



# Important Information Regarding the 457 Deferred Compensation Plan

April 16, 2012

~ An annual message to all employees who are eligible for or current members of the 457 Deferred Compensation Plan ~

## A 457 Deferred Compensation Plan (457) can help you save for retirement:

- ✓ Reduce your current taxable income by the 457 amount you save on a before-tax basis.
- ✓ Take advantage of a wide range of investment funds.
- ✓ Choose from a number of flexible payout options when you retire or leave County employment.
- ✓ Change your 457 contribution as needed.

*Note:* The maximum employee pre-tax contribution to Section 457 plans for 2012 is \$17,000. The maximum catch-up contribution for participants age 50 and over is \$5,500 for a maximum of \$22,500, and the three-year catch-up contribution is \$17,000 for a maximum of \$34,000.

## How to make a 457 contribution change

1. Decide what paycheck date you want the contribution change to take effect. For a schedule of 2012 paycheck dates, refer to the 2012 Payday/Holiday Calendar on the reverse side of this flyer.
2. Use the examples below to determine when you would need to make your change in order to have it take effect on your desired paycheck date.
3. Make your contribution change online using your 457 provider’s website (see reverse side of flyer).

*Examples for Union 457 Hartford participants:*

<u>If you change your 457 deduction between:</u>	<u>It takes effect paycheck dated:</u>
05/16/12 (Wednesday) – 05/29/12 (Tuesday).....	06/15/12 (Friday)
05/30/12 (Wednesday) – 06/12/12 (Tuesday).....	06/29/12 (Friday)
06/13/12 (Wednesday) – 06/26/12 (Tuesday).....	07/13/12 (Friday)
06/27/12 (Wednesday) – 07/10/12 (Tuesday).....	07/27/12 (Friday)

*Examples for County 457 ING participants:*

<u>If you change your 457 deduction between:</u>	<u>It takes effect paycheck dated:</u>
05/22/12 (Tuesday) – 06/04/12 (Monday 4:00 PM EST).....	06/15/12 (Friday)
06/05/12 (Tuesday) – 06/18/12 (Monday 4:00 PM EST).....	06/29/12 (Friday)
06/19/12 (Tuesday) – 06/29/12 (Friday 4:00 PM EST).....	07/13/12 (Friday)
07/03/12 (Tuesday) – 07/16/12 (Monday 4:00 PM EST).....	07/27/12 (Friday)

Also, as collectively bargained, 457 contributions can be made from a final leave payout at separation from County service. Your final leave payout would occur the next pay date after you receive your last paycheck. For example, if you were to leave County service during the pay period beginning May 20th and ending June 2nd, your last paycheck would occur June 15th; your final leave payout would occur June 29th. To set up your 457 contribution from a final leave payout, you need to plan ahead and use the examples above to determine when to make your change. If the last paycheck or final leave payout was less than your 457 deduction, a deduction in the amount available would be taken.

**OVER...**

○ Pay day

# 2012 Payday/Holiday Calendar

Holiday □

JANUARY						
S	M	T	W	T	F	S
	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

MARCH						
S	M	T	W	T	F	S
			1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

APRIL						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE						
S	M	T	W	T	F	S
				1	2	
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

JULY						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

AUGUST						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

SEPTEMBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

OCTOBER						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

DECEMBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

New Year's Day (Observed) - Monday, January 2 Dr. Martin Luther King's Birthday - Monday, January 16 Presidents' Day - Monday, February 20 Memorial Day - Monday, May 28 Independence Day - Wednesday, July 4	Labor Day - Monday, September 3 Veterans' Day (Observed) - Monday, November 12 Thanksgiving Day - Thursday, November 22 Christmas Day - Tuesday, December 25
---	---

## Not enrolled? You can enroll anytime!

For information on how to enroll, contact the appropriate resource below. Not sure if you are a member? To see if you already participate in this plan, look on your pay advice for the 457 Hartford code "Def Comp Hartford" or the 457 ING code "Def Comp ING."

### Your 457 Deferred Compensation Plan Resources

#### The Union 457 Deferred Compensation Plan – The Hartford

Kyle Scully; [kyle.scully@thehartford.com](mailto:kyle.scully@thehartford.com); 240-304-7720 cell

Online access: <http://www.union457.com>

Note: To obtain online access, call 1-800-255-2464

#### The County 457 Deferred Compensation Plan – ING

Steve Wright; [steven.wright@us.ing.com](mailto:steven.wright@us.ing.com); 240-777-5054 office

Online access: <https://montgomerycountymd.ingplans.com>

Note: To obtain online access, call 1-888-240-8080