

Kern County 457 Deferred Compensation Plan

Plan Highlights

Saving for the future is important, and the Kern County 457 Deferred Compensation Plan (the “Plan”) can help support your retirement savings strategy. For details on all of the Plan’s benefits, investments and features, visit the Plan website at KernCounty457.com or call Voya’s Retirement Readiness Service Center at **(800) 584-6001**.

Getting Started

What is a 457 deferred compensation plan?

A governmental 457(b) deferred compensation plan is a retirement savings plan that allows eligible Kern County employees to supplement any pension benefits provided by Kern County Employees’ Retirement Association (KCERA) by saving and investing pre-tax dollars through a voluntary salary contribution. Contributions and any earnings on contributions are tax-deferred until money is withdrawn. Distributions are subject to ordinary income tax.

Who is eligible to enroll?

All current full-time employees of Kern County are immediately eligible to participate in the Plan.

When am I vested in the Plan?

Immediately. Vesting refers to the percentage of your account you are entitled to receive from the Plan upon the occurrence of a distributable event (e.g. retirement or separation from service). Your contributions to the Plan and any earnings they generate are always 100% vested (including rollovers from previous employers).

Contributing to the Plan

Does Kern County make a matching employer contribution?

By participating in the Kern County Deferred Compensation Plan, you may be eligible for the Plan’s matching contribution. The Plan provides an employer match equal to 100% of your contribution amount for each pay period, but shall not exceed 6% of your compensation for the same bi-weekly pay period. Please note, most Kern County general KCERA Tier II members are eligible for the match. Please verify your match eligibility with employer.

What are the 457 deferred compensation contribution limits?

Every year, the IRS announces the latest contribution limits for retirement savings accounts. Please refer to www.voya.com/IRSlimits for current limitations.



May I roll over my account from my former employer's plan?

Yes. However, only balances from an eligible governmental 457(b), 401(k), 403(b) or 401(a) plan or an IRA may be rolled over to the Plan. Please check with your local Voya representative for assistance in determining if your former employer's plan may assess any fees as a result of the rollover.

Investing Your Contributions

What are my investment options?

A wide array of core investment options is available through your Plan. Each option is explained in further detail in your Plan's fund fact sheets. Investment option information is also available through the Plan website at **KernCounty457.com**.

In addition to the core investment options, a Self-Directed Brokerage Account (SDBA) is available. The SDBA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the SDBA. There is a \$50 annual fee applied should you wish to utilize the SDBA, as well as any trading costs you incur within the SDBA.**

Managing Your Account

How do I keep track of my account?

Voya will mail you a quarterly account statement showing your account balance and activity. You can also check your account balance and move money among investment options on the Plan website at **KernCounty457.com** or by calling Voya's Retirement Readiness Service Center at **(800) 584-6001**.

How do I make investment or contribution rate changes?

The Plan gives you 24/7 access to your account to make contribution or investment changes at any time.

- **Web:** **KernCounty457.com**
- **Mobile:** Search "Voya Retire" at your mobile app store of choice and download and use the Voya Retire app.¹
- **Phone:** Voya's Retirement Readiness Service Center **(800) 584-6001** (available Monday through Friday, during the hours of 5:00 a.m. to 6:00 p.m. (Pacific Time).

¹ iPhone and iPod touch are trademarks of Apple Inc., registered in the U.S. and other countries. App Store is a service mark of Apple Inc. Android is a trademark of Google Inc.

Distributions

When can I receive a distribution from my account?

Qualifying distribution events are as follows:

- Retirement
- Permanent disability
- Unforeseeable emergency (as defined by the Internal Revenue Code provisions)
- Severance of employment (as defined by the Internal Revenue Code provisions)
- Attainment of age 72
- Death (upon which your beneficiary receives your benefits)
- In-service transfer to purchase service credit

Each distribution is subject to ordinary income tax except for an in-service transfer to purchase service credit from KCERA.

What are my distribution options?

1. Leave the value of your account in the Plan until a future date.
2. Your Plan allows you to receive payment in one of the following forms:
 - Periodic payments;
 - Partial lump sum with remainder paid as periodic payments; or
 - A lump sum.
3. Roll over your account balance to an eligible governmental 457(b), 401(k), 403(b) or 401(a) plan or to an IRA.

Designating a Beneficiary(ies)

You can review and update your beneficiary(ies) with Voya as follows:

- Online by logging in to your account at **KernCounty457.com**, or
- By calling and speaking with Voya's Retirement Readiness Service Center at **(800) 584-6001**

Fees

Are there any recordkeeping or administrative fees to participate in the Plan?

The current total annual Plan administration fee, charged quarterly to all participants, 0.06%. This fee is for recordkeeping and administrative services provided to the Plan by Voya and the County. Participants are charged this fee on the first \$350,000 of their account balance.

This fee is prorated and charged quarterly to your account. It appears as a line item on your quarterly account statement

Are there any fees for the investment options?

Each investment option has an investment management fee that varies by investment option. These fees are deducted by each investment option's management company before the daily price or performance is calculated. Fees pay for trading individual securities in the underlying investment options and other management expenses. Funds may impose redemption fees on certain transfers, redemptions, or exchanges. For more information, please refer to the fund prospectus.

Are there any distribution fees?

There are no distribution fees when withdrawing money from the Plan.

Loans

Your plan allows you to take a loan. There is a one-time \$75 loan initiation fee and no annual maintenance charges. For more information on fees, terms, and to determine if you qualify, call Voya's Retirement Readiness Service Center at **(800) 584-6001**, or log in to your account at **KernCounty457.com**.

Taxes

How does my participation in the Plan affect my taxes?

Because your contributions are taken out of your paycheck before taxes are calculated, you pay less in current income tax. You do not report any current earnings or losses on your account on your current income tax return either. Your account is tax-deferred until you withdraw money, usually at retirement.

Distributions from the Plan are taxable as ordinary income during the years in which they are distributed or made available to you or to your beneficiary(ies) at your then current tax rate.

Investment Assistance

Can I get help with my investment decisions?

Yes. You have access to a dedicated local Voya representative, Liliانا Fahel*, based in the Treasurer's Office at 1115 Truxtun Ave. in Bakersfield. The local representative can help you create or fine tune your retirement planning strategy and is an excellent source of information about the Plan. Additionally, there are financial calculators and tools on the Plan website that can help you determine which investment options might be best for you if you would like to construct your Plan account yourself.

How can I get help choosing my investment options?

Saving in your retirement plan is easy – but it can be hard to know if your investment selections and savings rate decisions will lead to meeting your retirement goals. To help you feel more in control of your financial future, the County has teamed up with the investment professionals at Morningstar Investment Management, LLC to offer advice personalized just for you.

The Morningstar® Retirement Manager^{SM2} service lets you choose from two simple solutions based on your level of investment experience and the amount of time you want to spend managing your retirement plan account.

- Prefer a helping hand while still maintaining control over your investments? Then consider the **Manage My Plan Manually** and receive investment advice, tools and resources to help you make informed decisions at no additional cost.
- Want an investment professional to manage your account for you? With **Have Morningstar Manage My Plan** you will receive personalized advice and guidance from the investment professionals at Morningstar Investment Management. Service that puts recommendations into action for you on an ongoing basis. The quarterly fee will be 45 bps per year (that's \$11.25 a quarter per \$10,000).

IMPORTANT: The projections or other information generated by Morningstar® Retirement ManagerSM regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results (including investment results) and are not guarantees of future results. Results may vary with each use and over time.

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For More Information

Contact your local Voya representative, Liliana Fabel, at (661) 868-3467 or Voya's Retirement Readiness Service Center at **(800) 584-6001**.

Learn more and enroll today!

To join or learn more about the Kern County 457 Deferred Compensation Plan, visit the Plan website at **KernCounty457.com** and click on "Enroll Now" or call the Information Line at **(800) 584-6001**. The website provides information regarding your Plan, and enrollment portal, financial education information, financial calculators, and other tools to help you manage your account.

You may also contact your local Voya representative to learn more about the plan or for assistance with enrolling:

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*Investment adviser representative and registered representative of, and securities and investment advisory services offered through, Voya Financial Advisors, Inc. (member SIPC).

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Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

You should consider the investment objectives, risks, and charges and expenses of mutual funds offered through a retirement plan carefully before investing. The fund prospectuses and information booklet containing this and other information can be obtained by contacting your local representative. Please read the information carefully before investing.

Mutual funds under a custodial or trust account agreement are intended as long-term investments designed for retirement purposes. Account values fluctuate with market conditions, and when surrendered, the principal may be worth more or less than the original amount invested. A group fixed annuity is an insurance contract designed for investing for retirement purposes. The guarantee of the fixed account is based on the claims-paying ability of the issuing insurance company. Although it is possible to have guaranteed income for life with a fixed annuity, there is no assurance that this income will keep up with inflation. Money taken from the plan will be taxed as ordinary income in the year the money is distributed. An annuity does not provide any additional tax benefit, as tax deferral is provided by the Plan. Annuities may be subject to additional fees and expenses, to which other tax-deferred funding vehicles may not be subject. However, an annuity does offer other features and benefits, such as lifetime income payments and death benefits, which may be valuable to you.

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Kern County
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