

State of Michigan 401(k) & 457 Plan Highlights



Saving Today, Planning for Tomorrow

The State of Michigan provides competitive retirement and health care benefits and encourages you to take full advantage of them to plan for your future. This Plan Highlights guide provides you with useful plan information and resources to help you and your family make sound retirement decisions.

The State offers a series of retirement plans that provide you with a choice of how you save for retirement, including both pre-tax and after-tax Roth options.

- **The State of Michigan 401(k) Plan** for pre-tax contributions
- **The State of Michigan Roth 401(k) Plan** for after-tax contributions
- **The State of Michigan 457 Plan** for pre-tax contributions

Who Should Use This Guide: Defined Contribution (DC) — Personal Healthcare Fund Members

For more details about who this e-book applies to, please return to the Plan Information page at

Questions? Need More Information?

This document has helpful links to more detailed information if you need it.

Navigation Tips



This document is optimized to help you navigate easily and includes tabs and hyperlinks (noted in green) to more information.

- To **Go to a Section**, click on any tab above.
- To **Move Forward or Back**, click on any page arrow below or scroll up or down.
- View in **Full Screen** mode for optimal viewing. Touch the escape key on your keyboard to exit Full Screen mode.

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How Enrollment Works

The State offers you the flexibility to customize your long-term investment strategy based on your individual needs and tax situation. You may choose one plan, or a combination of plans, as you see fit.

Employees are Automatically Enrolled

Because the State of Michigan supports your efforts to achieve retirement readiness, State employees are automatically enrolled when they become eligible for the 401(k) Plan.

- State employees are automatically enrolled on their hire or rehire date at a 5% contribution into the pre-tax 401(k) plan. You can sign up for an additional employee pre-tax or after-tax Roth contribution.
- This contribution is invested in a SSgA Target Retirement Fund (based on date of birth and an anticipated retirement age of 65). You may change your contribution and investment options at any time.
- Employees will automatically receive password information from ING in the mail for online access to their accounts to make contribution and investment changes, or to contribute to the 457 plan.
- You can confirm the amount coming out of your pay by reviewing your Statement of Earnings and Deductions on MI-HR Self-service. If you have questions about enrollment you can call the Plan Information Line at **1-800-748-6128**.

Additional Retirement Savings Plan Opportunities



The State also offers an after-tax Roth 401(k). If you are looking for the most in plan flexibility and trying to shelter as much of your income from current taxes, the State of Michigan offers a 457 Plan. The 457 Plan has many of the same features as the pre-tax 401(k), but also some key differences. See [Additional Retirement Savings Plan Opportunities](#) for more details on the differences between the 401(k) and 457 Plans.

Manage Your Investments

To learn about your investment options go to [Additional Retirement Savings Plan Opportunities](#). To choose different investment options after you are automatically enrolled, log in to your account and go to [Additional Retirement Savings Plan Opportunities](#) under *My Account*. To learn more about investing, be sure to take advantage of our resources, such as:

- Free information seminars
- Investment advice offered by the ING Advisor Service and Financial Engines

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How Contributions Work

Contributions are made conveniently through payroll deduction, and the State also makes contributions on your behalf. By working together, our goal is to help you achieve sufficient income in retirement.

Supporting Your Efforts to Save

Starting with your very first paycheck, the State of Michigan begins contributing an amount equal to 4% of your pay into an account established for you in the State of Michigan 401(k) Plan. In addition, the State matches dollar for dollar the first 5% of your contributions each pay period.

Innovative Approach Toward Both Retirement and Retiree Medical Expenses

You were enrolled automatically into the 401(k) Plan at a 5% contribution rate.

- The first 3% of your contributions and State match are identified as retirement savings.
- The next 2% of both are directed to a Personal Healthcare Fund (PHF), designed to help you pay for medical expenses in retirement.
- Your contributions are automatically invested in one of the investment options, based on your date of birth and assuming you will retire at age 65 until you direct otherwise. You may change your contribution and/or investment options at any time.

You can make contributions to any combination of the pre-tax 401(k), pre-tax 457, or Roth 401(k) Plans, receiving a match on your first 5%. You may contribute any percentage you wish to any plan, as long as you do not exceed the

The Power of the Match

Type of Contribution	You	State
State of Michigan contribution to the 401(k) Defined Contribution Plan	—	4%
Retirement Savings <i>Automatic enrollment level</i>	3%	3%
PHF Savings <i>Automatic enrollment level</i>	2%	2%
Total	5%	9%
Grand total working for you!	14%	

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Contributions (continued)

Take Advantage of The Catch-Up Opportunity If You Are Over 50

If you'll be 50 or older this year, you're eligible to make catch-up contributions in the Plans. This is a good opportunity to make up for years you may not have been able to contribute. If you are at least age 50 by the end of the calendar year, your contributions will automatically be allowed up to the . If you have questions or want to make a catch up contribution, call **1-800-748-6128**.

- In the 457 Plan, if you have not made the maximum contribution in prior years, you may be eligible for the Traditional Catch-Up Contribution. This allows you to contribute up to twice the annual dollar limit for the three calendar years prior to the year in which you become eligible for normal retirement benefits (between age 50 and age 70½). If you wish to take advantage of the Traditional Catch-Up Contribution, you must call the Plan Information Line at **1-800-748-6128**.
- You may not participate in the Over 50 Catch-Up and the 457 Traditional Catch-Up during the same calendar year in the 457 Plan.

Vesting

To be vested is to legally own the money in your account. You are immediately 100% vested in your own contributions and any earnings on those contributions. For participants in the 401(k) Plan, the State of Michigan contributions made on your behalf are vested according to the table below.

Employer Contributions Are Vested As Follows:

Years of Service*	Percent Vested
After 1 Year	0%
After 2 Years	50%
After 3 Years	75%
After 4 Years	100%

**A year of service is defined as 2080 hours.*

Consolidating Your Retirement Assets

If you have a retirement plan balance from previous employment, you may be able to transfer or roll over this balance into your 401(k) or 457 Plan account.

- **401(k) Plan:** Balances from an eligible retirement plan such as a 401(a), 401(k), 403(b), Roth 401(k), Traditional IRA or SEP-IRA may be rolled over into the 401(k) Plan
- **457 Plan:** Only approved balances from other governmental 457(b) plans may be transferred into the 457 Plan

To request a Rollover Contribution, you must complete a Rollover Contribution Form or Roth Rollover Contribution Form. For assistance, you may also contact the Plan Information Line and speak with a Customer Service Associate.

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Getting Ready for Health Care Costs in Retirement

The State supports your efforts to save for health care costs in retirement through the Personal Healthcare Fund (PHF). Planning for medical expenses in retirement is an important part of your overall retirement savings plan, because unexpected health care expenses could derail your overall strategy.

For many Americans, health care is likely to be one of their largest expenses in retirement. Why? Because not only do medical costs continue to rise each year, programs such as Medicare only cover a portion of what you might need to cover your care. Even if you are healthy when you retire, health care costs later in your retirement can erode your savings.

Typical Costs

Health Care	Cost
Assisted Living	\$3,300/month
Nursing homes	\$200+/day
Home health aid	\$18 - \$19/hour

Source: Genworth Cost of Care Survey, 2012

With people living longer all the time, health care is a key consideration in retirement income planning. It's smart to plan for medical expenses now, while you are still working, so you can take advantage of time and compounding. To learn more or for access to resources to help you plan, call **1-800-748-6128**.



How Much a Typical Couple May Need to Budget for Health Care in Retirement

- Major medical coverage
- Deductibles and co-insurance
- Prescriptions
- Long-term illness
- Chronic conditions
- Assistance and caregiving

Total Estimate: \$270,000

Source: OptumHealth Financial, a United Healthcare Company, April 2013

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Don't Forget to Name Your Beneficiaries

It's important to name beneficiaries for your 401(k) and 457 Plans so that in the event of your death, your savings will be distributed the way you want. Here's how it works:

- You may have the same beneficiary for both the 401(k) and 457 Plans, or you can have different beneficiaries for each Plan.
- You can change your designated beneficiary whenever you need to online.
- If you have a balance in both the 401(k) and 457 Plans, you will need to complete beneficiary information for **each** Plan.
- Beneficiary elections may also be made through written request using the _____ form.
- Paper beneficiary forms are required if you are married and you wish to name someone other than your spouse as your primary beneficiary in the 401(k) Plan, since your spouse must provide consent. This form is available on the Plan Web site or by calling the Plan Information Line at **1-800-748-6128**.

Do you know who
your beneficiaries are?



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Pay Attention to Your Account

One of the best ways to stay on top of your account is to take a hands-on approach.

- **Account statements** — Quarterly statements are mailed about two weeks after the end of each quarter. It is very important for you to review your statement each time you get it. These statements summarize your transactions, account balance and investment performance. The statements also list your contribution rates, plan administration fees (\$10.25 per quarter) and beneficiary elections. You may choose to receive your statements electronically.
- **Online** — You can access account information online at anytime.
- **By Phone** — When you have questions about your account, you can call the Plan Information Line at **1-800-748-6128**.
- **You can access your Plan account using** — Your iPhone, iPod touch or Android™ device. Download the free app directly from the App StoreSM or the Google™ play store (keywords: ING Retire).

Quarterly Newsletter

Each quarter you will receive a newsletter along with your account statement that includes important plan information, updates about any changes in the plans, or the effect of new laws on the plans. This newsletter is the primary way the State of Michigan communicates with plan participants, so please read your newsletter.

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Save Some Trees



Many participants are choosing to receive their statements and confirmations electronically. Go to the Preferences section of your online account to add your email address, select your preferred delivery options and you will be notified when your statement is available.

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Loans

Plan loans are available if you occasionally need access to your money for non-recurring financial needs. Bear in mind that the size and frequency of loans may affect the amount of money you will have at retirement. It's always a good idea to stay fully invested until retirement to improve your chances of retirement readiness.

You can borrow from your 401(k) account and pay yourself back with interest through after-tax payroll deductions. There are two types of loans: General loans, with a repayment period of 2 months to 60 months; and loans for the purchase of your primary residence, with a repayment period of 61 to 360 months.

How Loans Work

- The minimum loan amount allowed is \$1,000.
- The maximum is the lesser of 50% of your vested account balance or \$50,000, minus your highest outstanding loan balance in the last 12 months and any defaulted loans, including accrued interest on defaulted loans.
- You may not take a loan from your Roth 401(k), but your Roth balance will be added to your pre-tax balance to calculate the total amount you may be able to borrow from your State of Michigan 401(k) Plan account. The maximum loan that will be allowed is then limited by your pre-tax balance. For example, if you have \$15,000 Roth and \$5,000 pre-tax, the total loan calculation would be 50% of \$20,000; however, the largest loan allowed would be the pre-tax total of \$5,000.

Considering a Loan?



When you borrow from your account you pay yourself back with interest. Although a loan is available if you need it, remember it's always a good idea to stay fully invested until retirement. To learn more about loans, call the Plan Information Line at **1-800-748-6128**.

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Loans (continued)

- You may not take a loan from your employer PHF balance. Plus, your Employer PHF funds will not be added to your balance to calculate the total amount you may be able to borrow from your State of Michigan 401(k) Plan account.
- There is a \$75 non-refundable application fee for each loan and a loan maintenance fee of \$8.75 per quarter.
- All outstanding loans must be kept up-to-date when you go on leave of absence (except military leave) and repaid when you terminate employment **within 30 days** or the loan will default and the balance will become a taxable distribution to you.
- The interest rate for loans is the Prime Rate as quoted in the *Wall Street Journal* on the first day of the month prior to the month in which the loan is requested.
- Loans are not available in the 457 Plan.
- For additional detail, see the Loan Policy Statement online under

Check Your Loan Online



You can request or model a loan, or see your current loan balances online, or by calling the Plan Information Line at **1-800-748-6128**. Loans for the purchase of a home require a signed promissory note.

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In-Service Withdrawals

Age 59-1/2 Withdrawals

Participants over age 59½ who are still actively employed may take a distribution from their 401(k) accounts. Before taking a distribution, you should consider your decision carefully. Such distributions are made without a 10% penalty, but are taxable as ordinary income unless being rolled over. 20% will be automatically withheld from your distribution for Federal tax purposes. Due to US Department of Labor regulations, this type of in-service distribution is not available in the 457 Plan.

Rollover Withdrawals

Participants who have made rollover contributions may take a distribution of eligible monies from their 401(k) or 457 Rollover contribution account. If you are under 59½, though, IRS early withdrawal penalties will apply unless you are rolling over the assets to another qualifying tax-deferred plan.

Hardship Withdrawals

Hardship Withdrawals may be taken from your 401(k) Plan account for the following reasons:

- To purchase a primary residence
- To prevent foreclosure or eviction from your primary residence
- To pay post-secondary education tuition for yourself or a dependent
- To pay certain unreimbursed medical expenses
- To pay certain education expenses
- To pay for repairs to your principal residence
- To pay for funeral expenses

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Withdrawals (continued)

Unforeseeable Emergency Withdrawals

Unforeseeable Emergency Withdrawals can be taken from your 457 Plan account for certain extreme financial emergencies that are caused by circumstances beyond the control of the participant.

You must first exhaust all other loan and withdrawal possibilities before requesting an Unforeseeable Emergency Withdrawal. After taking a 401(k) Plan Hardship Withdrawal or a 457 Plan Unforeseeable Emergency Withdrawal, you will be suspended from making contributions to the Plans for six months and lose all State matching contributions for this period. However, you will still receive the state mandatory 4% contribution.

Hardship withdrawals are limited to contributions only. If you take a 401(k) Plan Hardship or 457 Plan Unforeseeable Emergency Withdrawal, the amount will be subject to federal, state and local income taxes. A 10% early withdrawal penalty may also apply to 401(k) withdrawals.

If you receive any distributions from your Roth account, and you are not age 59½ and have not had the Roth account for at least five years, there will be a 10% federal penalty on the Roth earnings portion, and this portion will also be considered taxable income.

Requesting Withdrawals

- To request a Hardship or Unforeseeable Emergency Withdrawal, you must complete a Financial Hardship Withdrawal Form. For assistance, call the Plan Information Line and speak with a Customer Service Associate.
- To request an Age 59½, After-tax or Rollover In-Service Withdrawal, call the Plan Information Line and speak with a Customer Service Associate for assistance.
- There is a service fee of \$50 for each approved In-Service Withdrawal request.

Considering a Withdrawal?

To withdraw your retirement money you must meet certain criteria. Call the Plan Information Line at **1-800-748-6128** to discuss your options.

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Options When Leaving State Employment

When you leave State employment you have several options for your retirement savings.

Options For Your Retirement Savings

For most individuals, no immediate action is required. If your account balance is \$500 or more and you are less than 70½ years of age, you have four choices:

- 1. Leave the money in your 401(k) and/or 457 Plan account(s) and maintain tax-deferred growth.**
You must begin taking distributions in the year you reach age 70½. Remember: If you withdraw your money before age 59½, the distribution is subject to income taxes and maybe a 10% federal penalty.
- 2. Consolidate your retirement savings by rolling additional money in from other retirement plans** — such as from a 401(k), 401(a), 403(b), 457, or IRA. You can do this as an active employee or within one year of your termination of employment.
- 3. Select among several flexible payout options,** similar to those in an IRA.
- 4. Roll your account assets over** to an IRA or other eligible retirement plan.

If your vested account balance is less than \$500, you will automatically receive a lump-sum payment if you take no action within 60 days. There is a service fee of \$75 on all full distributions or rollovers from the 401(k) or 457 Plan and \$25 on all partial distributions or rollovers from the 401(k) or 457 Plan.* Be sure to speak with an advisor to ensure you fully understand the consequences of rolling assets out of the State 401(k) or 457 plans.

**Excludes installments, participants over age 70, Required Minimum Distributions, distributions under \$100, and automated payouts (for residuals and deminimus loans).*

Leaving Employment?



- If you are leaving employment, review all available information to be sure you fully understand your options.
- If you are considering a distribution of your money, it's a good idea to call the Plan Information Line to discuss the process.
- Remember, it's best to stay invested until you retire to improve your chance of readiness.

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Leaving Employment (continued)

Your Distribution Payments

You may begin receiving payments 30 days after ING receives your termination date from the State if your paperwork is received in a timely manner. For Payout Request Forms received after 30 days, payment will be made as soon as administratively feasible. ING must receive notice of your termination from the State of Michigan before payment can be issued.

All installment payments are made in the last week of the month for receipt by the 1st of the following month. A lump-sum payment may be issued on any business day.

Health Reimbursement Account

If you were hired or rehired on or after January 1, 2012, you may be eligible for a credit to a Health Reimbursement Account (HRA) for you at termination if you have at least 10 years of service. This credit will be \$2,000 for participants who are at least 60 years of age, or \$1,000 for participants who are less than 60 years of age.

Don't Forget To



- Update your beneficiary designation information with ING.
- Update your address information with Human Resources and ING.
- Near retirement age? Attend a pre-retirement seminar. You can sign up through the

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Additional Benefits

The State of Michigan provides you with a competitive suite of benefits beyond retirement savings. These include certain benefits in the event of your disability or death.

- **Disability Benefits** — If you become totally and permanently disabled because of an injury or illness, monthly benefits may be payable. Totally disabled means you are unable to perform the duties of your current position. Permanently disabled means the disability is likely to last your lifetime.
- **Death Benefits** — If you die because of an injury or illness, monthly benefits may be payable to your survivors.

Have Questions About Your Benefits?

It's important to understand how all your benefits work together so you can make the most of them.

More Information

For information about benefits available in the event of a death or disability, visit [\[link\]](#) at ING's website or call **1-800-748-6128**.

If You Have Questions About	Who to Contact	How to Reach
401(k) and 457 Plans Need retirement plan forms	ING	1-800-748-6128 , 8:00 a.m. - 8:00 p.m.
Insurances, disability benefits, death benefits, and insurance premium payments after termination	ING	1-800-748-6128 , 8:00 a.m. - 8:00 p.m.
Conversion of life insurance at retirement and health plan booklets and bulletins for current employees	Employee Benefits Division (EBD) Civil Service Commission	1-800-788-1766
Terminating employment Verification of total hours counter	MI-HR Civil Service Commission	1-877-766-6447