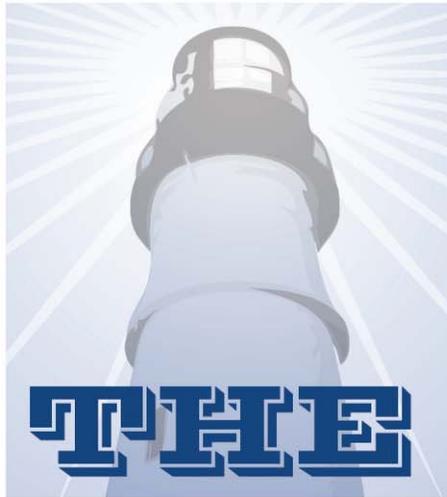


# SEE THE WAY



## State of Maine Deferred Compensation Plan



The Deferred Compensation Plan provides a convenient way for you to save and invest for retirement on a regular basis. With this plan, you set aside money for retirement and you don't pay taxes on that money, or on any earnings from your investments, until you take a distribution from the plan.

Plan Highlights	Details
<b>Your Contributions</b>	<ul style="list-style-type: none"><li>• Your contributions are deducted before you pay current income taxes, so you save on taxes now while building savings for your future.</li><li>• You don't have to remember to save — once you enroll, your contributions will be withheld directly from each paycheck by automatic payroll deduction.</li><li>• The minimum contribution is \$20 per biweekly payroll period.</li><li>• You can change your contribution amount — or stop contributing — at any time. When you make a change, it takes effect on the first day of the following month.</li><li>• Your annual contributions to this plan, when combined with contributions to any other 457(b) plan, cannot go above the Internal Revenue Service (IRS) limit, which is \$17,500 for 2013. This limit may be adjusted from time to time as the cost of living changes.</li><li>• Participants 50 years old and older can make a special “catch-up” contribution every year — over and above the regular contribution limit. The dollar limit for this catch-up contribution is \$5,500 for 2013 and changes annually.</li><li>• If you're approaching retirement, you may also be able to take advantage of pre-retirement catch-up contributions that allow you to make up the contributions you could have made in the past, but didn't. See the Guide to Preparing for Retirement or contact your local representative from one of the financial services organizations for more information.</li></ul>

Plan Highlights	Details
<b>Investment Options</b>	<ul style="list-style-type: none"> <li>• The plan provides you with three financial services organizations (FSOs) — MassMutual, ING Financial Advisors, LLC, and VALIC — each of which offers a variety of options in which you can invest your savings.</li> <li>• Once you enroll, your contributions are sent directly to the FSO you selected. You direct how your dollars are invested and any gains or losses on your investments are applied to your account.</li> <li>• You may choose only one FSO at a time, but you can change FSOs once every 12 months.</li> </ul>
<b>Rollovers Into the Plan</b>	<ul style="list-style-type: none"> <li>• You can roll over taxable amounts into this plan from qualified plans (such as 401(k) plans and MainePERS), 403(b) plans, individual retirement accounts (IRAs) or other governmental 457(b) plans.</li> </ul>
<b>Withdrawals</b>	<ul style="list-style-type: none"> <li>• This plan is designed primarily to enable you to save for retirement. However, if you have an unforeseeable emergency <b>and</b> you meet certain very specific criteria established by the IRS, you may take a withdrawal while you are still working.</li> </ul>
<b>Receiving a Distribution</b>	<ul style="list-style-type: none"> <li>• You may request a distribution when you retire, stop working for the State of Maine or become disabled.</li> <li>• You have a number of payment options, including installments over a fixed period, annuities (monthly payments for life) and a lump sum.</li> <li>• You can avoid current income taxes by rolling over your account to another employer's plan (for example, a 401(k), 403(b) or other governmental plan) or an IRA.</li> </ul>
<b>How to Enroll</b>	<ul style="list-style-type: none"> <li>• You can enroll at any time.</li> <li>• As a first step, request an information packet from one or more FSOs, so you can review the various investment options available to you. To request an information packet, call a local FSO representative. Phone numbers for the FSO representatives are shown in the FSO Contact List, which is available online at <a href="http://www.maine.gov/deh">www.maine.gov/deh</a>. You can also call Employee Health &amp; Benefits at 207-287-6780 or 1-800-422-4503.</li> <li>• Then, arrange meetings with the FSOs that interest you. Once you've chosen an FSO, meet with your local FSO representative, who will help you complete the forms you need to enroll. You may change FSOs once every 12 months.</li> </ul>

## Questions?

For complete information on each FSO's products and services, please contact the FSOs directly. Information about each FSO is available online at [www.maine.gov/deh](http://www.maine.gov/deh) (select the Health & Benefits tab at the top of the web page, then select the "Retirement Savings Plan" from the left navigation bar).

If you have any questions about the State of Maine Deferred Compensation Plan after reading this flyer, please call 207-287-6780.