



Summary of Plan Provisions

Welcome to the PERSI Choice 401(k) Plan!

If you're like most people, your goal isn't to work your entire life. The number of years you save, and how you invest those savings, can have a dramatic impact on when you are able to retire and how comfortable that retirement will be.

Good first step - The PERSI Base Plan

If you are an Active Eligible PERSI member, you are automatically enrolled in the PERSI Base Plan, a plan to which you and your employer make contributions. Those contributions are designed to provide traditional pension benefits, meaning the longer you work for an employer who participates in PERSI, the greater your Base Plan retirement benefit will be. While the PERSI Base Plan is not designed to be your primary or sole means of support, it does provide a great start.

The next step - The PERSI Choice 401(k) Plan

The PERSI Choice 401(k) Plan is a voluntary plan designed to supplement your retirement income. Let's look at some of the important highlights:

- An account is automatically set up for you if you are an Active Eligible member of the PERSI Base Plan or the Judges' Retirement Fund! It's waiting for your first contribution.
- Contribution types:
 - Paycheck contributions
 - » You elect how much of your paycheck you want to defer into your account up to the IRS limits.
 - » See your employer for the form necessary to authorize a payroll deduction to the plan. The Paycheck Contribution Election form is available on the PERSI website under the "Choice 401(k) Plan" tab and on the Choice Plan website under "Plan resources."
 - Rollover contributions - If you have pretax retirement plan money from a prior employer or in an IRA, you may be able to roll that account into your Choice Plan account and consolidate accounts.
 - Employer contributions - Some PERSI employers make Choice Plan contributions on behalf of their employees. Check with your employer to see if one exists. If not, and the employer is interested in exploring that option, they can contact the PERSI Choice 401(k) Plan Manager for details.

- You can invest your contributions among several investment options. If you choose not to make an investment election, your contributions are automatically directed to the PERSI Total Return Fund. That fund is invested the same way the PERSI Base Plan is invested.
- You are always 100% vested in (fully own) your Choice 401(k) Plan balance.
- Contributions to the plan are made on a pretax basis, which means they're deducted from your paycheck before federal and most state income taxes are calculated. You do not pay taxes until the money is withdrawn.
- Your full account balance is available to you when you retire, end your employment with a PERSI employer, or become totally disabled. Depending on your circumstances, you may choose from a number of payment options. In the event of your death, your beneficiary(ies) is entitled to the full value of your account.

Other features

Beneficiaries - Effective April 1, 2023, the beneficiary designation for your PERSI Choice 401(k) Plan account will no longer be tied to the Base Plan designation. If desired, you may select different beneficiaries for each plan. To review or update your Choice Plan beneficiary designation, login to your Choice Plan account at mypersi401k.com, or download the form from that website (under Plan Resources), print it, and mail it to the address listed on the form.

Loans - The primary purpose of saving in your Choice 401(k) Plan account is for retirement. However, the plan has a loan feature that may allow you access to a portion of your account's available balance during your employment. The plan allows for one loan at a time. Of course, limits on the amount you may borrow and other rules and guidelines apply.

In-service transfers - You may transfer funds from your Choice 401(k) Plan account to the PERSI Base Plan while you're still working to repay Base Plan separation benefits, waiting periods, or delinquent contributions. Effective April 1, 2023, if you're at least age 59½, you may also be able to use your Choice Plan account to purchase months of service at retirement (excluding any gain sharing contributions).

In-service withdrawals - In addition to loans, you may be able to request a withdrawal of any "rollover contribution" funds within your Choice Plan account. Or you may qualify for

a hardship withdrawal to satisfy an immediate financial need. Funds withdrawn from the plan are subject to mandatory tax withholding and a potential IRS penalty if you're under age 59½. Hardship withdrawals are subject to limits on the amount you may withdraw and other rules and guidelines. Effective April 1, 2023, if you are at least age 59½, you may take a withdrawal from your Choice Plan account.

Investment options and fees - The plan offers a variety of investment options. Each option has its own investment manager fee. The plan also has a monthly administrative fee structure. Good news! The monthly fee is waived for the first 12 months after the plan receives the first contribution. All retirement plans have fees. PERSI's philosophy is to be transparent in disclosing fees, so the monthly administrative fee will show up in your account and on your statements.

Distribution options - You may access all the funds in your account if you retire, end your employment with a PERSI employer, or become disabled. Depending on your circumstances, you may leave your assets in the plan* or choose one or a combination of payment options.

* The minimum account balance requirement for terminated members is \$1,000. Terminated members who are age 72 or older (age 73 or older beginning 1/1/2023) may be subject to IRS Required Minimum Distribution requirements.

Account information

More information about the PERSI Choice 401(k) Plan is available on these websites:

- PERSI website: persi.idaho.gov
- PERSI Choice 401(k) Plan: mypersi401k.com
 - This website is provided by the plan's recordkeeper, Empower.

Account access

You can access your PERSI Choice 401(k) Plan account in various ways:

- PERSI website - You can access your PERSI Base Plan account and link to your PERSI Choice 401(k) Plan account via the secure, online *myPERSI* member portal.
 - Go to the PERSI website and click on the "myPERSI Login" button in the top right corner of the site.
 - Complete the registration process.
 - » An email address will be required. We suggest using your personal email address rather than your PERSI employer email address in case you leave your current PERSI employer.

- When you log in to your *myPERSI* member portal, you'll be able to view your PERSI Base Plan account and features. The site also gives you a snapshot of your PERSI Choice 401(k) Plan account and the ability to use the link to get to the Choice Plan website.
- PERSI Choice 401(k) Plan website - You can go directly to that website, which will have a separate registration process, and access your PERSI Choice 401(k) Plan account.
- Telephone
 - The toll-free number for the PERSI Choice 401(k) Plan is **866-437-3774**.
 - That number goes to the Empower voice response system.
 - » To begin, a message prompt will ask you to state the reason for your call and to say or enter your Social Security number. Then you'll be asked to enter your PIN. If you do not have a PIN, you will receive a temporary PIN, which you will enter into the phone system. Then, simply say what you need.
 - » The voice response system is available 24/7.
 - » To speak to a representative, you can say "representative" or simply press "0."
 - Representatives are available weekdays from 6 a.m. to 8 p.m. and Saturdays from 7 a.m. to 3:30 p.m. Mountain time.
- Empower's Retirement Plan Counselor
 - » Empower provides a Retirement Plan Counselor who is ready to assist you. They are employed by Empower and provide a number of services for our PERSI members, at no cost to you. They are available by phone and/or email. You can also schedule an appointment with them.
 - » To contact a local Retirement Plan Counselor, visit mypersi401k.com, then select "Meet Your Plan Representatives."

Disclaimer

This is only a brief summary of the plan's features. In the event of any discrepancy between this document and the Plan Document and IRS code, the Plan Document and IRS code will govern. The full Plan Document is available on the PERSI website under the "Choice 401(k) Plan" tab.