



401(a) Retirement Plan AND 457(b) Deferred Compensation Plan

Resources to Help You Achieve Your Financial Resolutions

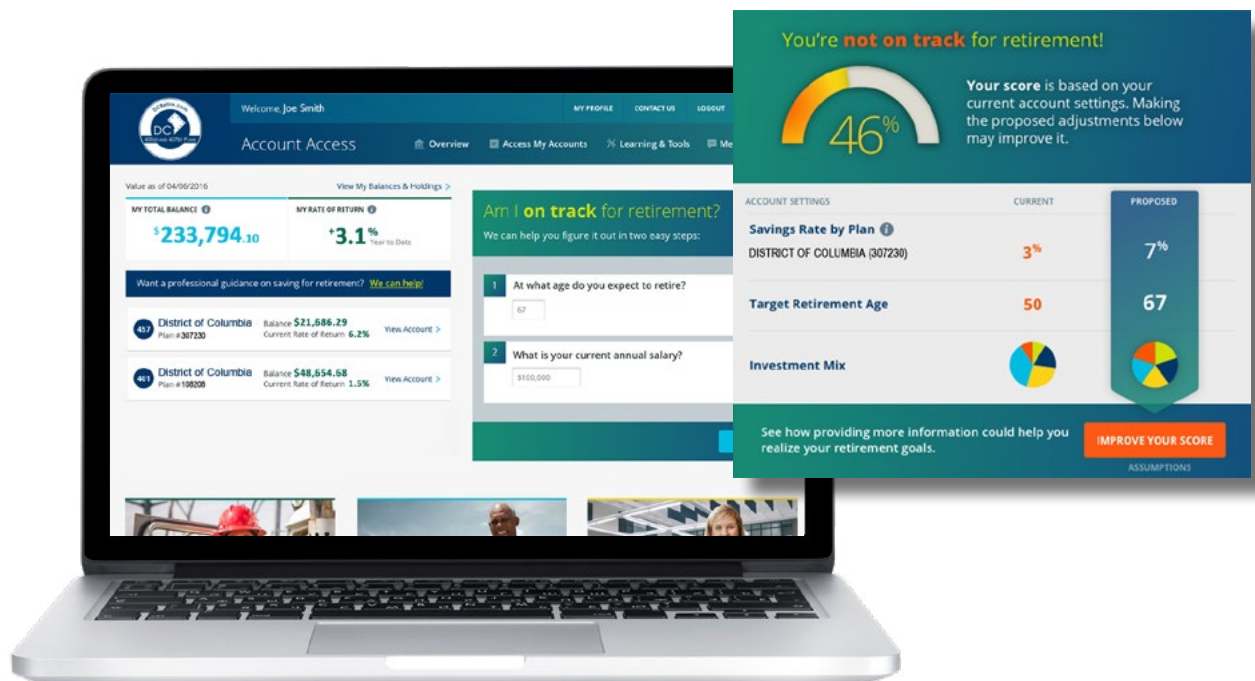
As you follow through with your New Year's resolutions about becoming healthier and making more time for friends and family, it is also a good time to make financial resolutions, too. Start the new year by taking stock of your financial situation and resolving to save more, get out of debt, cut back on unnecessary expenses, streamline your finances, and get on track to reach your financial goals. The following resources can help.



Save and invest automatically. Having money from your paychecks automatically invested in your 457(b) Deferred Compensation Plan ("457(b) Plan") not only makes it easy to save, but it also makes saving a priority — the money goes into your account before you have a chance to spend it on anything else. Increasing your contributions, even by a small amount, can make a big difference by the time you retire — see the **Savings Boost calculator** at www.icmarc.org/savingsboost to calculate the impact. You can contribute more to your 457(b) Plan in 2020 — the annual limit rose by \$500 to \$19,500, or \$26,000 if you are age 50 or over.

Streamline your finances. If you have had a few different jobs through the years, you may have several retirement accounts. It is hard to keep track of your investments and their performance when your accounts are all in different places. You can roll over old accounts into your 457(b) Plan or 401(a) Retirement Plan (“401(a) Plan”). Also, you can use ICMA-RC’s **Account Aggregation service** to connect and view all of your ICMA-RC accounts and other financial accounts in one location, so you can see a full snapshot of your finances in one place. You can sign up by following these steps:

1. Log into your account at www.DCRetire.com.
2. Navigate to the **Overview** menu and scroll down to select **Account Aggregation**.
3. Click **Sign Up** to begin the process of adding your financial accounts.

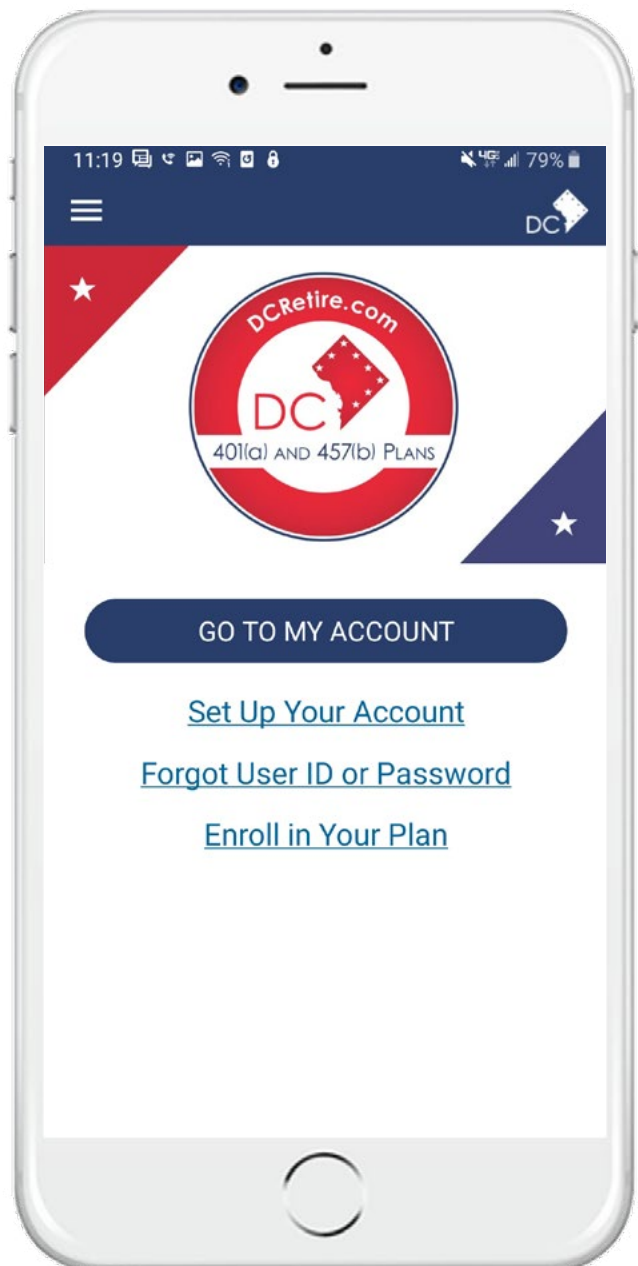


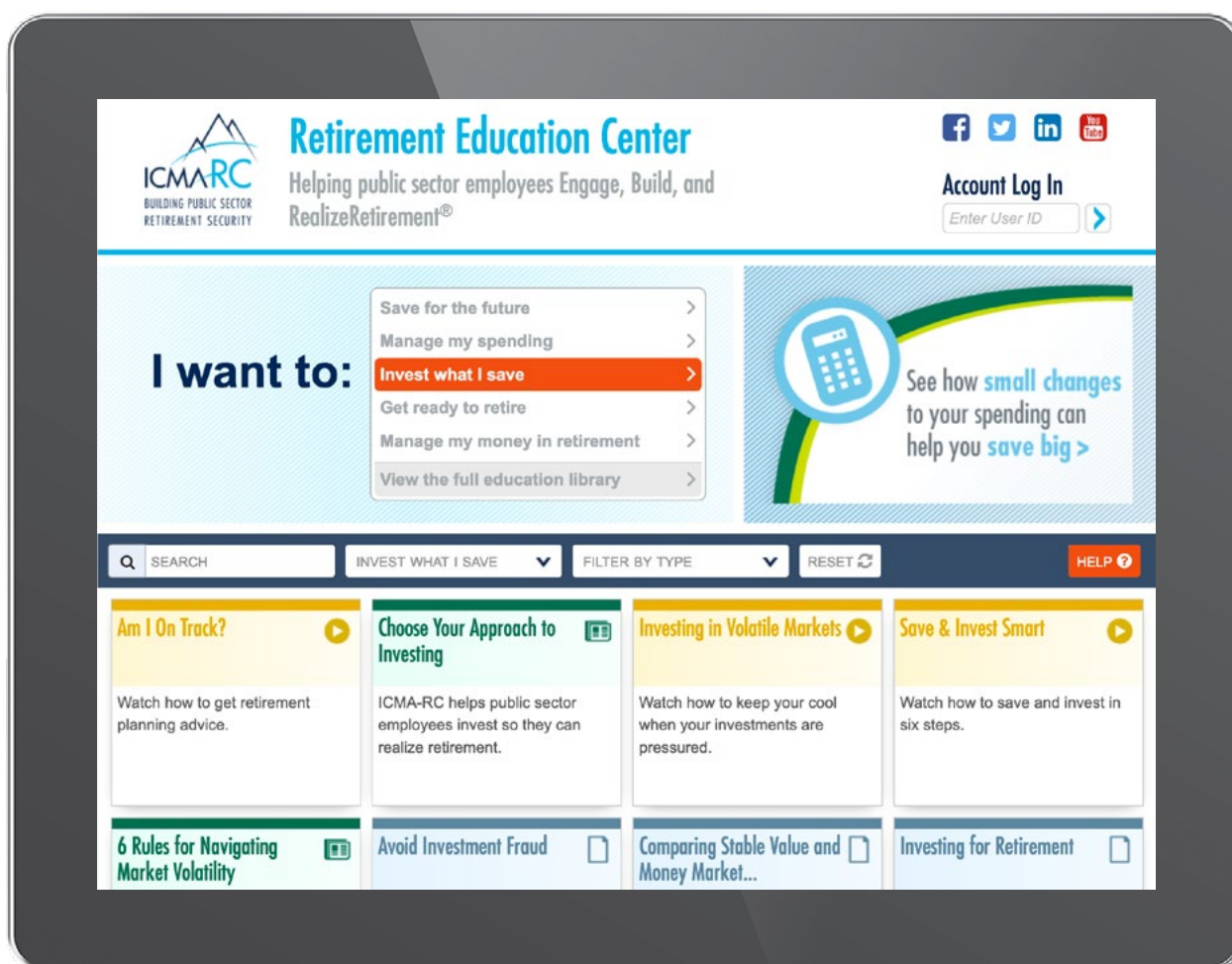
Assess your financial progress. ICMA-RC’s “**Am I On Track**” online tool is a great resource for assessing whether you are on track to reach your retirement goals — and to learn about changes you can make if it looks like you are falling short. As a participant in either the 401(a) Plan or the 457(b) Plan, your “Am I On Track” retirement readiness score is reflected automatically when you log into your account. Your score is based on your account balances, your age, projected Social Security income, if applicable, and retirement age. Simply log into www.DCRetire.com to see where you stand. When you log into Account Access (www.DCRetire.com), you will be asked to update two fields: one that asks “At what age do you expect to retire?” and another that asks “What is your current salary?” After clicking “Next,” you will see a retirement readiness score as well as a proposed savings rate, retirement age, and investment mix (you can move the mouse over each “slice” of the investment mix pie charts to see the proposed asset class and applicable percentage details). You can add additional personal or financial information to receive more personalized recommendations.

Make it easy to monitor your accounts.

ICMA-RC's **TextAccess** feature allows you to request certain account information (such as your balance, your last contribution amount, your rate of return, and more) and have it sent directly to your mobile phone via text. To sign up, log into your account at www.DCRetire.com and go to the TextAccess menu item under Overview. You can also monitor your account and learn about investing with the **District of Columbia mobile app**, which allows you to view your account balance, year-to-date account activity, retirement projections and fund performance, and even change your fund selections and update your personal information. You can download the DC mobile app, using these quick steps:

1. Visit the App Store® or Google Play™, and click ***Install***, then ***Open***.
2. In the main menu, click ***About***, then scroll to ***Settings***.
3. Enter “mydc” and hit ***Apply***.
4. In the ***Settings Updated*** message, hit ***Restart***.





Learn more about saving and investing. The **Retirement Education Center** at www.icmarc.org/learn is filled with resources to help you with your finances, whether it is learning about saving, investing, getting out of debt, or managing your money in retirement. The calculators can help you see how much your savings can grow over time and how much extra you will have if you cut back on some small expenses now. You will also learn more about your retirement-savings plans and building an investing portfolio, and other resources to help you save.

2020 New 457(b) IRS Deferral Limits

LIMITATIONS	2020	2019
Annual Deferral Limit for 457 Plans	\$19,500	\$19,000
"Pre-Retirement" Catch-Up Limit*	\$19,500 (\$39,000 total)	\$19,000 (\$38,000 total)
"Age 50" Catch-Up Limit	\$6,500 (\$26,000 total)	\$6,000 (\$25,000 total)

**Allows eligible participants to contribute an additional amount over the regular deferral limit in effect for the year (up to double the regular limit), to make up for years in which they did not contribute the maximum amount they were eligible to contribute under their current employer's plan. Please note that the Pre-Retirement Catch-Up Form must be completed and signed by your Benefits Department. [Click here](#) to download the form.*



Already Enrolled?

Consider increasing your deferral amount or percentage to save more for your future.



Take Action.

Enroll now or save more online at <http://ess.dc.gov>. [Click here](#) to see the process to enroll or increase your contributions.



Schedule an Appointment.

If you would like to discuss in more detail, you may also schedule an in-person, one-on-one appointment with your local ICMA-RC representative. Register with one of the local offices at:

- ★ 1015 Half Street, SE
9th Floor

[SCHEDULE AN APPOINTMENT](#)

- ★ 777 North Capitol Street, NE
8th Floor Office

[SCHEDULE AN APPOINTMENT](#)

e-Survey Coming Soon!



Your Feedback Matters

The District of Columbia offers you two retirement plans — a 401(a) Retirement Plan and 457(b) Deferred Compensation Plan (“Plans”) — to help you build retirement security. We would like to hear your feedback about your experience with ICMA-RC (recordkeeper) and how we can further enhance these plans for you. We will send an electronic survey to you shortly, and we welcome any comments or suggestions you may have about the Plans. An independent consulting firm will collate responses, perform an analysis and information will be kept confidential.

Thank you in advance for participating!



DC 401(A) RETIREMENT PLAN & 457(B) DEFERRED COMPENSATION PLAN

Fee and Investment Disclosure | September 30, 2019

This disclosure document includes important information to help you understand the fees associated with your plan and to compare the expenses and fees of the investment options made available in your retirement plan. Please visit www.DCRetire.com and select "Investing", or log in to your Account Access to view important information about the investment options available in your retirement plan including the associated fees and expenses. To request a printed copy of this information, please contact us at 800-669-7400.

I. Plan Related Information

This section discusses fees that may be assessed to your account, either as a participant in the plan or for services made available by the plan that you may choose to use.

ADMINISTRATION	
Administration	up to 0.220% (annualized) on assets
GUIDED PATHWAYS®	
Fund Advice ^{1,2}	\$20 annual fee
Managed Accounts ^{1,2}	0.25% on First \$500,000 0.00% on All assets over \$500,000
BROKERAGE (457 PLAN ONLY)	
Self-Directed Brokerage ^{3,4}	\$50 one-time setup fee (additional fees by brokerage provider also apply)
LOANS (457 PLAN ONLY)	
Origination, Refinance, Reamortization	\$75 per application
Loan Maintenance	\$50 annual fee
EXPEDITED DISBURSEMENT	
Wire	\$15 per use
Overnight Delivery	varies by delivery address

Some of the plan's administrative expenses for the preceding quarter were paid from the total operating expenses of one or more of the plan's investment options. The total operating expenses of each investment, which include any amount paid to offset administration, are shown in Section II Investment Related Information.

- ¹ Investment advice and analysis tools are offered to participants through ICMA-RC, a federally registered investment adviser. Investment advice is the result of methodologies developed, maintained and overseen by the Independent Financial Expert, Morningstar Investment Management LLC. Morningstar Investment Management LLC is a registered investment advisor and subsidiary of Morningstar, Inc. Morningstar, Inc. and Morningstar Investment Management LLC are not affiliated with ICMA-RC. All rights reserved. The Morningstar name and logo are registered marks of Morningstar, Inc.
- ² Underlying mutual fund expenses and plan administration fees still apply. Please consult the applicable disclosure materials for a description of these fees and expenses.
- ³ ICMA-RC and TD Ameritrade are separate, unaffiliated companies and not responsible for each other's services or policies. Brokerage services are provided by TD Ameritrade, Inc. a registered broker-dealer and member of FINRA/SIPC. TD Ameritrade is a trademark jointly owned by TD Ameritrade IP Company, Inc. and the Toronto-Dominion Bank. Used with permission.
- ⁴ For a complete list of brokerage account fees and charges, please refer to the TD Ameritrade Commissions and Service Fees document. To obtain a copy, contact Participant Services at 800-669-7400.

Annual Participant Fee Disclosure Is Now Available

The *Annual Participant Fee Disclosure* is available as of September 30, 2019. This includes important Fee information associated with the District of Columbia 401(a) Retirement Plan and the 457(b) Deferred Compensation Plan investment options. This document is posted year-round at www.DCRetire.com, and you may also request a paper copy by contacting a Participant Services Representative at (800) 669-7400.

The logo features the word "Spring" in a large, elegant script font with a rainbow gradient. Below it, the word "INTO" is in a small, dark blue sans-serif font, followed by "FINANCIAL" in a bold, red sans-serif font. At the bottom, the word "WELLNESS" is in a large, bold, green sans-serif font.

Spring INTO FINANCIAL WELLNESS

SAVE THE DATE: **April 23, 2020**

Mark your calendar for the *Spring Into Financial Wellness* Investment Fair on Thursday, April 23, 2020 from 3:00 p.m. to 6:30 p.m.! Watch for more details in upcoming newsletters, www.DCRetire.com, and other communications channels.



Access Your Resources



Local Offices

D.C. DEPARTMENT OF HUMAN RESOURCES

1015 Half Street, SE, 9th Floor
Washington, DC 20003

Monday – Friday

9:00 a.m. – 5:00 p.m.

(202) 442-9749 or (202) 442-9640

[SCHEDULE AN APPOINTMENT](#)

ICMA-RC

777 North Capitol Street, NE, 8th Floor
Washington, DC 20002

Monday – Friday

9:00 a.m. – 4:30 p.m.

(202) 759-7190

[SCHEDULE AN APPOINTMENT](#)



Call Center

(800) 669-7400



TDD

(800) 669-7471



Email

service@DCRetire.com



Website

www.DCRetire.com