



401(a) Defined Contribution Pension Plan Summary of Plan Provisions

What is a Defined Contribution Plan?

401(a) defined contribution plans, one of three primary types of retirement plans used by local governments, is a close "first cousin" to the more well known 401(k) retirement plans offered by many businesses. Used by some local governments for 20 years, their popularity increased during the bull market of the late 1990's and are now the second most popular primary retirement plans behind the traditional defined benefit plans.

They are called "defined contribution" plans because the "contribution" into your individual account is set or "defined" by your employer. Contributions into your 401(a) plan are made exclusively by your employer. The "benefits" you receive during retirement will be based on the amount of contributions made to your account and the level of investment earnings throughout your working career; no set or defined level of benefits is established by the employer. Depending on the provisions of your plan and your investment returns, defined contribution plans can often provide retirement benefits equal to 15% to 35% of your final, pre-retirement earnings.

In conjunction with your 401(a) Defined Contribution Plan, your employer has also implemented a companion 457(b) Deferred Compensation Plan. Deferred compensation plans allow an employee to "defer" some of their current pay into an individual investment account for use, with investment earnings, in the future. Often, your employer will increase its 401(a) Plan contribution if you contribute to your 457(b) Plan. If you take advantage of your 457(b) Plan and defer a reasonable amount each paycheck, you can often increase your retirement income by an amount equal to 5% to 25% of your final, pre-retirement earnings.

Participating in your 401(a) and 457(b) Plan is the best way to build up assets for use during your retirement years. Because all of the earnings grow tax-deferred, they increase in value much faster than if you were required to pay federal and state income taxes each year on those investment returns.

With this opportunity to save for your retirement also comes responsibility. Take full advantage of these retirement plans provided by your employer. It may mean the difference between a comfortable retirement or just a meager one for you and your family.

401(a) Defined Contribution Plan Highlights

- Paid for by your Employer, no reduction in pay
- Tax-deferred investment returns
- Diversified, high quality investment options
- Participant directed investment selection
- Transferable to other plans after termination
- Benefits in addition to Social Security



Respecting your money . . .
Building your nest egg.

ACCG 401(a) Defined Contribution Plan for the Employees of Barrow County

When can I participate in the Plan?

Full time eligible employees hired after February 1, 2011, are eligible to participate in the Plan. They become participants on the first day of the first pay period follow-

How much does Barrow County contribute to this Plan for me?

Barrow County will contribute an amount equal to 100% of the amount you are contributing to a Section 457 Deferred Compensation plan (up to a maximum of 3%) as shown:

Your 457 Deferred Compensation Contribution	Barrow County Contributes this % of your pay to the 401(a) Plan
0%	0.0%
1.0%	1.0%
2.0%	2.0%
3.0%	3.0%
4.0%	3.0%

Will I receive the County's contributions to the Plan if I terminate employment?

If you have completed five (5) or more years of service when you terminate employment, you will receive 100% of the County's contributions to the Plan. If you terminate with less than five (5) years of service, you will not receive any of the County's contributions.

You will automatically become 100% vested in your account balance at age 65, the normal retirement age under the Plan.

Years of Service	Percentage
1	0%
2	0%
3	0%
4	0%
5 or more	100%

When will I have access to the money in my account and what distribution options are available ?

You are eligible to receive the County's contributions to the Plan when you terminate employment. The amount you receive is subject to the Vesting schedule previously illustrated.

You may rollover your funds to another plan or an IRA; or you may elect a lump sum distribution, which is subject to 20% federal tax withholding . You may be subject to a tax penalty if the funds are withdrawn before age 59 1/2.

Is there a cost to enroll in the 401(a) Plan?

There is no cost to enroll in the plan.

How will the contributions be invested?

You will receive a listing of investment options and will choose the options that will help you reach your retirement goals.

Can I rollover assets from another retirement plan into the Barrow County Plan?

Yes, you may rollover contributions from other eligible retirement plans while you are an active Participant.

If I become disabled, when will I be eligible for a distribution?

You are eligible to receive 100% of the County's contribution to your account when you terminate employment.

If I die while an employee, how much will my beneficiary receive?

The County's contributions to your account become 100% vested and your beneficiary will receive a distribution equal to your account balance at the time of your death.

How do I name a beneficiary?

You will complete a Designation of Beneficiary Form when you enroll in the Plan. You can update your beneficiary at any time by contacting your plan representative or GEBCorp Client Services.

Regional Client
Manager:

Ryan Reynolds
(404) 683-1362

Frequently Asked Questions

Who Can I Contact if I Have Questions?

On your GEBCorp quarterly statement, your local GEBCorp representative is listed with their phone number. If you want to contact the main office in Atlanta with questions other than investment guidance, please call GEBCorp Client Services at (800) 736-7166.

What costs or fees am I charged for my account?

GEBCorp charges only one fee, a maximum of 0.225 % quarterly on the asset value of the account. Each investment option, however, has an asset management charge imposed by the fund manager that is identified in the GEBCorp publication "*Choosing Your Investment Options*". Over the past two years, the average annual asset management charge for all of GEBCorp's funds has been 0.92%.

What investment options do I have?

GEBCorp provides at least 16 investment options covering a variety of asset classes ranging from aggressive growth equity mutual funds to bond mutual funds to stable value and money market funds. You can invest in one or all of these funds.

Who selects and tracks the performance of investment options?

To provide you with high quality investment choices, each investment option is reviewed at least annually by the ACCG 457/401 Advisory Committee. The Committee, comprised of top managers from Plan member jurisdictions, helps ensure that the investment options are well diversified, highly ranked in their peer group, and in compliance with the ACCG Investment Policy Statement. The Committee recommends all investment option changes to the ACCG Board of Managers who makes the final decisions.

Model Portfolios

In addition to providing you a broad selection of some of the best mutual funds available in the marketplace, GEBCorp goes a step further by suggesting model portfolio allocations for the funds available in your plan. You may select one of these five allocations or you may decide to construct and manage your own portfolio of funds. Ask your GEBCorp representative for more information.

How do I access my account?

Account information can be accessed through the internet at www.gebcorp.com, or you can call the toll free voice response unit (VRU) at (866) 482-7101. After you enter your Social Security Number and personal identification number (PIN), you can:

- ◆ view account information and balances
- ◆ change or realign investment elections
- ◆ change or realign fund balances
- ◆ change your PIN

How often can I change investment choices, and is there a charge each time I change?

You can change investment choices or realign fund balances as often as you like. GEBCorp will not impose a charge. Some funds, however, may charge a redemption fee, so please review the information provided on-line. GEBCorp would encourage you to establish an asset allocation strategy and maintain it for a period of time.

Will I receive a quarterly benefit statement?

You will receive a comprehensive benefit statement as soon as administratively possible after the close of each quarter. The statement shows your account balance, any contributions and earnings or losses credited to your account during the reporting period, and recent performance of each of the Plan's account options. Notify GEBCorp when you change your address so you are sure to receive your statement.



www.gebcorp.com
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