



Nevada
Deferred
Compensation

Your plan, your future

Nevada Public Employees' Deferred Compensation Program
Summary Plan Document



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STATE OF NEVADA DEPARTMENT OF ADMINISTRATION

PUBLIC EMPLOYEES' DEFERRED COMPENSATION PROGRAM

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Dear Participant:

On behalf of the Nevada Public Employees' Deferred Compensation Program (NDC), I would like to congratulate you for taking advantage of this great opportunity to invest in your financial wellness now and in the future. Establishing an NDC Account is one of the most important steps you can take in creating a personal financial wellness plan for you and/or your family. By beginning your pre-tax and/or after-tax contributions now, you will be able to participate in potential immediate and future tax benefits. Additionally, you will be building a savings plan that can eventually supplement your NVPERS Pension, Social Security, and/or any other financial resources that you may receive upon retirement or separation from Government Service.

Attached is the Summary Plan Document which gives a "Plain English" explanation of the provisions, policies, and rules that govern the NDC Plan. I encourage you to read through this Summary Plan Document. The decisions you make today about your financial future will be enhanced by understanding how this plan can benefit you and your family now and in the future. Should you desire to have a full copy of the Plan Document, want more information, or have any further questions or concerns, please feel free to contact the Nevada Deferred Compensation Administrative Office directly at (775) 684-3398 or 775-684-3397; you can also visit our website at <http://defcomp.nv.gov/>.

In conclusion, please allow me to formally welcome you to the NDC Program. We look forward to working with you now and through your financial wellness journey while helping you to supplement and prepare for your retirement. Again, thank you, and if you have questions or would like any further information, please do not hesitate to contact us.

Regards,

A handwritten signature in blue ink, appearing to read "Rob Boehmer".

Rob Boehmer
Executive Officer

Summary Plan Document

This Summary Plan Document explains the provisions, policies and rules that govern the Nevada Public Employees' Deferred Compensation (NDC) Plan. The NDC Plan document contains details of the provisions of the Plan. If a conflict exists between this Summary and the Plan document, the Plan document governs.

NDC is a voluntary retirement savings plan (offered by your employer) designed to increase your personal savings for retirement, serve as an essential supplement to your NVPERS pension, and possibly lower your current taxable income. This Plan has been adopted pursuant to Nevada Revised Statute (NRS) 287.250 – 287.370, and Internal Revenue Service (IRS) Code Section 457(b).

Joining the Plan

Enrolling in NDC is one of the most important and valuable decisions you can make while working for the NDC Administrative Office at 684-3398, or by calling the NDC contracted recordkeeper, employer. You can receive all t

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Voya Financial, at 866-464-6832 or by email at NDC@voya.com.

Eligibility

All current State of Nevada and Nevada System of Higher Education (NHSE) employees are eligible to participate in the Plan. Public employees of other qualified political subdivision that have executed an inter-local contract to participate in the Plan are also eligible.

Contributing to the Plan

You may contribute \$35.00 per pay period or \$70.00 a month up to \$19,500 in 2020 before any available catch-up contribution. Contributions to the plan may be made as before-tax contributions, after-tax contributions (Roth) or a combination of both. Please note maximum contribution amounts apply to the total yearly contribution amounts (see chart on the right) regardless of whether you choose before-tax, Roth or a combination.

Age 50 Catch-Up Contributions

In the calendar year you reach age 50, and each year thereafter, the law permits you to make Age 50

Catch-Up contributions. The Age 50 Catch-Up limit is \$6,500 in 2020. These amounts are in addition to the regular contribution limit. The Age 50 Catch-Up cannot be used simultaneously with the Special 457(b) 3-Year Catch-Up.

Special 457(b) 3-Year Catch-Up Provision

The Special 457(b) 3-Year Catch-Up provision allows you to contribute more than the amount to the Plan permitted under the regular contribution limit to “catch up” for earlier years of service when you may not have contributed the maximum amounts allowed.

Using this Catch-Up provision takes advanced planning. You should call to schedule a meeting with a member of the NDC Administrative Staff or a representative from NDC's contracted recordkeeper, Voya Financial, four (4) to five (5) years prior to the year that you expect to elect as your retirement year to discuss using the 3-Year Catch-Up provision and to ensure proper planning.

Facts you should know about the Special 457(b) 3-Year Catch-Up provision:

- To be eligible, you must have satisfied the criteria to receive a benefit (without reduction) from NVPERS.
- You are within three (3) years before the year that you expect to elect as normal retirement age.
- You must have amounts underutilized/unused from previous years you were eligible to participate in the 457(b) plan in order to qualify.
- This provision allows you as an employee to contribute more than the regular contribution limit (up to double the current year's declared contribution limit each year for three (3) consecutive years), based on the amount of prior underutilized contributions from previous years.
- Contributions must be made through payroll deductions only.
- The window of opportunity to take advantage of the 3-year Catch-Up is within the three (3) consecutive calendar tax years prior to the year that you have elected as your Normal Retirement Age.
- The 3-Year Catch-Up is a “Once in a Lifetime” opportunity that may be used one (1) time only.

Year	Regular Contribution Limits	Age 50 & Over Catch-Up Contribution Limits*	Special Catch-Up Contribution Limits*
2020	100% of compensation up to: \$19,500	For participants age 50 or older, 100% of compensation up to: \$26,000	The total of the regular limit plus missed contributions up to: \$39,000

* Participants eligible for both catch-ups in the same year cannot only use both in the same year. They can use the catch-up that permits the greatest contribution.

Tax Saver's Credit

The 2020 Adjusted Gross Income (AGI) limit for the saver's credit (also known as the retirement savings contributions credit) for low- and moderate-income workers is \$65,000 for married couples filing jointly; \$48,750 for heads of household; and \$32,500 for married individuals filing separately and for singles.

Choosing Where to Invest Your Money

You can choose to invest your contributions, in 1% increments up to 100%, in any combination of the following:

Tier 1 – Do-It-For-Me with Vanguard Target Retirement Date Funds

It's estimated that the majority of retirement investors don't have the time or desire to select and track their investments. Retirement Date Funds are designed to help those Plan participants who are unsure how to allocate their investments or want to select an investment approach that automatically incorporates an asset allocation strategy.

To select the appropriate Retirement Fund, simply determine the Fund with the 5-year increment that is closest to the year you plan to begin withdrawing funds in retirement, or simply complete the NDC EZ Enrollment Form which determines the most appropriate Retirement Fund for you based on an assumed retirement age of 65.

Tier II – Do-it-Yourself by actively or passively managing your investments

Participants may design their own asset allocation from the core menu of individual investment options. In each asset class an index fund is available for participants who desire a passive investment strategy.

For additional information on the investment options or for a fund prospectus, you can contact Voya Financial at **866-464-6832**. Before investing, carefully consider the fund's investment objectives, risks, charges and expenses. The fund prospectus contains this and other important information.

Transferring Money Among the Funds

You may transfer existing assets in your NDC account from one plan investment option to another, depending on restrictions imposed by the Plan. Transfers may be requested by calling Voya® at **866-464-6832**. All transfer requests received prior to the close of the NYSE (normally 1:00 p.m. PT) will be processed at the business day's closing price.

Restrictions on exchanges from International Equity funds (Redemption Fees)

Frequent trading has an impact on the return of any investment option. This has been a particular problem in the international equity investment options. Therefore, these options may have a limit on all re-purchases or exchanges (generally 60-days). This means that you may exchange assets out of the options at any time, however, you may be restricted on re-purchasing shares in that particular fund for a period (generally 60-days) after the last outgoing exchange from that fund.

Coordinated Trading Policy with Mutual Funds

In addition to the restrictions previously described, each mutual fund may impose exchange limitations. These restrictions are generally included in the prospectus of each mutual fund. Exchanges in excess of the exchange limitations imposed by a mutual fund may result in restrictions being placed on the account of the participants or rejection of an exchange request.

Withdrawing Money From Your Account

You are able to withdrawal money from your account while you are working and after you separate from service. The following section outlines the distribution options and the circumstances for both instances.

Distribution Options – While Still Working

Generally, you cannot withdrawal money from your NDC account before you leave employment with the State of Nevada, NSHE or a qualified political subdivision. However, there are specific circumstances under which a withdrawal may be taken prior to leaving public employment. The conditions under which benefit payments can be made while you are still working are:

- Severe financial hardship – Unforeseen Emergency Withdrawals
- Small Inactive Account withdrawal of no more than \$5,000
- Absence due to qualified military service
- Purchase Retirement Service Credit (i.e. NVPERS)



Unforeseen Emergency Withdrawals

You may request an Unforeseen Emergency Withdrawal to pay for expenses related to a severe financial emergency. Payments can only be made to the extent that insurance or money available from other sources does not cover your hardship expenses. To qualify, the emergency must result from:

- A sudden and unexpected illness or accident not reimbursed by insurance
- A loss of property due to casualty not reimbursed by insurance, or
- Another similar extraordinary and unforeseen circumstance arising as a result of events beyond your control.

Small Inactive Account Withdrawal

You may take advantage of a one-time provision to withdraw up to \$5,000 of your NDC account if you have not used this provision before and meet the following requirements:

- You are still working for your employer
- You have an NDC account value of less than \$5,000 excluding any assets you may have in a rollover account
- You have not contributed at any time in the last two years

Using Plan Assets to Purchase Retirement Service Credit

You may use your NDC plan account assets to purchase retirement service credit under a governmental defined benefit plan, such as credit in the Nevada Public Employees' Retirement System (NVPERS).

There are two steps to purchase retirement service credits. First, you must obtain documentation from NVPERS or other governmental retirement system affirming your eligibility to purchase the service credit and the purchase amount. Then you must contact the NDC Administrative Office or Voya directly to obtain the necessary forms to liquidate your NDC account at the desired amount. The Plan will liquidate plan assets to purchase the retirement service credit and send a check directly to the appropriate retirement system.

Distribution Options – When you separate from service

When you permanently leave work with the State of Nevada, NSHE, or a qualified political subdivision, you may decide either to begin to receive payments or defer payments to a future date, but not later than under the IRS minimum distribution requirements (the later of you reaching age 72 or retiring from the employer participating in this Plan). If you choose to defer payments, you will continue to accumulate earnings until benefits are paid to you. In addition, upon your death, amounts will be paid to the beneficiaries you have designated under the Plan.

Special Provisions for Military Personnel

Participants who are absent from employment due to qualified active duty military service and receive differential wage payments are treated as active employees for the purpose of participation in the Plan. This means that differential wage payments are treated as compensation that is eligible for contribution into the Plan.

To Begin Distribution

To initiate a payout for any of these reasons, call Voya at **866-464-6832** to complete the necessary forms. You may receive benefits under the eligible circumstances in a variety of ways.

1. You may take a one-time full withdrawal of your NDC account
2. Establish a regular period payment of benefits to be paid monthly, quarterly, semi-annually or annually
3. Take a partial withdrawal of your NDC account
4. Defer receiving your benefits to a later date

As long as there is a balance in your account, you may change your benefit payment option at any time.



Taxes on Distributions

The amount of federal and state income taxes (if applicable) that are withheld from benefit payments is dependent on which benefit payment option you select.

- Lump sum distributions and periodic payments of less than ten years (except when this is a Required Minimum Distribution) are subject to a mandatory 20% federal income tax withholding.
- Period payments scheduled to continue ten years or more or to be paid over your lifetime, Required Minimum Distributions, and withdrawals for Unforeseen Emergencies are subject to 10% federal income tax withholding.

Distributions are reported annually on IRS Form 1099R, which is issued in January following the calendar year in which the distribution was made. You are encouraged to talk with your tax advisor before deciding to take your distribution.

Early Distribution Penalties

Unlike other retirement plans, distributions from an IRC 457(b) plan, such as NDC, are NOT generally subject to any IRS 10% premature distribution penalty tax, regardless of age. However, if you roll amounts into the Plan from other non-457(b) plans, those rollover amounts will continue to be subject to the IRS 10% premature distribution penalty tax when withdrawn, unless you meet an IRS-permitted exception.

Minimum Required Distributions

Participants must begin receiving minimum distributions from the Plan by April 1 of the calendar year following the later of:

- The year in which they reach age 72, or
- The year in which they leave employment with the employer sponsoring the plan

Participants who do not receive minimum distributions by the required dates, timely in accordance with the IRS requirements, or who withdraw less than the minimum amount the law requires, must pay a nondeductible IRS excise tax equal to 50% of the amount not timely taken.

Minimum required distributions are not eligible for rollover and are calculated in accordance with Treasury Regulations.

Designation of Beneficiary

You must designate a beneficiary to receive your money in the Plan in the event of your death. You may name more than one beneficiary and specify the percentage of the Plan balance that each beneficiary is to receive. A beneficiary may be a person, trust, or organization, although naming someone other than an individual may have implications for the IRS minimum distribution requirements. Please discuss your beneficiary designations with your legal counsel or tax advisor.

Plan Fees

The Plan's recordkeeping, compliance and administrative costs are paid for by participants. A per-account cost of \$10.25 is assessed quarterly on all participant accounts with a total balance of \$1,000 or more, regardless of how they are invested. The \$10.25 charge will show as a line item on your quarterly statement.

Each of the investment options offered by the Plan has a fund operating expense. In addition, some mutual fund companies share fund revenue with the Plan's contracted recordkeeper, Voya. The fee amounts vary based on the investment option and are deducted directly from the fund's daily price. Any revenue received by the contracted recordkeeper from the mutual fund company that

is in excess of the recordkeeping costs is credited back to participant accounts and noted as a line item on your quarterly account statements. For a complete description, please refer to the fund prospectus or visit the NDC participant website at nevada.beready2retire.com.

The fee structure allows many participants to keep a greater proportion of their investment dollars by applying the same cost regardless of the investment options they chose. It also ensures that the cost of administering the Plan is shared equitably by all participants.

Keeping Track of Your Account

You can keep track of your account information by registering and logging into your NDC account at nevada.beready2retire.com.

You can also call Voya weekdays at **866-464-6832** for account information. You will receive quarterly NDC account statements by mail from Voya, but you can sign up for e-Delivery to receive your NDC statements and notifications electronically instead of by paper. Just log in and go to *My Profile > Communication Preferences*.

Additional Information

For additional information, visit the NDC website at defcomp.nv.gov.





Nevada Deferred Compensation

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