

2011 403(b) TSA Plan and 457(b) DCP Announcement

Supplemental Retirement Saving Opportunities - The 403(b) TSA Plan & 457(b) DCP

Multnomah ESD offers two excellent programs through which you may contribute a portion of your current income into supplemental retirement savings accounts. MESD's supplemental retirement savings programs are offered under Sections 403(b) and 457(b) of the Internal Revenue Code, and are called the Tax-Sheltered Annuity Plan ("TSA Plan") and the Deferred Compensation Plan ("DCP"), respectively.

All employees are eligible to contribute to both programs.

You may begin participating in the TSA Plan or DCP at any time, by establishing an investment account with an approved vendor, and then completing a salary reduction agreement, signing it, and submitting it to your payroll office. See below for contact information.

403(b) TSA Plan Contribution Limits for 2011

The basic elective deferral limit for 2011 is the **smaller** of \$16,500 and 100% of your compensation.

If your 50th birth date occurs on or before December 31, 2011, you are eligible to defer an additional \$5,500, provided your compensation is large enough to allow the extra deferral.

Finally, if you will have at least 15 years of full-time equivalent service with your current Employer by December 31, 2011, then you may be eligible to contribute up to an additional \$3,000 during 2011. If you are planning to make contributions to utilize this catch-up feature please contact CCC to confirm your maximum allowable contributions for 2011.

457(b) DCP Contribution Limits for 2011

The basic limit for 2011 is the **smaller** of \$16,500 and 100% of your compensation.

If your 50th birth date occurs on or before December 31, 2011, you are eligible to defer an additional \$5,500, provided your compensation is large enough to allow the extra deferral.

If 2011 is one of the last three years preceding the calendar year of your chosen "normal retirement age," you may be eligible to contribute up to \$33,000 (twice the \$16,500 basic limit) to the DCP. If you are planning to make contributions to utilize this catch-up feature please contact CCC to confirm your maximum allowable contributions for 2011.

Plan Information Is Available on the Web

Comprehensive information about your MESD's TSA Plan is available on the web at www.ncompliance.com, including enrollment procedures, a salary reduction agreement form, information about Vendors eligible to receive contributions, exchanges, transfers and rollovers and the availability of Roth after-tax contributions. Limited information about the DCP is also available. If you are starting contributions to a new Vendor, you must provide documentation that you have established an account with the Vendor. You may increase, decrease, or stop contributions to either plan or change the Vendor receiving contributions at any time, by submitting a new salary reduction agreement.

Additional Information Available from Third Party Administrator

MESD has adopted the services of Carruth Compliance Consulting, Inc. (CCC), an independent third party administrator, to provide compliance and administration services for both the TSA Plan and the DCP. For questions regarding MESD's TSA Plan or DCP please contact CCC at:

Carruth Compliance Consulting, Inc.
E-mail: cccinfo@ncompliance.com
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12/9/2010 2:31 PM