



PURSUING THE FUTURE YOU IMAGINE

Your Alameda County 457(b) Deferred Compensation Plan Overview

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Empower Retirement, LLC is not affiliated with
Emerge Financial Group.



Pursuing the future, you imagine

What will your retirement look like? No matter how near or far retirement is for you, you probably have a picture in your head of what you'd like it to look like. How you want to live in retirement will help determine how much you need to save.



Travel to places you've always wanted to visit



Spend more time with friends and family



Split time between two homes



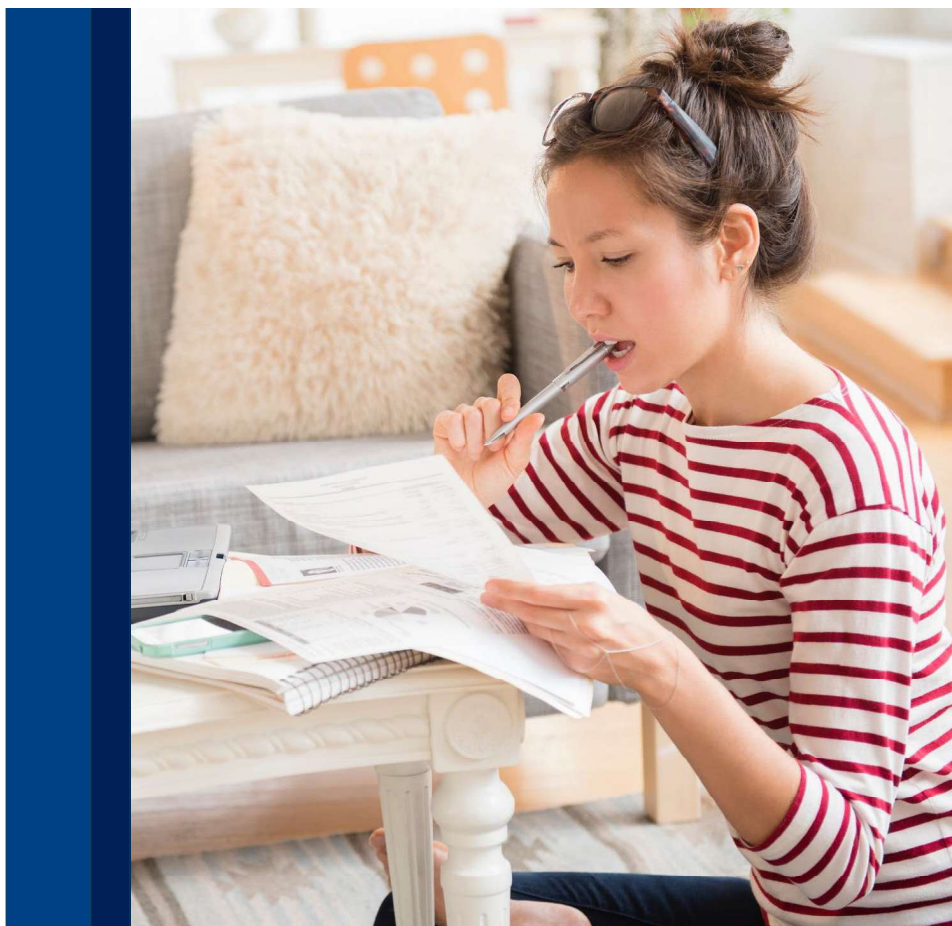
Have more quiet time at home or a busy social calendar

Key topics

Your retirement income

Benefits of saving through your plan

How to enroll



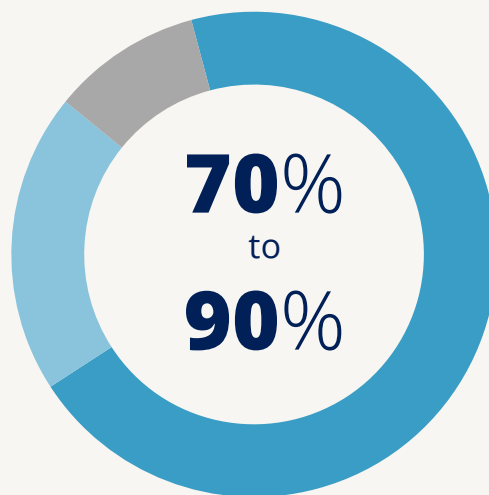
Your retirement income

Where can your money come from after you retire, and will you have enough to live the retirement you imagine?



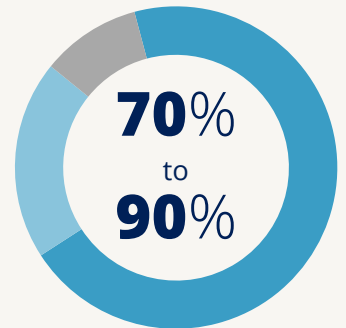
How much does it take to retire?

Many financial advisors recommend saving enough to cover 70% to 90% of your pre-retirement annual income to maintain your standard of living.



Where your income in retirement can come from

Your ACERA pension and Social Security may not be enough. For many, they will only replace a portion of income in retirement.



Your retirement plans could be good sources for replacing that income.

Benefits of your plan

Here are some of the reasons why
enrolling in your plan is a great idea.



One of the easiest ways to save for your future

After you sign up, your employer automatically deducts the amount you specify from your paycheck and puts it into your plan account. You don't have to write a check or move money around yourself.

- Consider increasing your contribution each year — even if it's by just a little.
- Financial professionals recommend that you gradually work your way up to saving 10%-15% of your pay.



457 Plan Highlights

You are immediately eligible to enroll in the Plan and can contribute either on a percentage basis (from 1.5% up to 61% per pay period) or a flat dollar amount (\$20 minimum per pay period).

- ❑ In 2025, you can contribute up to **\$23,500**. If you are or will be age 50 or older in 2025, you can contribute an additional **\$7,500** under the plan's catch-up provision; for a total of **\$31,000**.
- ❑ For those who will turn ages 60, 61, 62 and 63 in 2025, the additional catch-up contribution amount will be **\$11,250** (rather than \$7,500) for a total of **\$34,750**.
- ❑ Three years prior to your normal retirement age (whether you will retire then or not), you may be able to defer a total amount equal to twice the annual limit (**\$47,000**) if you have not always maximized your annual contributions to the Plan.

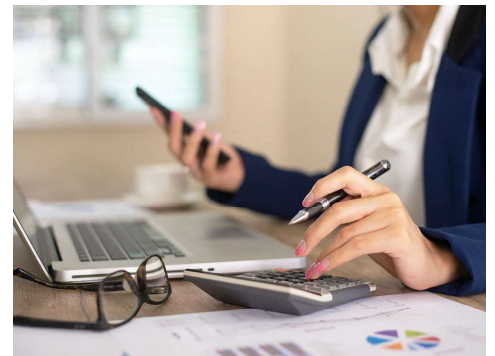


457 Plan Highlights

Vesting: You are 100% vested in your own contributions and any earnings on them, as well as any discretionary employer contributions and any earnings on them.

Investments: Unless you elect otherwise, contributions will be invested in the Plan's default investment option; the Alameda County Stable Value Fund.

You have the freedom to choose your own investments and to create a personalized portfolio from the Plan's core investments. The plan offers options for those who want to make their own investment elections as well as options for those who could use some help.



The different ways to add to your account

One account, more than one way to save



Pretax



Roth



Rollover

Consider all your options and their features and fees before moving money between accounts.

Funds rolled into a governmental 457 plan from another type of plan or account may still be subject to the 10% early withdrawal penalty if taken before age 59½.

How pretax contributions work

Contributions are made before taxes are taken out.

On the plus side

- Any growth is tax-deferred.
- Your current taxable income may be lowered.
- You may pay lower taxes later.



How Roth workplace plan contributions work

Roth workplace plan contributions are deducted from your paycheck *after* taxes are taken out, and any earnings* are also tax-free for qualified withdrawals

On the plus side

- May be a good option if you expect to be in the same tax bracket you are in now, or higher, when you retire.
- Money you save today has the potential for long-term growth if you don't plan to access it for many years.



* Earnings on Roth contributions will be taxed unless withdrawals are a qualified distribution as defined by the IRS.

A side-by-side comparison

| | Pretax paycheck contributions | Roth paycheck contributions |
|-------------------------------------|---|---|
| Effect of contributions on paycheck | Prior to tax withholding | After taxes withheld |
| Taxation on distributions | Contributions taxed as ordinary income Any earnings taxed as ordinary income | Contributions not taxed Any earnings not taxable with qualified withdrawals* |

Note: When choosing between contribution types, participants must take into consideration their complete personal financial situation.

*If a distribution is not qualified, the earnings are taxed as ordinary income and may be subject to early withdrawal penalties. The 10% federal early withdrawal penalty does not apply to 457 plan withdrawals except for withdrawals attributable to rollovers from other type of plans or accounts.

The beauty of compound earnings

With the potential of compound earnings, not only would your contributions potentially grow, but you also could gain earnings on any earnings.

The money you start saving today could theoretically double in just 12 years — and triple in 19 years.



FOR ILLUSTRATIVE PURPOSES ONLY. This hypothetical illustration does not reflect a particular investment and is not a guarantee of future results. This is a demonstration of the rules of 72 and 114 used to approximate the number of years it takes a given investment to double and triple in value. It assumes a 6% rate of return. Rates of return may vary. This illustration does not reflect any associated charges, expenses, or fees, which could change the outcomes provided.

You're in charge

You choose the dollar amount or percentage you want to save and the types of investments you'd like to make. After all, it's your future you're saving for. But remember, we're always here to help.

- Save as much or as little as you like (up to the IRS maximum).
- You can change your contribution rate anytime.
- Invest in a way that suits your needs.



What kind of investor are you?

Knowing your investing style can help you determine how you want to manage your retirement plan account.

1

Do-it-for-me investor

**FISHER PERSONALIZED
RETIREMENT MANAGED
ACCOUNT**

2

Help-me-do-it investor

**GOALMAKER
FISHER PERSONALIZED
RETIREMENT ONLINE
ADVICE**

3

Do-it-myself investor

Asset allocation, diversification, and/or rebalancing do not ensure a profit or protect against loss.

How to enroll or make changes to your contribution amount



Enrolling and Making Contribution Changes

Enrolling in the Plan:

Complete the ***Participant Enrollment Form***.

- Download a copy of the form by going to treasurer.acgov.org and clicking on the Deferred Compensation tab and searching for the Forms section at the bottom of the page.

Changing your contributions:

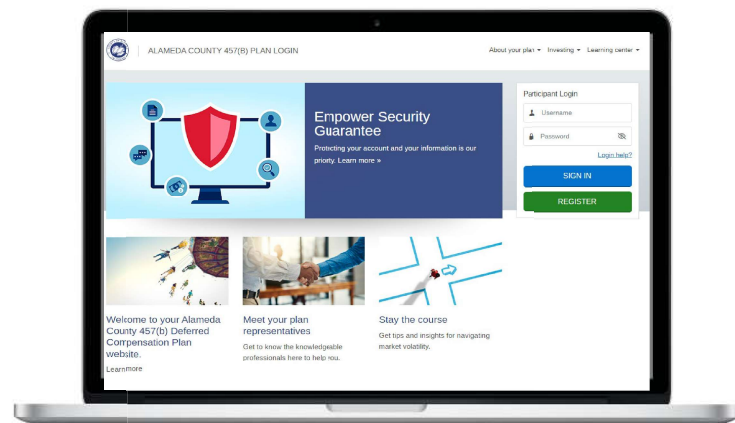
Complete the ***Payroll Modification Form***.

- Download a copy of the form by going to treasurer.acgov.org and clicking on the Deferred Compensation tab and searching for the Forms section at the bottom of the page.

You can also email the Deferred Compensation Plan mailbox at DeferredCompensation@acgov.org to request a copy of either form.

Learn More About the Deferred Compensation Plan

- Go to alamedacountydcp.com
- Check out the resource tabs at the top of the page to learn more ***About your plan*** and ***Investing***; or discover new tools and calculators in the ***Learning center***.



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Learn More About the Deferred Compensation Plan

Go to **alamedacountydcp.com** and click *Register* and then click the *I do not have a PIN* tab to create your own unique Username and Password to get started.

The image displays two screenshots of the Alameda County Deferred Compensation Plan (DCP) website. The left screenshot, titled "Participant Login", features a "Username" field, a "Password" field with a toggle icon, a "Login help?" link, a blue "SIGN IN" button, and a green "REGISTER" button. A blue arrow points from the "REGISTER" button to the right screenshot. The right screenshot, titled "Account verification", prompts the user to "Enter the information below to verify your account." It includes two tabs: "I do not have a PIN" (highlighted with a red circle) and "I have a PIN". Below the tabs are input fields for "Social Security Number", "ZIP / Postal Code", "Last Name (Generally includes suffix: e.g., JR, SR, III)", and "Date of Birth MM/DD/YYYY". A blue "CONTINUE" button is at the bottom.

Powerful features at your fingertips

The free Empower Personal Dashboard™ helps you:

- See all your accounts in one place.
- Track, manage, and plan your financial life.
- Understand your net worth, financial goals and more.

The Learning Center makes financial education easy through:

- Online courses, videos, and assessments.
- Articles and insights.
- Financial planning calculators.

My Financial Path helps you answer your money questions with:

- Information about spending, saving, investing, and life's big events.

Get a personalized action plan about your next financial step.



Download the app in the App Store® and on Google Play™.



or



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We're here to help you:

1 Get answers to your money questions.

2 Review and understand your current financial situation.

3 Plan for the financial future you want.

To get started, login to

alamedacountydcp.com

or call

855-WOW-457B (855-969-4572)

Weekdays: 5:00 a.m. to 7:00 p.m. Pacific time

Saturdays: 6:00 a.m. to 2:30 p.m. Pacific time

Automated system available 24/7. Password required.

TTY: 1-800-766-4952

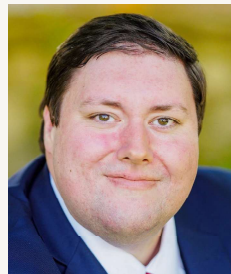
Questions or need assistance?



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An asset allocation model provides targeted asset allocation for your plan account and allocates your account across the model's underlying investments. Your plan may include asset allocation models designed according to certain risk levels (e.g., aggressive, moderate, or conservative), asset allocation models that follow a glidepath based on a target date, or both model types depending upon the models selected by your plan. Neither model type is without risk or guarantee of positive returns. The date in the name of a target date model is an assumed date in which an investor will retire. The asset allocation becomes more conservative as the target retirement date nears and, depending on the model's design, can remain static at the target date or adjust further through retirement. There is no guarantee the investment will provide adequate retirement income.

Investors should review the prospectus, summary prospectus for SEC-registered products, or disclosure document for unregistered products, if available, for underlying fund objectives, risks, fees, and expenses.

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Questions

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