Designated Reviewer, the Appeals Review Unit, the Committee, the Plan Administrator, the Plan sponsor, the Plan Trustee, or any other person or committee, with respect to a claim for benefits without first exhausting the claims procedures set forth in the preceding paragraphs.

No suit or legal action contesting in whole or in part any denial of benefits under the Plan shall be commenced later than the earlier of:

- The first anniversary of:
 - The date of the notice of the Appeals Review Unit's final decision on appeals, or
 - If the claimant fails to request any level of administrative review within the time frame permitted under the Claims Review Procedure, the deadline for requesting the next level of administrative review, and
- The last date on which such legal action could be commenced under the applicable statute of limitations under ERISA (including, for this purpose, any applicable state statute of limitation that applies under ERISA to such legal action).

Your Resources, Rights, and Responsibilities

The Corning benefit plan described in this document is subject to the requirements of ERISA. ERISA is a federal law designed to protect your rights under your benefit plans. The law includes specific provisions about your access to information about the plans, your right to appeal denied claims and your rights when a benefit plan is amended or terminated.

This section contains important information about the steps you can take to exercise your rights under the plan. Take the time to read this section carefully and become familiar with your rights and responsibilities relating to this plan.

Remember: If you have questions about this plan, you can get help from My Total Rewards or the Corning Benefits Network.

Information at Your Fingertips

Using My Total Rewards and the Corning Benefits Network is easy—see “My Total Rewards and the Corning Benefits Network” section.

Plan Information

Below, and in the chart in the “Facts about Plan Administration” section, you will find contact information as well as the official plan name, type, and funding source for the Corning benefit plan described in this SPD subject to ERISA.

Plan Sponsor and Employer Identification Number

The plan sponsor for your Corning benefit plans is Corning Incorporated, One Riverfront Plaza, Corning, NY 14831, 607-974-9000. Corning’s Employer Identification Number (EIN) is 16-0393470.

Plan Administrators

The Corning Incorporated Benefits Committee is the plan administrator for the Corning benefit plans, except to the extent that plans’ insurance policies or other contracts extend such responsibility to insurance companies or third party administrators. You may contact the Corning Incorporated Benefits Committee at the following address:

Benefits Committee
Corning Incorporated
MP-HQ-01-E03
One Riverfront Plaza
Corning, NY 14831
607-974-9000

The plan administrators interpret the terms and provisions of the Corning benefit plans. The mailing addresses and telephone numbers for other administrators and agents are listed in the “Facts about Plan Administration” section.

Plan Year

The plan year for all Corning benefit plans is Jan. 1 through Dec. 31.

Beneficiary Changes

It is the responsibility of each plan participant to make any beneficiary changes through My Total Rewards or the Corning Benefits Network. You may make your beneficiary designation at any time on My Total Rewards.

Note: If you are married and elect a non-spouse beneficiary for your Investment Plan benefit, you must obtain your spouse’s notarized consent on a printed copy of the Beneficiary Designation Consent Form and mail the Beneficiary Designation Consent Form to the Corning Benefits Network at the address shown on the form.

If you don’t have access to My Total Rewards, you can call the Corning Benefits Network and speak to a Benefit Services Representative to request a Beneficiary Designation Form. Benefit Services Representatives are available from 9 a.m. to 7 p.m. Eastern time, Monday through Friday, excluding holidays.

You can review or change your beneficiary designations at any time through My Total Rewards or by speaking with a Benefit Services Representative at the Corning Benefits Network.

Address Changes

If you are an active employee and would like to report a change in your home address, log on to True Blue at trueblue.corning.com, select My Profile to edit your address.

Retirees (if eligible) and terminated employees must notify the Corning Benefits Network at 800-858-3875 of all changes, including address changes.

If you are covered under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), as amended, please notify the Corning Benefits Network (Corning's COBRA administrator) of any address change. You should keep a copy of any notices you send to the Corning Benefits Network for your records.

All notices, summaries of material modification, statements, and other documents will be sent to you at the last known address on file with the plan administrator.

Records Retention

You may request that Corning (or its agents) provide copies of archived records dating back no more than seven years, unless otherwise required by law.

You are responsible for maintaining important benefit-related documents, as you do other financial and tax-related documents. Typically, you should retain these records (in particular, year-end statements) until the funds from these plans have been distributed to you.

Legal Process

You may serve legal process upon the administrator or trustee for any plan. Legal process should be directed to the address listed below.

Senior Manager, Employee Benefits
Corning Incorporated
One Riverfront Plaza
MP-HQ-01-E03
Corning, NY 14831

Authority of Plan Administrators

The plan administrators for all Corning benefit plans have the complete authority, in their sole and absolute discretion, to construe the terms of the plans; to resolve any and all ambiguities or inconsistencies; and to decide the eligibility for, and the extent of, benefits under the plans. All decisions of the plan administrators shall be final and binding upon all parties affected.

Facts about Plan Administration

Plan Name	Corning Incorporated Investment Plan
Type of Plan	Pension—defined contribution/401(k)
Plan Administrator	Corning Incorporated Benefits Committee 607-974-9000
Plan Insurer/ Administrator or Trustee	Bank of New York Mellon Asset Servicing 135 Santilli Hwy AIM: 026-0313 Everett, MA 02149
Type of Plan Administration and Funding	Contract Administration Company and employee pay contributions to provide benefits through a qualified trust
Plan Number	002
Contacts for Questions or Claims	Conduent HR Services, LLC on behalf of the Corning Benefits Network PO Box 5216 Cherry Hill, NJ 08034-5216 800-858-3875

Plan Amendment and Termination

Corning intends to continue the plans described in this handbook/SPD but reserves the right to modify, suspend, change, or terminate the plans at any time for any reason. The Corning Incorporated Board of Directors has the sole discretion to modify, suspend, change, or terminate any plan at any time, including changes that relate to cost sharing, benefits entitlement, company stock, and benefits affecting retirees, former employees, active employees, and beneficiaries. The Board has delegated the responsibility for routine plan administration to the Corning Incorporated Benefits Committee. The Company's decision to change or end a plan may be due to changes in laws governing employee benefit plans, the requirements of the IRC or ERISA, changes in company policy, changes in provider benefits, or any other reason.

If the plans are terminated, you may have certain guarantees:

- Claims arising before the date of termination will be reviewed and honored if the plan administrator determines such claims are valid.
- You will become immediately vested in your benefits under any Corning retirement plan in which you may be a participant. The value of your benefits under these plans would be distributed to you in accordance with the provisions of each plan and applicable laws.

No Guarantee of Employment

Your participation in any plan does not guarantee your continued employment with Corning, nor does participation in any plan prevent Corning from changing the terms of your employment. If you resign, are terminated, or are laid off, you do not have a right to any benefit or interest in any plan, except as specifically provided in the plan document.

Your Rights as a Plan Member

As a participant in these plans you are entitled to certain rights and protections under ERISA. ERISA provides that all plan participants shall be entitled to:

Receive Information about Your Plan and Benefits

You have the right to examine, without charge, at the plan administrator's office and at other specified locations, such as worksites and union halls, all documents governing the plans, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by each plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

You have the right to obtain, upon written request to the plan administrator, copies of documents governing the operation of the plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated Summary Plan Description. The administrator may make a reasonable charge for the copies.

You have the right to receive the plan's annual funding notice. The plan administrator is required by law to furnish each participant with a copy of this summary information.

You are entitled to receive a statement of accounts regarding your Investment Plan benefit.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plans. The people who operate your plans, called "fiduciaries" of the plans, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension or welfare benefit, or from exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the plan's decision, or lack thereof, concerning the qualified status of a Domestic Relations Order or a Medical Child Support Order, you may file suit in federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court.

The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose (e.g., if your claim is deemed frivolous), the court may order you to pay these costs and fees.

Assistance with Your Questions

If you have any questions about your plans, you should contact the Corning Benefits Network at 800-858-3875, or the administrator, trustee, or insurer for the plan (see the “Facts about Plan Administration” section). If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

If You Have Questions

Use the chart below for quick reference if you need more information about the Investment Plan.

To...	You May...
Learn more about your rights under the Investment Plan	See the “Your Resources, Rights, and Responsibilities” section.
Look up your account balance	Log on to My Total Rewards through True Blue at trueblue.corning.com or directly at www.corning.com/mytotalrewards . You may also call the Corning Benefits Network at 800-858-3875.
Estimate your future account balance	Log on to My Total Rewards through True Blue at trueblue.corning.com or directly at www.corning.com/mytotalrewards . The tools can help you project your future Investment Plan account balance based on current plan provisions, your current account balance and other information that you input.
Get help deciding how to invest your contributions and how much to contribute to the Investment Plan	Call Ayco’s financial counseling service at 888-741-7766, visit www.ayco.com/login/corning , or consult your personal financial advisor. You can also find investment information on My Total Rewards.
Request a loan, withdrawal, or distribution	Log on to My Total Rewards through True Blue at trueblue.corning.com or www.corning.com/mytotalrewards . You may also call the Corning Benefits Network at 800-858-3875. For tax information, review the <i>Special Tax Notice Regarding Plan Payments</i> , which will be sent to you if you request a withdrawal or distribution. You may also request this notice on My Total Rewards or by calling the Corning Benefits Network.

Mailing addresses for the benefit plans’ insurers and/or administrators are listed in the “Facts about Plan Administration” section.

My Total Rewards and the Corning Benefits Network

My Total Rewards and the Corning Benefits Network provide easy access to most benefits information.

My Total Rewards

My Total Rewards is your personalized website where you can find what you need quickly, all in one place from any device. It is the primary source for all your personal benefits information. You can access information about your Corning benefits in the handbooks/SPDs, various newsletters/notices, and your What's New annual enrollment kit. You can also view and change your benefit elections, update your beneficiaries, and download claim forms. Through this site, you have access to personalized information that can empower you with new opportunities to organize your current financial picture, plan for your future, and watch your wealth accumulate.

You can access My Total Rewards two different ways:

- Go to trueblue.corning.com from any device and tap the My Total Rewards tile to access using single sign-on. If prompted, enter your Corning Username and Password.
- Log on directly at www.corning.com/mytotalrewards.

Security Requirements: The first time you log on to My Total Rewards on or after July 31, 2019, you will be required to create new login credentials.

- If you log on using Single Sign On from trueblue.corning.com (active employees only), you will be prompted to create your new credentials.
- If you log on from www.corning.com/mytotalrewards (all Corning benefit participants), select "Register as First-Time User" and follow the instructions.

Once registered, you can create your Corning Benefits Network Interactive Voice Response system Personal Identification Number (IVR PIN). Go to Personal Information by clicking the hyperlink on your name or by selecting "Profile" from the drop down menu (both options are on the top right side of any page). Then select the Login & Recovery tab.

My Total Rewards provides around-the-clock access to your benefits. Log on and explore these features:

General Benefits Information and Plan Guidelines

- Read or download your benefit handbooks/SPDs.
- Learn what every new employee needs to know about Corning benefits.
- Designate beneficiary(ies).
- View which plans you are enrolled in.
- Look up key information about the benefit plans.
- See how events in your personal life, such as marriage or divorce, affect your benefits.
- Look up important phone numbers.
- Connect to other useful websites, such as UnitedHealthcare, Caremark, Davis Vision, Ayco, etc.
- Upload completed forms and other documents to the secure website at the Corning Benefits Network.

Health and Welfare Features

- View your current elections and coverage details.
- Change your elections during annual enrollment or if you experience a qualified status change.
- Follow links to important information.

Investment Plan Features

- View your account information, including your account balance, transaction history, and outstanding loans.
- Change your contribution and investment elections.
- Project your future account balance.
- Learn about investment basics.
- See how your investments are performing.

Pension Plan Features (if eligible for the Pension Plan)

- View your current Pension Plan benefit amount.
- Estimate your future pension benefit.
- Estimate your combined Investment Plan and Pension Plan benefits.

Attention: New Employees

You can enroll in all your benefits through My Total Rewards. It's fast, easy, and convenient!

The Corning Benefits Network

The Corning Benefits Network is Corning's main resource for details regarding your eligibility to participate in different plans and for answers to benefit questions. You can speak to a Benefit Services Representative between 9 a.m. and 7 p.m. Eastern time, Monday through Friday, excluding holidays.

Dial	800-858-3875
Outside the U.S.	+1 201-363-2956
TTY/TDD users	800-TDD-TDD4 800-833-8334

You must enter your Corning Benefits Network Interactive Voice Response system Personal Identification Number (IVR PIN). You are then transferred to the main menu. You will hear only the options available to you. The system will tell you which number to press for each option.

Is English Your Second Language? The Corning Benefits Network can provide high-quality language interpreters upon request for over 200 languages. When you call the Corning Benefits Network, ask the Benefit Services Representative for a Language Line interpreter. The Benefit Services Representative will arrange a conference call with an interpreter who speaks your language.

Benefits Directory – On-the-Go Access

With a simple finger swipe, you can access your Total Rewards resources, contacts, news, and information anywhere, anytime. No login is necessary.

Text “MTRcontacts” to 313131, and we’ll send a link to the Benefits Directory directly to your smartphone.

Or, visit www.corning.com/MTRContacts from any browser or device. Use the icon at the bottom of the screen to add it to your smartphone’s home screen or bookmark it on your desktop browser.

Add the Benefits Directory directly to your home screen or bookmark it on your desktop browser for easy access.

When in Doubt, Call the Corning Benefits Network

Not sure whom to call? Call the Corning Benefits Network at:

- 800-858-3875 (U.S., toll-free)
- +1 201-363-2956 (if calling from outside the United States, toll)
- 800-TDD-TDD4 (800-833-8334; TTY/TDD for hearing-impaired people)

Benefit Services Representatives will either assist you or refer you to the appropriate resource. Representatives are available from 9 a.m. to 7 p.m. Eastern time, Monday through Friday.

You can also use the “Contact Us” feature on My Total Rewards to send a message to the Corning Benefits Network. Once you have logged on to My Total Rewards using your Username and Password, click “Contact Us” on the top navigation bar. Complete the electronic form by choosing your category and entering a question. Click “Submit.” A confidential reply will be posted to your inbox on My Total Rewards by the close of the next business day.

**Corning Incorporated Investment Plan –
Summary of Material Modification**

**IMPORTANT NOTICE REGARDING CORNING INCORPORATED INVESTMENT PLAN
CONTRIBUTIONS**

Effective June 1, 2020, through year-end, Corning is *temporarily suspending* all Company Contributions under the Corning Incorporated Investment Plan (“Investment Plan”) and the Corning Incorporated Supplemental Investment Plan (if applicable). The Senior Leadership Team is taking this action as a prudent step to cut costs during the current economic crisis.

This temporary change becomes effective starting with contributions deducted from the paycheck you receive on June 11, 2020. It impacts all salaried employees (A&Ts and M&Ps) who are eligible to participate in the Investment Plan. The Senior Leadership Team intends to re-start Company Contributions when Corning’s financial situation and global economic environment improve.

“Company Contributions” include the following:

- *Employer Matching Contributions* (also called “company matching contributions”) – the amount that Corning contributes to your account based on a certain percentage of your tax-deferred and after-tax contributions.
- *Employer Mandatory Contributions* (also called “supplemental retirement contributions”) – non-elective contributions, based upon years of service. This contribution type only applies to employees who elected to continue to participate in the Career Average portion of the Corning Incorporated Pension Plan and the service-based Company match formula of the Investment Plan during the 2000 Retirement Choice election period.

If you have questions about how this change impacts your personal financial situation, please speak with an Ayco financial coach by calling 888-741-7766. An Ayco financial coach can help you explore ways to make up for the temporary suspension of Company Contributions. Ayco’s financial counseling services are a 100% company-paid benefit.

This document serves as a “summary of material modifications” to your Investment Plan Handbook/Summary Plan Description (SPD), as required by the Employee Retirement Income Security Act of 1974, as amended. Please consider this document to be part of your handbook/SPD and keep it with your other important benefits information. Corning retains the right to amend or terminate benefit plans for active or former employees or their beneficiaries at any time, for any reason.