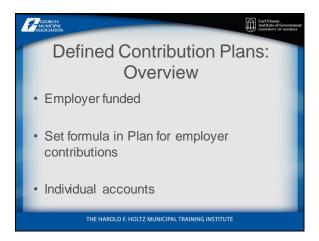
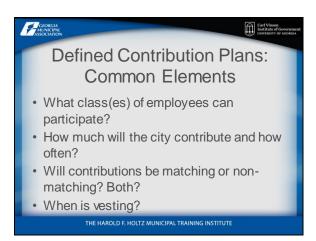


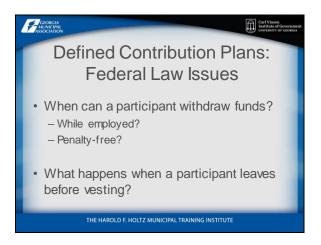
Defined Contribution and Deferred Compensation Plans • Government version of 401(k) • Benefits depend on - Amount contributed - Employee's investment decisions - Market gains and losses

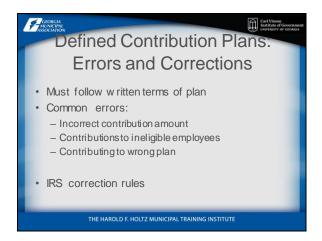


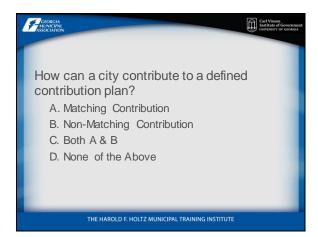
Defined Contribution Plans: Overview
 Governed by Section 401(a) of the Internal Revenue Code "Qualified Plans" usually tax exempt Plan should be written Exclusive Benefit Rule
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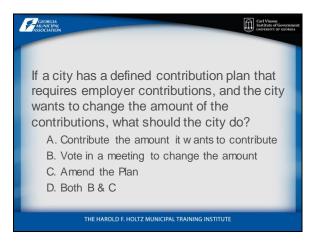
Defined Contribution Plans	ernment lorgia
Who can participate? Regular employees Bected officials	١
Who cannot participate? Independent contractors Other non-employees	١
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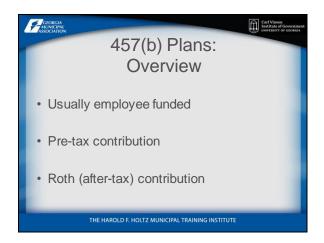


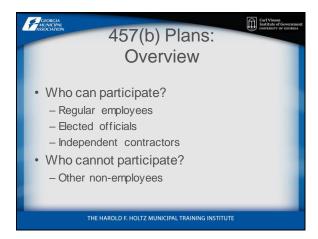


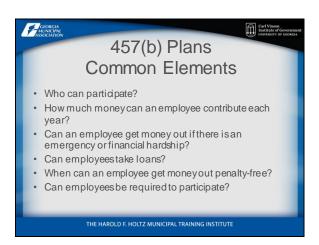












457(b) Plans: Automatic Enrollment • Employee contributions begin with first paycheck • Employees may opt-out or change deferral amount. – Must provide notice! • Research shows participation increases dramatically for plans with auto-enroll feature.

