



## The NC 457 Plan

The NC 457 Plan is a deferred compensation plan available exclusively to North Carolina public employees. This includes full-time, part-time and temporary employees. The Plan is also available to elected and appointed officials, along with rehired retired employees. North Carolina state and local government employers offer this Plan to help you reach your retirement savings goals by taking advantage of:

- **Automatic payroll deductions.** Contributions to the NC 457 Plan are made through payroll deduction.
- **You may change or stop your contribution at any time, and no minimum contribution is required.**
- **Contribution limits.** The maximum contribution is \$18,000, unless you are age 50 or older this year. In that case, you could contribute an additional \$6,000, for a total of \$24,000. Employer contributions, if applicable, reduce the annual maximum that you may contribute.
- **The potential for employer contributions.** To find out if your employer offers a contribution toward your NC 457 Plan account, contact your Human Resources or Benefits Office.
- **100% vesting.** You are fully vested in the Plan from your first contribution to your last. To be “vested” means to own, which means the money is always yours.
- **Penalty-free withdrawals.** Withdrawals from your NC 457 Plan account are **never** subject to a 10% federal income tax penalty, regardless of your age at the time of withdrawal. However, state and federal income taxes may still apply, depending on the source of your withdrawal. Unless it is a qualified withdrawal from your NC 457 Plan Roth balance, taxes would be based upon the tax rates in effect the year in which the withdrawal is taken.
- **Convenient asset consolidation.** To simplify your financial life, the NC 457 Plan allows for rollovers from other retirement plans you may have from former employers including 401(k), 401(a), 403(b), Governmental 457 and TSP plans, and some IRAs.
- **Multiple investment choices.** Invest in vehicles that range from high growth to highly conservative, so you can make the most appropriate choice to meet your savings goals.
- **Simple investing with GoalMaker®** GoalMaker is an optional, easy-to-use asset allocation program, available at no additional cost, that automatically guides you to an age-appropriate investment mix based on your investor style.
- **Quarterly statements to keep you informed.** Summary statements are provided after the end of a quarter to help you monitor activity in your account. Statements are mailed to the address on record for your account. As an alternative, you may elect to receive e-statements at any time. A more detailed statement can be provided by changing your preferences.
- **One-on-one help.** The NC 457 Plan has knowledgeable Regional Retirement Education Managers strategically located throughout North Carolina to answer your retirement questions and help you to get the most from your participation in the Plan. These industry-licensed representatives are a no-cost resource available to Plan members by phone, email or in person.
- **Online retirement planning tools.** You may access your account 24 hours a day, 7 days a week for account inquiries and changes to your contribution amount, investments, mailing address or beneficiary information. You may also access a host of retirement articles, interactive calculators and other resources. To learn more, visit [www.NCPlans.prudential.com](http://www.NCPlans.prudential.com).

## Flexible ways to contribute – choose one or both of the following contribution options:

### • Traditional pre-tax contributions

Pre-tax contributions are automatically deducted from your paycheck **before** any current federal or state income taxes are taken out, therefore, reducing your taxable income. As a result, your take-home pay is not impacted by the full amount of your contribution. Additionally, these contributions grow tax-deferred until withdrawal. At that point, federal and state income taxes will be incurred.

### • Roth after-tax contributions

Roth contributions are automatically deducted from your paycheck **after** current taxes are paid and therefore reduce your take-home pay dollar for dollar. Roth contributions and earnings grow tax-deferred and can benefit members who anticipate being in a higher tax bracket while in retirement and would rather pay taxes at today's tax rate. Qualified distributions are federal income tax free.\*

You save per month	\$25	\$100	\$200	\$300
<b>10 years</b>	\$4,327	\$17,308	\$34,617	\$51,925
<b>15 years</b>	\$7,924	\$31,696	\$63,392	\$95,089
<b>20 years</b>	\$13,023	\$52,093	\$104,185	\$156,278
<b>30 years</b>	\$30,499	\$121,997	\$243,994	\$365,991

Assumes 7% annual return. Data shown is for illustrative purposes only and is not intended to represent performance of any specific investment, which may fluctuate. **It is possible to lose money by investing in securities.** No taxes are considered in the calculations; generally, withdrawals are taxable at ordinary rates.

## Special “One-Time” Contributions

If you wish to defer additional compensation that will be deducted for only one payroll cycle for reasons such as longevity payments, or final payouts of unused vacation and/or bonus leave, you may coordinate this deduction with your payroll office. Plan members should obtain a One-Time Contribution form through the Plan website under Plan Forms at [www.NCPlans.prudential.com](http://www.NCPlans.prudential.com). Submit the completed form directly to your payroll office. Total annual contributions may not exceed IRS limits.

## Consolidate with Rollovers into the NC 457 Plan

The Plan accepts rollovers from other qualified retirement plans you may have from former employers, including 401(k), 401(a), 403(b), governmental 457 plans and TSP Plans, as well as Traditional, Conduit, SIMPLE and SEP IRAs. Under current IRS guidelines, Roth IRAs are not eligible for rollover into the Plan. All rollover requests must receive pre-approval from the Plan before funds can be received.

Initiating a rollover into your NC 457 Plan is easy, and it offers many benefits, including:

- The simplicity of all your retirement savings reported on one quarterly statement and on the Annual Benefits Statement, making it easier to monitor your accounts and stay on track toward your retirement savings goals.
- The potential to save money through reduced plan fees.
- The convenience of managing all of your retirement savings through one website, one phone number, and with one point of contact for your retirement account questions.
- The ease of asset allocation, since it's simpler to maintain an investment strategy among your various investments when you can see how they work together.

Before rolling over assets from other retirement plans, you should contact the current provider to inquire about fees or other surrender charges that may be assessed.

For assistance with a rollover into the NC 457 Plan, contact your Regional Retirement Education Manager or log in to your NC 457 Plan account at [www.NCPlans.prudential.com](http://www.NCPlans.prudential.com), view details and click on “Roll Money In,” or call **1-866-NCPlans** (1-866-627-5267).

\* There are two separate sets of rules for taking distributions from your NC 457 Roth account on a tax-free basis. The first NC 457 Plan rule states you can only take a distribution after you (i) separate from service or (ii) attain age 70½ while still in service. The second, an IRS rule, defines what is considered a “qualified” distribution from a Roth Account in order to be tax free.\*\* Taken together, this means that you can withdraw money from your NC 457 Roth Account tax free once you meet the following criteria: The first Roth contribution to your account must remain in your account for at least five tax years AND a) you have separated from service and are 59½ or older, or b) you have separated from service due to a death or disability retirement, or c) you are still working and are at least 70½. If your withdrawal does not meet these conditions, then the Roth earnings – but not the Roth contributions – may be subject to state and federal income taxes.

\*\* The criteria outlined by the IRS is for tax-free treatment for federal income tax purposes. Your withdrawal may also be eligible for state tax-free treatment.

# Choose from a lineup of investment options or have GoalMaker do it for you!

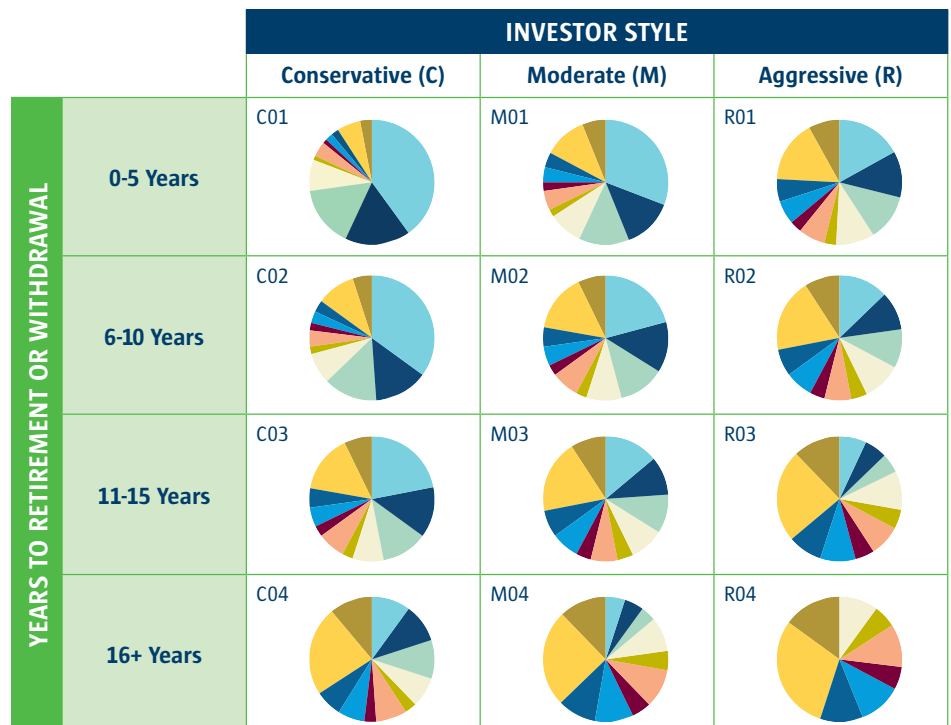
## Investment Options

PORTFOLIOS***		C01	C02	C03	C04	M01	M02	M03	M04	R01	R02	R03	R04
		0-5yrs	6-10yrs	11-15yrs	16+yrs	0-5yrs	6-10yrs	11-15yrs	16+yrs	0-5yrs	6-10yrs	11-15yrs	16+yrs
INVESTMENT OPTIONS	NC Stable Value	40%	35%	22%	10%	31%	21%	14%	5%	17%	13%	7%	0%
	NC Fixed Income Index	17%	14%	13%	10%	13%	13%	10%	5%	12%	10%	6%	0%
	NC Fixed Income	16%	14%	12%	10%	13%	12%	10%	4%	12%	10%	5%	0%
	NC Inflation Responsive	8%	8%	8%	8%	9%	9%	9%	9%	10%	10%	10%	10%
	NC Large Cap Value	1%	2%	3%	3%	2%	3%	4%	5%	3%	4%	5%	6%
	NC Large Cap Index	4%	4%	7%	8%	5%	7%	7%	10%	7%	7%	8%	11%
	NC Large Cap Growth	1%	2%	3%	3%	2%	3%	4%	5%	3%	4%	5%	6%
	NC Small Mid Cap Value	2%	3%	5%	7%	4%	5%	7%	10%	6%	7%	9%	11%
	NC Small Mid Cap Index	This Fund is available as a standalone investment option only and is not available within the GoalMaker portfolios.											
	NC Small Mid Cap Growth	2%	3%	5%	7%	4%	5%	7%	10%	6%	7%	9%	11%
	NC Global Equity	6%	10%	15%	23%	11%	15%	19%	25%	16%	19%	24%	30%
	NC International Index Fund	This Fund is available as a standalone investment option only and is not available within the GoalMaker portfolios.											
	NC International	3%	5%	7%	11%	6%	7%	9%	12%	8%	9%	12%	15%

## GoalMaker Portfolios

When it comes to making investment decisions, you can take one of two approaches. You can create your own mix of funds (fund options shown above) or you can elect GoalMaker, an optional, easy-to-use asset allocation program available at no additional cost. Using your time horizon to retirement and your investment risk tolerance, GoalMaker selects a model portfolio for you.

If you're already in the NC 457 Plan, you can enroll in GoalMaker by calling **1-866-NCPlans** (1-866-627-5267), by logging in to your account at **www.NCPlans.prudential.com** or by working with your Regional Retirement Education Manager.



\*\*\* Investment of your account balance according to a GoalMaker portfolio can and will be cancelled at any time if you direct Prudential to invest your account according to an investment allocation of your own design. The GoalMaker portfolios are subject to change, including, for example, the replacement of investment options and the change of investment options as a percentage of the portfolio. You will be notified in writing in advance of any such changes. Application of asset allocation and diversification concepts does not ensure safety of principal and interest. **It is possible to lose money by investing in securities.**

## Accessing your money while you are employed

We understand that there may be times when you need to access the funds in your retirement account sooner rather than later. The NC 457 Plan gives you the flexibility to do this through:

- **Loans<sup>1</sup>.** Active employees may be eligible to borrow money from their account for any purpose. Loans are repaid through payroll deduction, with the interest paid directly to your account. The minimum loan is \$1,000, and the maximum loan is 50% of your account value, up to \$50,000. You have up to five years to repay a loan. There's also a 15-year repayment allowed for the purchase of a primary residence. You may only have one loan outstanding at any time.  
*There is a \$60 processing fee for taking out a loan.*
- **Low account value/Inactive account exception.** You are allowed to withdraw your funds after 24 consecutive months with no contributions and an account value of less than \$5,000 without penalty, but the amount may be subject to ordinary income tax.
- **In-service distributions<sup>2</sup>.** Plan members who are 70½ or older can withdraw or roll over all or part of an account balance to another qualified retirement savings vehicle, like an IRA. In addition, and regardless of age, members may elect to roll over all or a portion of their balance to the North Carolina Retirement Systems to purchase service credits—this type of distribution is NOT subject to ordinary income tax.
- **Hardship withdrawals.** There are several types of hardship withdrawals available, depending on the circumstances. Qualifying hardship withdrawals include:
  - Medical expenses not covered by insurance for you, your spouse or dependents
  - Payments to prevent eviction from your principal residence, or foreclosure on the mortgage of your principal residence
  - Funeral/burial expenses for a parent, spouse, child or other dependent
  - Certain expenses relating to the repair of damage to your principal residence

## When you leave employment, you can choose what to do with your money in the NC 457 Plan

- **Leave your funds in the Plan.** Contributions to the Plan stop when you leave employment, but the investments in your account remain invested and continue to work for you. Federal rules require that you must begin taking minimum distributions by April 1 in the year following the year that you turn age 70½, provided you are no longer working for the plan sponsor (employer).
- **Take a systematic withdrawal (periodic payments to fit your need).** You can opt to receive monthly, quarterly, semiannual or annual installment payments.
- **Take a full or partial lump-sum withdrawal.** This option allows you to withdraw all or a portion of your entire account balance on an as-needed basis at your discretion.
- **Roll over all or a part of your balance to an eligible employer-sponsored retirement plan or to an Individual Retirement Account (IRA)<sup>3</sup>.** A rollover to a qualified plan is not subject to taxes or penalties provided the check is made payable to the financial institution receiving the funds.
- **Generate monthly lifetime income.** Transfer all or a portion of your pre-tax account balance to the North Carolina's Teachers' and State Employees' Retirement System (TSERS) or the Local Government Employees' Retirement System (LGERS), where it can be paid as a monthly benefit for your lifetime and/or the lifetime of your designated survivor. At or after retirement with TSERS or LGERS, Plan members can select from a variety of income stream options in addition to their monthly pension benefit. This one-time, (irrevocable) transfer is only applicable to pre-tax contributions, including funds rolled into the Plan and any employer contributions.

### Questions?

Call 1-866-NCPlans (1-866-627-5267) or visit the Plan Website at [www.NCPlans.prudential.com](http://www.NCPlans.prudential.com). You may also contact your Regional Retirement Education Manager, **FirstName LastName**, at 1-000-000-0000 or [firstname.lastname@prudential.com](mailto:firstname.lastname@prudential.com).

NC Plans Processing Center • P.O. Box 5340 • Scranton, PA 18505

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<sup>1</sup>If you leave employment with an outstanding loan balance, the entire balance must be paid within 90 days of the date you separate from service. Any balance that remains unpaid after that time will be considered "defaulted" and will be reported to the IRS as taxable income, unless you contact Prudential Retirement to re-amortize the loan for a fee.

<sup>2</sup>Amounts rolled over to another qualified retirement savings vehicle or used to purchase service credits are not subject to current income tax.

<sup>3</sup>You can indirectly roll over funds within 60 days of receipt but the payment made to you will be subject to 20% mandatory federal income tax withholding on the taxable portion of your withdrawal so you would need to make up that amount from other funds in order to roll over the entire amount and continue to defer taxation.

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