

PLAN HIGHLIGHTS

Fayette County Board of Commissioners Employee Retirement Plan

These are the highlights of your plan. For additional information, read your Summary Plan Description or ask to see the plan document. If any information here conflicts with the terms of your plan, the plan language governs.

JOINING THE PLAN

Who is eligible to join the plan?

Any Employee who is

- (1) a full-time Employee who is hired for an indefinite period of time without a stated limitation as to length of service and who is employed to work forty (40) hours per week (including any furloughed hours) or its equivalent; or
- (2) one of the following Elected Officials of the County: Magistrate Judge, Coroner, County Commissioners, Sheriff, Probate Judge, Clerk Superior Court, or Tax Commissioner; or
- (3) one of the following Appointed Officials of the County: County Administrator or County Attorney.

In addition, the following individuals are **excluded** from participating in the Plan:

- (1) any individual who receives supplemental compensation from the County; (2) the Solicitor General; and (3) State Court judges.

You need to be age 18 and work at least 3 month(s).

When may I join the plan?

Eligible employees may begin participating in the plan first of the month following 3 months of employment;

Elected/Appointed Officials – the first day of their term of office.

MAKING CONTRIBUTIONS

What is my “pay” under the plan?

Your plan contains a definition of “pay” for calculating contribution amounts. Your plan may use different definitions of “pay” for other purposes. To learn more about what types of compensation are used by the plan, read your Summary Plan Description.



We'll help you get there.™

PLAN HIGHLIGHTS

Fayette County Board of Commissioners Employee Retirement Plan

How much may I contribute to the plan?

The contribution(s) that you may make to the plan are displayed below:

ROLLOVER CONTRIBUTIONS

You may be able to roll over your existing retirement savings into this plan. Consolidating your retirement savings can help you continue benefiting from tax-deferred growth - despite any disruptions that may occur during your working life. Maintaining one retirement account also makes it easy for you to track your retirement savings.

Will the company contribute?

The company contribution(s) that you may receive are displayed below:

COMPANY MATCH CONTRIBUTIONS

Each year, your company may make a Company Match contribution. These contributions will grow tax-deferred. Read your Summary Plan Description for more details.

PROFIT SHARING CONTRIBUTIONS

Each year, your company may make Profit Sharing contributions. These contributions will grow tax-deferred. Read your Summary Plan Description for more details.

MANAGING YOUR ACCOUNT

How will I know how much is in my account?

You will receive a personal statement annually. You may also use your Personal Identification Number (PIN) to access your account, 24 hours a day, 365 days a year. You can check your account balance, secure investment performance information, make investment changes, or request additional information about the plan.



We'll help you get there.™

PLAN HIGHLIGHTS

Fayette County Board of Commissioners Employee Retirement Plan

How are my contributions invested?

You give investment directions for all of your account, choosing from the investment options your plan provides.

To make choosing your investment options easier, your contributions are placed in one or more groups as follows:

All Contributions – Company Match, Profit Sharing, Rollover

You may change your investment choices daily. You may transfer your existing balance to other investment options daily subject to certain restrictions. If you do not make an investment selection, your contributions will be invested into a retirement date based investment option determined by your date of birth and a projected retirement age of 65.

As a plan participant, you are entitled to request certain information about your plan's investments, including: the annual operating expenses of each investment; financial statements, reports, or other materials relating to the plan's investments; a list of assets contained in each investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each investment.

How does vesting (ownership) apply to my account?

Plans set a "vesting schedule" to determine what percentage of ownership you can apply to your account at specific points in time. Your plan's vesting schedule applies to the following contributions, plus earnings: Company Match, Profit Sharing

Yrs. of Service	Vested Pct.
0	0%
5	100%

- Your years of service for vesting purposes begin on your date of hire.

If you die, become disabled or reach normal retirement age, you will become 100% vested in all contributions your company makes to the plan, plus earnings.



We'll help you get there.™

PLAN HIGHLIGHTS

Fayette County Board of Commissioners Employee Retirement Plan

TAKING A DISTRIBUTION

When may I withdraw money from the plan?

The plan is designed to help you save for retirement. So, the IRS has placed restrictions on when you may withdraw money from the plan. You may withdraw money from your account at:

Termination

- You may receive your vested account balance. Additional requirements may apply.

Normal Retirement

- Age 65

Early Retirement

- Age 55

Disability Retirement

Disability is determined based on the Social Security definition of disability.

Death

- Your account balance will be paid to your designated beneficiary

Your plan may allow withdrawals of certain contributions and earnings while you are employed. Your Summary Plan Description provides more details about distributions, including important tax information and information on the forms of benefit your plan offers.