

# PLAN COMPARISON CHART



QUESTIONS	457(B) DEFERRED COMPENSATION	403(B) TAX DEFERRED ANNUITY PLAN
Who is eligible to participate?	All state, local, and educational employees.	Educational employees.
Are payroll deductions pre-tax?	Yes, for federal and New York state income taxes, but not for FICA.	Yes, for federal and New York state income taxes, but not for FICA.
What is the maximum I may contribute?	\$15,500 in calendar year 2007.	\$15,500 in calendar year 2007.
May I “catch-up” in a later year?	Age 50 or older bonus: \$5,000 in CY2007. Special 457 Catch-up provision available within 3 years of retirement. These two provisions may not be used in the same year.	Age 50 or older bonus: \$5,000 deferral in CY2007.
How often may I change my contribution amount?	Unlimited.	Contact your plan provider.
May I roll over money from other retirement accounts?	Yes—from a 457(b), 401(k), 403(b), or traditional IRA.	Yes—from a 457(b), 401(k), 403(b), or traditional IRA.
May I roll over my retirement account to another type of retirement account, like an IRA?	Yes—to a 457(b), 403(b), 401(k), or traditional IRA, upon leaving employment. <i>Assets rolled over from a qualified plan or individual retirement account may be subject to a 10% tax penalty if withdrawn prior to age 59½.</i>	Yes—to a 457(b), 403(b), 401(k), or traditional IRA, upon leaving employment. 403(b) plans may be transferred in service. <i>Assets rolled over from a qualified plan or individual retirement account may be subject to a 10% tax penalty if withdrawn prior to age 59½.</i>
May I withdraw money from my account while employed?	Yes, if you qualify for an unforeseeable emergency or if you continue to work past age 70½.	Yes, if you qualify for a hardship withdrawal or if you continue to work past age 59½ and the plan document allows this provision.
When may I begin benefit payments from my account without a penalty?	When you leave employment, regardless of age.	If you leave employment at age 55 or older, or at age 59½.
May I change my benefit payment option, amount or frequency once I start my payout?	Yes. You have complete flexibility when choosing and changing your withdrawal options.	Contact your plan provider.
Must I elect my payout date when I leave employment?	No. Not only are your withdrawal options flexible, so is your payout date.	No. Not only are your withdrawal options flexible, so is your payout date.
Is there a loan provision and a hardship provision?	Yes.	Contact your plan provider.
Are there coordination limits between plans?	No. You can contribute the maximum to each plan.	No. You can contribute the maximum to each plan.
Do I have front-end or back-end sales charges upon withdrawal?	No. The NYSDCP does not assess any sales charges.	Contact your plan provider.
Do I have a brokerage window option?	PCRA offered by Charles Schwab & Co., Inc.	Contact your plan provider.

**Visit [nysdcp.com](http://nysdcp.com) or call the HELPLINE at (800) 422-8463 to learn more about the New York State Deferred Compensation Plan. TTY/TDD services are available toll-free, 24 hours a day, at (800) 514-2447.**

Federal income tax laws are complex and subject to change. The information in this brochure is based on current interpretations of the law and is not guaranteed. Neither the New York State Deferred Compensation Board nor the Plan's Administrative Service Agency gives legal or tax advice. You should consult your attorney or tax adviser for answers to your specific tax questions.

Securities offered through Nationwide Investment Services Corporation, Member NASD.

NRM-3341NY.1



The following are highlights of the New York State Deferred Compensation Plan.

## TAX-DEFERRED BENEFITS

- Federal and New York State income taxes are deferred on contributions to the Plan
- Contributions and any investment earnings accumulate on a tax-deferred basis until withdrawn

## CONTRIBUTION LEVELS

- Minimum contribution is 1% of compensation (but not less than \$10 per pay)
- Maximum regular contributions is \$15,500 in 2007
- Contributions must be payroll deducted
- Additional contributions allowable if you are 50 or over or, in specific instances, in the three years prior to eligibility to retire

## PERSONAL ASSISTANCE

Personal assistance is available through a local Account Executive or the HELPLINE from 8 a.m. to 11 p.m. Monday through Friday and 9 a.m. to 6 p.m. Saturday (ET) at 1-800-422-8463

## INVESTMENT OPTIONS

- Stable Income Fund and an array of 30 investment options covering each major asset class
- Mutual fund families include, but are not limited to:

Alger	Harbor	Pax
Columbia	Mainstay ICAP	Putnam
Davis	Janus	T. Rowe Price
Dreyfus	Morgan Stanley	Vanguard
Fidelity	MTB	Wells Fargo

**Investors should carefully consider information contained in the prospectus, including investment objectives, risks, charges and expenses. You can request a prospectus by calling Schwab's dedicated PCRA Call Center at 1-888-393-PCRA (7272). Please read the prospectus carefully before investing.**

**For prospectuses of funds within your NYSDCP core account, please call the HELPLINE at 1-800-422-8463, or visit our web site at [www.nysdcp.com](http://www.nysdcp.com).**

- A brokerage window option that allows you to choose from approximately 3200 mutual funds, for an additional fee

*The Schwab Personal Choice Retirement Account® (PCRA), offered through Charles Schwab & Co., Inc. (Member SIPC).*

## PLAN FEES

- The annual participant fee is \$14. \$7 is deducted from each participant's account in March and September.

## PLAN SERVICES

- You have access to your account 24 hours a day, seven days a week via the New York State Deferred Compensation Plan Web site and the Voice Response System. On either system you may:
  - Check your account balance
  - Change the investment of your future deferrals
  - Exchange funds between the Plan's investment options
  - Change your deferral rate
  - Explore online education resources
  - Develop a customized retirement investment strategy
- Access investment guidance through Morningstar® Guidance Online<sup>SM</sup>
- Determine a repayment schedule on a Loan from your Plan account

*Morningstar® Guidance Online<sup>SM</sup> is offered by and is the property of Morningstar Associates, LLC, a registered investment adviser and subsidiary of Morningstar, Inc.*

## DISTRIBUTIONS

- When you permanently leave work from your State or local government employer
- When you reach age 70½, even if still employed
- Benefit payments may be made in the form of:
  - A full withdrawal
  - Partial withdrawals
- Periodic payments may be received as a fixed dollar amount or over fixed time period and are paid:
  - Monthly
  - Quarterly
  - Semi-annually
  - Annually
- You may change your payment option at any time
- Each payment will be taxed as ordinary wage income in the year you receive it
- In-service distributions of assets rolled into the Plan are permitted according to the regulations of the original plan

The New York State Deferred Compensation Plan is a State-sponsored employee benefit for State employees and employees of participating employers.

Plan Mission Statement: The New York State Deferred Compensation Plan is a voluntary retirement savings plan that provides quality investment options, investment educational programs and related services to help State and local public employees achieve their retirement savings goals.