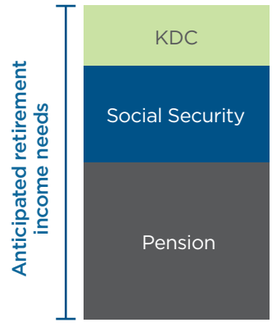
What is Kentucky Deferred Compensation?

Kentucky Deferred Compensation (KDC) is a tax-deferred retirement savings plan offered to all state, public school and university employees, and employees of local political subdivisions that have elected to participate.

Why participate?

Chances are Social Security benefits, plus your state and other system retirement, will not provide enough income to maintain your current standard of living. You contribute to a supplemental retirement plan so that you consistently save with the goal of having additional income at retirement. KDC helps bridge the gap between what you'll collect from your pension and what you'll need for retirement.



KDC advantages:

Easy enrollment—Only one form and a few minutes are needed to get started.

You decide how much to save—Contribute as little as $30 per month or as much as the IRS allows.

Convenient—Contributions are automatically deducted from your paycheck.

Flexible—Change investments and contribution amounts whenever you want.

Accessible—Manage your account online anytime, day or night, at **kentuckydcp.ky.gov**.

Low cost—As a Kentucky State Government program, KDC has no profit incentive. We pass our cost savings on to our participants. For additional information regarding fees, please check our site at:

kentuckyplans.com/fees

Local reps—There are KDC Retirement Specialists located across the Commonwealth, so you are sure to have one near you.

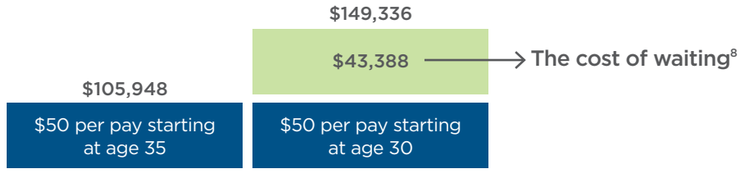
Plan options & features:

- 457(b) Plan—pretax contributions
- 401(k) Plan—pretax contributions and the following after-tax contribution options:
  - Roth 401(k)
  - Deemed Roth IRA
  - Deemed traditional IRA

Why start now?

Two important factors that may help your account grow are **time and compounding**.

Compounding is simply your money earning money. It's never too late to start saving, and waiting can impact the amount you are able to save. Use time to your advantage and invest as much as you can throughout your career. Even conservative investing can potentially impact your plans for income in retirement.



[8] This illustrates the principle of time and compounding interest. It is based on 26 pay periods per year and uses an assumed yield of 6%. If fees, taxes and expenses were reflected, the return would have been less. These hypothetical illustrations are not intended to predict or project the investment results of any specific investment. Investments involve market risk, including possible loss of principal. Past performance cannot guarantee future results.

Get started today. We can help.

1-800-542-2667 or 502-573-7925

kentuckydcp.ky.gov

Kentucky Deferred Comp
Kentucky's *official* supplemental retirement plan

Kentucky Personnel Cabinet

This document is only a summary of Plan provisions, which are subject to change. Every effort has been made to accurately describe Plan provisions in this Program Summary. However, if there is an error, misstatement or omission in this material, the appropriate Plan documents will always prevail. Current Plan Documents are available from KDC or online at kentuckydcp.ky.gov.

KDC Retirement Specialists are registered representatives of Nationwide Investment Services Corporation, member FINRA, Columbus, Ohio. The information they provide is for educational purposes only and is not investment or tax advice.

NRM-9560M1.6 (04/20)

Kentucky Deferred Compensation

Program Summary

Summary of the benefits and features of the Kentucky Public Employees' Deferred Compensation Authority Plans

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Kentucky's *official* supplemental retirement plan

Kentucky Personnel Cabinet

Kentucky Deferred Compensation plan comparison chart

After establishing your account, you will need to decide where you want to invest your contributions. KDC offers both pretax and after-tax options that are intended to help you meet long-term objectives, such as generating retirement income. Remember, investing involves market risk, including possible loss of principal.

	457(b) features	401(k)	Roth 401(k)	Deemed traditional IRA	Deemed Roth IRA
Contribution type	Pretax	Pretax	After-tax	After-tax	After-tax
Are contributions tax deferred?	Yes	Yes	No	No	No
Minimum contribution	$30 per month $7.50 per weekly pay $15 per biweekly pay $15 per semimonthly pay	$30 per month[1] $7.50 per weekly pay $15 per biweekly pay $15 per semimonthly pay	$30 per month[1] $7.50 per weekly pay $15 per biweekly pay $15 per semimonthly pay	$30 per month payroll contribution or $100 per month direct contribution	$30 per month payroll contribution or $100 per month direct contribution
Annual contribution maximum	19,500	19,500[2]	19,500[2]	$6,000[3]	$6,000[3]
Annual catch-up contributions permitted?	**Yes:** age 50 catch-up and three-year special catch-up contributions (cannot use both in the same year)	**Yes:** age 50 catch-up (combined limit for all 401(k), Roth 401(k) and 403(b) annual contributions)	**Yes:** age 50 catch-up (combined limit for all 401(k), Roth 401(k) and 403(b) annual contributions)	**Yes:** age 50 catch-up (combined limit for all traditional IRA and Roth IRA contributions)	**Yes:** age 50 catch-up (combined limit for all traditional IRA and Roth IRA contributions)
Distributions	Available upon separation from service, regardless of age	Available upon severance from employment, retirement, disability, death or in the year age 59½ is attained	Available upon severance from employment, retirement, disability, death or in the year age 59½ is attained	Available at any time (see taxes on distributions)	Available at any time (see taxes on distributions)
Taxes on distributions	Withdrawals taxed as ordinary income and not subject to additional 10% early withdrawal tax	Withdrawals taxed as ordinary income (if taken before age 59½, 10% early withdrawal tax is applicable)	Qualified[4] distributions not subject to federal income tax	Withdrawals may be subject to regular income tax, and withdrawals taken before age 59½ may be subject to a 10% early withdrawal tax (other exceptions may also apply)	Qualified[4] distributions not subject to federal income tax
Required minimum distribution (RMD)	Required at age 72	Required at age 72	Required at age 72 Note: Roth 401(k) account may currently be rolled into a Roth IRA, which has no RMD requirement during a participant's lifetime.	Required at age 72	Participants are not subject to RMDs during their lifetime. Note: Beneficiaries are subject to RMDs.
Loans permitted?	Yes	Yes	No	No	No
Unforeseeable emergency/ hardship withdrawals permitted?	Yes	Yes	No	No	No

[1] The minimum applies to the combined total of your 401(k) pretax and after-tax contributions.
[2] 401(k), Roth 401(k) and 403(b) combined contributions may not total more than $19,500.
[3] After-tax, aggregate contribution maximums coordinate with the Deemed traditional IRA and any other traditional IRAs you may have established.
[4] Qualified distribution conditions include the participant's death, disability, attainment of age 59½ or if distribution is made five or more years after Jan. 1 of the first year the participant made the Roth contribution to the plan.

Paycheck impact

In this example, an employee with an annual salary of $30,000 contributing $50 per semimonthly paycheck saves more than $8 in taxes each paycheck—or approximately $192 annually—by investing with pretax dollars through KDC instead of investing with after-tax dollars. So, in this example, it costs approximately $42 per paycheck to save $50. In a year, with pretax savings, it costs about $1,000 to save $1,200.

Also, the tax-deferral benefit of KDC means no current taxes are due on the interest or earnings until money is paid to you. Earnings compound without taxation, allowing a potentially greater savings accumulation over time.

	Pretax[5] with KDC	After-tax[6] without KDC
Gross paycheck (24 pay periods)	$1,250	$1,250
Pretax deferred compensation deferral	$50	—
Taxable income	$1,200	$1,250
Federal & state taxes (includes Medicare & Social Security)	**$233**	**$244**
After-tax deduction	—	$50
Take-home pay	$967	$956

In this example, you save $11 per pay with pretax deferrals. $11 x 24 pay periods equals:

$264

in annual tax savings[7]

[5] Assumes 2016 tax rates for a married Kentucky taxpayer with no children, filing jointly, using standard deduction. Federal and Kentucky taxes are based on wage withholding tables.
[6] Figures have been rounded for purposes of illustration.
[7] Chart assumptions: This hypothetical illustration assumes a 25% tax rate, $50 semimonthly deferrals (24 pays a year) for 25 years, and a 6% rate of return with reinvestment of income. The tax-deferred total does not reflect fees and expenses incurred under a particular investment. If these were taken into account, they would reduce the performance shown.