

PLAN COMPARISON

County of San Diego Deferred Compensation



QUESTION	457(b) PLAN		401(a) PLAN
	Pre -Tax Contributions	Roth Contributions	
Who is eligible to participate?	All regular full-time and part-time County and Court employees receiving a paycheck.		All full-time and permanent part-time County and Court employees receiving a paycheck.
When may I enroll in the plan?	You may enroll in the plan at any time during your employment. Contributions are generally effective with the first paycheck of the following month.		You may only enroll in the plan during the first 90 calendar days of your employment. After that time, you are no longer eligible to enroll in the plan.
Who is the plan's administrative services provider?	Nationwide Retirement Solutions.		
How are my contributions made to the plan?	You must select a dollar amount to be deducted from your paycheck and contributed to the plan. Contributions may be made as pre-tax, Roth, or a combination of the pre-tax and Roth contributions. You may request a change in the dollar amount at any time to become effective with the first paycheck of the following month.		You must select a percentage (2.5%, 5%, 10%, 15%, 20% or 25%) of your salary to be contributed to the plan. Once chosen, the percentage may never be changed.
How are my contributions made?	Pre-tax	After tax	Pre-tax
When am I vested in the plan?	Immediately.		
What is the maximum amount that I may contribute to the plan each year?	The lesser of 100% of compensation or \$19,000 for the 2019 calendar year (combined Pre-tax and Roth contributions)		The lesser of 25% of compensation or \$56,000
When can I use the Age 50 Catch-up Provision?	You may contribute an additional amount up to \$6,000 in 2019 (combined pre-tax and Roth) if you are age 50 or older and are not using the special 3-year catch-up provision		Not available.
When can I use the 3-year Catch-up Provision?	You may contribute additional amounts during the 3 years prior to the year you reach normal retirement age if you did not defer the maximum allowed in one or more years that you were eligible to participate in this plan since 1979. This catch-up amount, plus the annual deferral limit cannot exceed the lesser of 100% of your compensation or \$38,000 in 2019 (combined pre-tax and Roth)		Not available.
Can I suspend my contributions?	YES.		YES, if an application for a hardship withdrawal has been approved.
Can I take de minimis withdrawal?	YES, if your account balance is \$5,000 or less; you have made no contributions for the previous two years; and you have received no prior distributions from the plan.		NO.
Are participant loans allowed?	NO.		YES.
Can I obtain an unforeseeable emergency distribution?	Yes, subject to IRS and plan guidelines		N/A

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Can I take a distribution upon my disability?	YES, if your disability results in your separation from service.		
Can I take a distribution if I separate from service or retire?	YES.		
Is there an additional 10% early withdrawal tax?	No, unless money has been rolled in from another qualified plan or IRA. This rollover money may be subject to an additional 10% early withdrawal tax.	No, unless money has been rolled in from another qualified plan. The earnings portion of the distribution may be subject to an additional 10% early withdrawal tax. See "How are my distributions taxed?"	Yes, if you separate from service under the age of 55, all withdrawals until you are 59½ will be subject to an additional 10% early withdrawal tax in addition to ordinary income tax. Employees separating over the age of 55 will <u>not</u> have an additional 10% early withdrawal tax on any money withdrawn.
How are my distributions taxed?	Distributions are taxed as ordinary income, unless they are rolled over to another eligible plan or traditional IRA. Amounts rolled into this plan will be subject to ordinary income tax and may be subject to an additional 10% early withdrawal tax.	Earnings from designated Roth contributions will be subject to ordinary income taxes upon distribution if the distribution is Non-Qualified. A Qualified distribution is a distribution which is made five or more years after January 1 of the first year a Roth contribution was made, AND the distribution is made on account of attainment of age 59½, disability or death. In addition, the earnings from Designated Roth Accounts which are rolled over into this plan will be subject to ordinary income tax and may be subject to an additional 10% early withdrawal tax if the distribution is Non-Qualified. Designated Roth Contributions are not subject to ordinary income tax or an additional 10% early withdrawal tax.	Distributions are taxed as ordinary income. Distributions prior to age 59½ may be subject to an additional 10% early withdrawal tax unless an exception applies or funds are directly rolled over to another eligible plan or traditional IRA.
Are my beneficiaries eligible for a distribution upon my death?	YES.		
Can I rollover or transfer my funds to another 457(b), 401(a), 401(k) plan or IRA?	YES, after separation from service. Certain conditions may apply.	YES, after separation from service but only to another plan with a Roth account or to a Roth IRA.	YES, after separation from service. Certain conditions may apply.
May I change the way I receive my distributions?	YES.		
May I use my funds to purchase service credit in a governmental defined benefit plan?	YES. If the defined benefit plan will accept pre-tax and/or Roth funds for this purpose.		YES. If the defined benefit plan agrees to accept funds from this plan for this purpose.

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This document was created to help educate participants about the County of San Diego Deferred Compensation Plan and is intended only to provide a general summary of the Plan and its features. In the event there are any inconsistencies between this document and the Plan Document, the Plan Document will govern.

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