

Key Features

Category	401(k) Defined Contribution Plan	401(k) Plan	457 Plan
Maximum Employee Contributions*	The lesser of \$17,000 or 100% of compensation for both pre-tax and Roth contributions combined		The lesser of \$17,000 or 100% of compensation
Mandatory Employer Contributions	4% of compensation	Not applicable	Not applicable
Employer Matching Contributions	Dollar-for-dollar up to 3% of compensation	Not applicable	Not applicable
Loan Provisions	YES — a minimum of \$1,000 and a maximum of 50% of vested account balance or \$50,000		NO
Catch-Up Provisions			
<i>Age 50+ Catch-Up</i>	Anyone age 50 or over can contribute an additional \$5,500		Anyone age 50 or over can contribute an additional \$5,500, but not in the same year as Traditional Catch-Up
<i>Traditional Catch-Up</i>	Not applicable	Not applicable	Increases maximum contributions to twice the annual limit — must meet eligibility requirements
Service Credits for Defined Benefit Plans	Not applicable	You may be eligible to purchase or reinstate service credits	You may be eligible to purchase or reinstate service credits
Vesting (<i>ownership of employer contributions</i>)	50% after 2 years of service 75% after 3 years of service 100% after 4 years of service	Not applicable	Not applicable
Rollover / Transfer OUT of Plan	Rollover to IRA or other plan that allows transfers in		Rollover to IRA or other plan that allows transfers in
Rollover / Transfer FROM Another Plan	YES — from Traditional IRAs, SEP-IRAs, 401(k), 401(a), and 403(b) plans		YES — from 457 plans only
Early Withdrawal Penalty	Pre-tax and employer contributions — 10% of amount withdrawn before age 59½. Some exceptions apply. Roth contributions — the earnings portion becomes taxable and a 10% penalty is assessed for withdrawals if taken before age 59½ and account has been held for less than five years.		NO
Over Age 59 ½ Withdrawal	Anyone over age 59 ½ can take distributions from their account. Such distributions are taxable as ordinary income unless being rolled over.		Not applicable
Taxability of Distributions	Payments may be subject to Michigan income tax under Public Act 38 that was signed into law in 2011. The first tax returns affected will be the calendar year 2012.	Taxable to Federal and State of Michigan	Taxable to Federal and State of Michigan
	No taxes on qualified withdrawals from Roth 401(k) if age 59½ or older and money has been held in Roth account for at least 5 years		

* The maximum annual contribution may be contributed to both the 401(k) and 457 plans each year. Dollar amounts are for 2012.