

**VOLUNTARY RETIREMENT SAVINGS PLANS AVAILABLE TO CITY EMPLOYEES**

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3/24/2011  
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| <b>457 Deferred Compensation Plan</b> |  | <b>Employer Plan Number 300832</b> | <b>Administered by ICMA-RC</b> |
|---------------------------------------|--|------------------------------------|--------------------------------|
| Type of Plan                          | Deferred compensation plan as allowed under Section 457 of the Internal Revenue Code   |                                    |                                |
| Eligibility                           | Permanent, full employees and permanent part-time employees scheduled to work at least 50% time  |                                    |                                |
| Contributions                         | Voluntary plan; employees make pre-tax, payroll-deducted contributions; \$10 minimum up to the maximum deferral limit set by the IRS. The Age-50 Catch-up provision allows increased contributions beginning with the year turning 50. The Pre-Retirement Catch-up provision allows eligible participants to contribute even greater amounts within three years of their full retirement date in a City sponsored <i>primary</i> pension plan.<br>The City does not contribute to this plan. |                                    |                                |
| Vesting                               | 100% immediate vesting   |                                    |                                |
| Distributions                         | After separation from service employee has a variety of withdrawal options. Required minimum distributions must begin the later of April 1 following the year after the employee turns 70 ½ years old or after the employee leaves City employment. All withdrawals are subject to federal and state taxes.  |                                    |                                |
| In-service Distributions              | Loans with some restrictions; withdrawals for unforeseeable emergencies subject to IRS rules   |                                    |                                |
| Death Benefits                        | Beneficiary has option of receiving installment payments, deferred payments, or lump sum payment; spouses may roll over to an IRA or an employer's retirement plan   |                                    |                                |
| To Request an Enrollment Kit          | Call the Pension Division at 703.746.3887 or email <a href="mailto:pensions@alexandriava.gov">pensions@alexandriava.gov</a> . Be sure to provide your department name and City mailbox so a packet can be sent to you via City mail.   |                                    |                                |
| ICMA-RC Contact Information           | Website: <a href="http://icmarc.org">http://icmarc.org</a><br>Investors Services: 1-(800) 669-7400 8:30 a.m.-9:00 p.m. ET Mon.-Fri.<br>For an appointment to discuss your investments call the Gloria Moody at 1-(866) 328 4666  |                                    |                                |

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*This is a summary of retirement benefits. The provisions of the plan documents will prevail in any instances where this summary differs from the plan document. Plans are subject to change.*

**Revised 10/12/2010**

| <b>Payroll Deduction Roth IRA with ICMA-RC</b> | <b>Plan Number 705691</b>  | <b>Administered by ICMA-RC</b> |
|--|--|--------------------------------|
| Type Plan                                      | Individual retirement savings plan with ICMA-RC that the City allows employees to make contributions through payroll deductions (not a City sponsored retirement plan)   |                                |
| Eligibility                                    | Regular, full-time and regular part-time employees scheduled to work at least 50% time<br>Employee enrolls in the Payroll Deduction Roth IRA with ICMA-RC and also submits a payroll deduction form to the Pension Division  |                                |
| Contributions                                  | Voluntary employee after-tax, payroll deducted contributions, no minimum contribution amount.<br>The City does not contribute to this plan.  |                                |
| Maximum Contribution Limit                     | In general, the maximum contribution limit is \$5,000 per calendar year (\$6,000 if 50 or older); however, each person has a maximum contribution limit that is determined by their modified adjusted gross income, annual limit, and age; also may be limited by amount contribute to a Traditional IRA during the calendar year  |                                |
| Withdrawals                                    | After-tax contributions may be withdrawn at any time. Earnings withdrawn before you are 59 ½ years old and prior to being held in the account at least five years may be subject to a 10% early distribution penalty tax. Contact ICMA-RC or see the Vantagepoint Payroll Deduction IRA Enrollment Package for more details on withdrawals and penalty-free withdrawals. |                                |
| To Request an Enrollment Kit                   | Call the Pension Division at 703.746.3887 or email <a href="mailto:pensions@alexandriava.gov">pensions@alexandriava.gov</a> . Be sure to provide your department name and City mailbox so a packet can be sent to you via City mail.   |                                |
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