

EMPOWER RETIREMENT

Understanding your 401a and 457b Plans



Easy



Automatic



Tax
Savings



Employer
Oversight

How your 401a Works

Requirements

Employees contribute 6% to the defined contribution plan each paycheck.

Your employer contributes 8% each paycheck.

*Your account is accessible upon separation of service or retirement. There is no loan provision.





Vesting

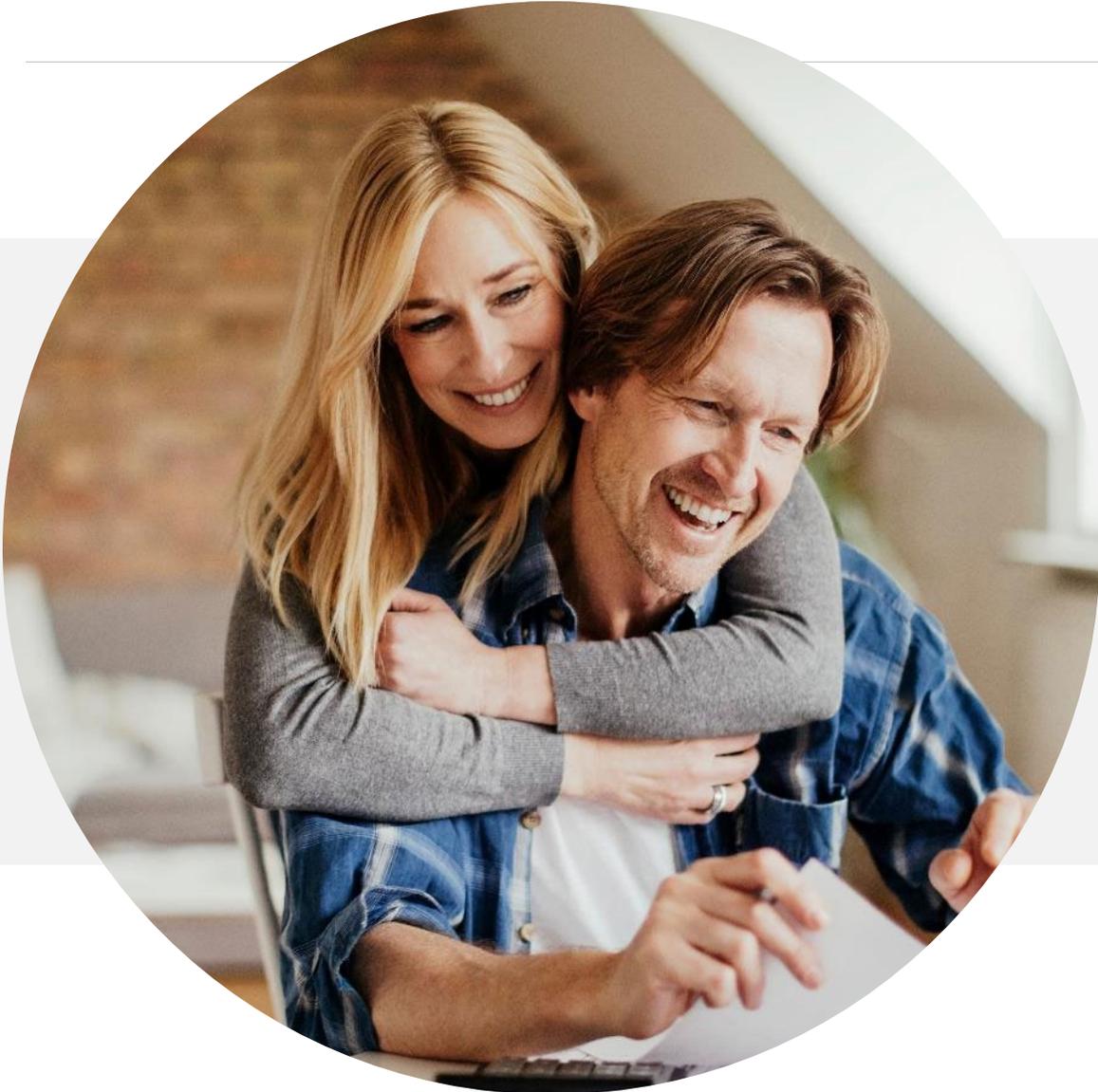
Employer contributions are subject to a vesting schedule

Employer Contributions become fully vested upon reaching 5 years of service.

Year 1	Year 2	Year 3	Year 4	Year 5
20%	40%	60%	80%	100%

Your contributions are always 100% vested

Your 457b Matching Opportunity

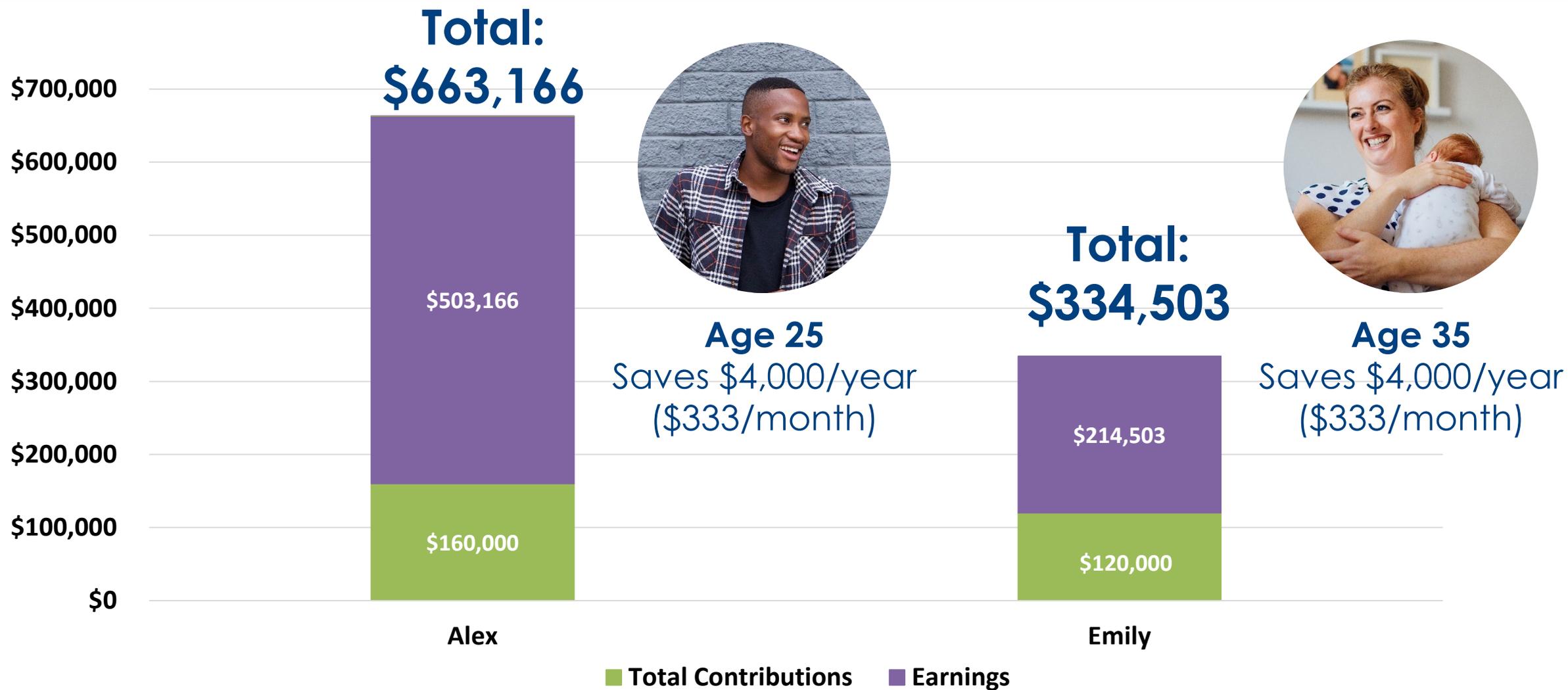


If you save **AT LEAST 4%** into your 457b plan
you will receive an extra 2% in your
401a plan

In 2022, you can contribute up to
\$20,500 per year, and an additional
\$6,500 if you are age 50 or older



The Power of Saving



For illustrative purposes only. Assumptions: 6% investment return, retirement at age 65



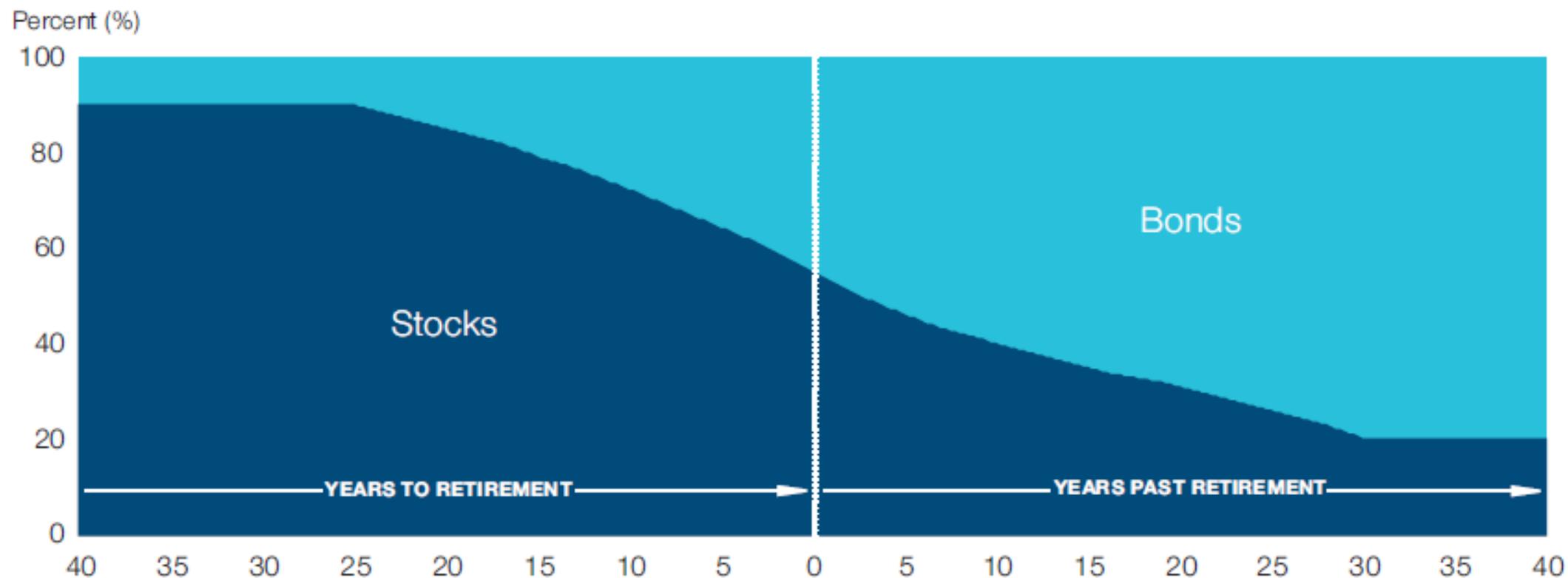
Target Date Funds

Vanguard Target Date Retirement Series

- 
- Estimate the year of your retirement
 - Select fund closest to your retirement year
 - Invest 100% of savings in the fund
 - Investment professionals manage the fund



How Target Date Funds Work





Consolidation Options

Multiple Plans

401(k)
plan

403(b)
plan

Governmental
401(a)/
457(b) plan

Current Plan

401 (a) plan

A direct rollover is tax-free. Call 888-526-6905 for assistance



Empower is Here to Help



Online

www.retiresmart.com



By phone

1-800-743-5274



RetireSMART Mobile app



Questions?

Email:

Empower@fultoncountyga.gov

***Please include your plan name in the subject line**

Investment Notes

Please consider an investment option's objectives, risks, fees, and expenses carefully before investing.. You could lose money by investing.

If a retirement plan fully or partially terminates its investment in The Guaranteed Interest Account (GIA), SF Guaranteed, Fixed Interest Account or SAGIC investment option, the plan receives the liquidation value of its investment, which may either be more or less than the book value of its investment. As a result of this adjustment, a participant's account balance may be either increased or decreased if the plan fully or partially terminates the contract with MassMutual. You could lose money by investing in the fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to the fund, and you should not expect that the sponsor will provide financial support to the fund at any time.

Risks of investing in inflation-protected bond investments include credit risk and interest rate risk. Neither the bond investment nor its yield is guaranteed by the U.S. Government.

High yield bond investments are generally subject to greater market fluctuations and risk of loss of income and principal than lower yielding debt securities investments.

Investment option(s) that track a benchmark index are professionally managed investments. However, the benchmark index itself is unmanaged and does not incur fees or expenses and cannot be purchased directly for investment.

Participants with a large ownership interest in a company or employer stock investment option may have the potential to manipulate the value of units of this investment option through their trading practices. As a result, special transfer restrictions may apply. This type of investment option presents a higher degree of risk than diversified investment options under the plan because it invests in the securities of a single company.

Investment Notes

Investments in companies with small or mid market capitalization (“small caps” or “mid caps”) may be subject to special risks given their characteristic narrow markets, limited financial resources, and less liquid stocks, all of which may cause price volatility.

International/global investing can involve special risks, such as political changes and currency fluctuations. These risks are heightened in emerging markets. You cannot transfer into international/global investment options if you have already made a purchase followed by a sale (redemption) involving the same investment within the last sixty days. Other trading restrictions may apply. Please see the investment’s prospectus for more details.

A significant percentage of the underlying investments in aggressive asset allocation portfolio options have a higher than average risk exposure. Investors should consider their risk tolerance carefully before choosing such a strategy.

An investment option with underlying investments (multi-investment options and any other offered proprietary or non-proprietary asset-allocation, lifestyle, lifecycle or custom blended options) may be subject to the expenses of those underlying investments in addition to those of the investment option itself.

Investments that invest more of their assets in a single issuer or industry sector (such as company stock or sector investments) involve additional risks, including unit price fluctuations, because of the increased concentration of investments.

Investments may reside in the specialty category due to 1) allowable investment flexibility that precludes classification in standard asset categories and/or 2) investment concentration in a limited group of securities or industry sectors. Investments in this category may be more volatile than less-flexible and/or less-concentrated investments and may be appropriate as only a minor component in an investor's overall portfolio.

Investment Notes – Target Date Funds

Generally, target retirement date (lifecycle) investment options are designed to be held beyond the presumed retirement date to offer a continuing investment option for the investor in retirement. The year in the investment option name refers to the approximate year an investor in the option would plan to retire and likely would stop making new contributions to the investment option. However, investors may choose a date other than their presumed retirement date to be more conservative or aggressive depending on their own risk tolerance. Target retirement date (lifecycle) investment options are designed for participants who plan to withdraw the value of their accounts gradually after retirement. Each of these options follows its own asset allocation path (“glide path”) to progressively reduce its equity exposure and become more conservative over time. Options may not reach their most conservative allocation until after their target date. Others may reach their most conservative allocation in their target date year. Investors should consider their own personal risk tolerance, circumstances and financial situation. These options should not be selected solely on a single factor such as age or retirement date. Please consult the prospectus (if applicable) pertaining to the options to determine if their glide path is consistent with your long-term financial plan. Target retirement date investment options’ stated asset allocation may be subject to change. Investments in these options are not guaranteed and you may experience losses, including losses near, at, or after the target date. Additionally, there is no guarantee that the options will provide adequate income at and through retirement.