Benefits Department
Human Resources Capital Management
1801 NW 9 Avenue, Suite 712
Miami, Florida 33136
Telephone: 786-466-8355

PHT Retirement

Dear Employee,

This is in response to your inquiry concerning early retirement with the Public Health Trust Defined Benefit Retirement Plan. In order for me to provide you with an appointment to process your retirement application, you must terminate your employment. Be advised that under the pension plan, the retirement benefit date is effective the first day of the month following termination of employment.

If you are vested but have not yet reached your normal retirement date, you may elect to take early retirement. If you choose early retirement, the amount of your benefit will be reduced 5% for each year between your age at retirement and your normal retirement age. Basically, if you retire by early retirement, you will incur the penalties as stated above. There will be no exceptions.

Eligible Jackson employees will be able to access their retirement benefits online via the eePoint Employee Self-Service system. This system is a web-based tool that allows you to calculate estimated retirement funds and forecast various payment scenarios based on age and retirement date. You can also review current plan information, view your summary pension plan description online, and access contact information to learn more about your pension and other benefits. The web address is https://eepoint.towerswatson.com/sites/jhs/ess/.

Please present your manager written notification of your intentions to retire and include the effective date at least one month in advance. JHS managers are now required to use Lawson Manager Self Service (MSS) to enter these types of actions. Upon HR-Benefits receiving confirmation that the electronic PAM has been approved, you will be contacted with an appointment. Please be advised that you will need to provide identification (such as your FL Driver License or FL ID) for the notary public on the day of your appointment to process your retirement application. **Be advised that you should receive your initial retirement benefit check or lump sum payment approximately 3 to 4 months from the retirement effective date.**

The PHT retirement application will be provided, completed and notarized on the day of your appointment. When completing a retirement application, an option selection is required. Please review the information on the retirement option election. You will need to provide the name, date of birth and social security number of your beneficiary (beneficiaries) regardless of option selection. If you are married and you select Option 1 or Option 2, the signature of your spouse will be required.

When completing a retirement application, an option selection is required. Please review the information on the retirement option election. You will need to provide the name, date of birth and social security number of your beneficiary (beneficiaries) regardless of option selection. **If you are married and you select Option 1, Option 2 or Option 5, the signature of your spouse will be required.**

Option 1 is the basic monthly benefit and will provide you, the retiree, with the maximum monthly benefit you will be eligible to receive. The benefit will stop at your death.

Options 2, 3, and 4 are less than the Option 1 amount and are designed to provide a continuing benefit to a beneficiary or joint annuitant.

Option 2 is a reduced monthly benefit payable for your lifetime. If you die within a period of ten years from your retirement date, your designated beneficiary will receive the same monthly benefit you were receiving until the monthly benefits payable to both you and the beneficiary equal the balance of the ten year period. You will need to provide the date of birth and social security number of your beneficiary (beneficiaries). If you die after that ten year period, there is no continuing benefit to the beneficiary. The amount of reduction of Option 2 depends on your age only. Option 2 would be particularly appropriate if you are in ill health and your beneficiary does not qualify as a joint annuitant. Anyone can be named as a beneficiary under Option 2, as well as charities, organizations, or your estate or trust.

If you choose either option 3 or 4, your beneficiary must qualify as your joint annuitant. Your spouse, your natural and legally adopted child who is either under 25 or your natural and legally adopted child who is physically or mentally disabled and incapable of self-support (regardless of age) may qualify as your joint annuitant. **Please note that if you are electing Option 3 or Option 4 and elect your legal spouse as your joint annuitant, a copy of your marriage license must be provided.**

Option 3 is a reduced monthly benefit payable for your lifetime. Upon your death, your joint annuitant, if living, will receive the same monthly benefit you were receiving. No further benefits are payable after both you and your joint annuitant are deceased. **Your estimated monthly benefit amount will be calculated based on your qualified joint annuitant's date of birth**.

Option 4 is an adjusted monthly benefit payable to you while both you and your joint annuitant are living. Upon the death of either you or your joint annuitant, the monthly benefit payable to the survivor is reduced to two-thirds of the monthly benefit received when both were living. No further benefits are payable after both you and your joint annuitant are deceased. **Your estimated monthly benefit amount will be calculated based on your qualified joint annuitant's date of birth.**

Option 5 is in lieu of a monthly benefit as described under Options 1 through 4 above, the lump sum present value of your monthly retirement benefit under the Plan. The value of the payable lump sum distribution shall be equal to the Actuarially Equivalent present value of Option 1 monthly benefit which would be payable at your Normal Retirement Date, including the value of any cost-of-living increases which may be applicable to the benefit at Normal Retirement Date, but excluding the value of any health insurance subsidy.

Please find enclosed in your retirement packet the Lump Sum Payment Election Reference Guide and the Special Tax Notice. The Lump Sum Payment Election Reference Guide in will provide you with information regarding the lump sum distribution. The guide contains a framework to help you understand the key decision points as you consider the form of payment that will meet your current and future retirement needs. The guide also contains a series of frequently asked questions which may be helpful to you as you consider this new option. The Special Tax Notice provides information regarding the federal taxation of your retirement benefit, potential penalty taxes for early distribution, as well as the tax free roll-over option that is available with a lump sum distribution.

If you elect a lump-sum payment and want to "rollover" your payment into another qualified account (e.g. an Individual Retirement Account ("IRA") or another employer's qualified retirement plan that accepts rollovers from a defined benefit plan), you will need to provide the appropriate paperwork on the day of your appointment. If you do not rollover your payment, there could be tax consequences that would significantly reduce the amount of your lump-sum payment. Jackson Health System encourages you to consult a tax professional and/or financial advisor to discuss your personal tax situation.

Additionally, proof of your birth date must be submitted at the time of your application. If you select Option 3 or 4, you must also submit birth date verification for your spouse/joint annuitant. We will accept legible photocopies of one of the following (except for g.):
a. Birth Certificate
b. Delayed birth certificate
c. Census report more than 30 years old
d. Life Insurance policy more than 30 years
e. Letter from the Social Security Administration stating the date of birth it has established for the payment of benefits
f. Certificate of Naturalization
g. In the absence of one of the above, a document from two of the following
(1) Birth certificate of child, showing age of parent (limit one)
(2) Baptismal certificate more than 30 years old
(3) Hospital record of birth
(4) School record at time of entering grammar school

Employee group coverage is cancelled the last day of the pay period in which the separation of employment date falls and for which you experience a regular insurance deduction or made direct payment to Jackson Health System. At the time of retirement, you will have the opportunity to change your insurance election and enroll in any of the available JHS Retiree Insurance plans if you are currently insured. Any dependent that is currently insured under your plan may also be maintained on your coverage. The Jackson Health System-Selection Form for New Retirees has been included your packet to allow you time to review the monthly insurance rates so that you will be prepared to make your selection at the time of your appointment. If you are electing life insurance, you will need to provide the date of birth and social security number of your beneficiary (beneficiaries). **In order to be eligible to enroll in the Retiree Group insurance upon retirement from Jackson Health System/Public Health Trust, you must transition into retirement within 30 days of your termination date. You will have 30 days from your termination date to enroll or change your Retiree insurance election.**

The benefit of the health insurance subsidy is awarded to retirees receiving a monthly annuity from the Public Health Trust (PHT) Defined Benefit Retirement Plan. Eligible retirees will receive $5.00 per month (but no more than one hundred fifty dollars) for each year of service credit earned with the Public Health Trust (PHT) Defined Benefit Retirement Plan. Proof of active health insurance coverage is required as it is intended to help offset your cost. The health insurance subsidy will be added to your monthly pension check upon confirmation of insurance coverage. The minimum monthly subsidy is $30 and the maximum is $150. The maximum health insurance subsidy of $150 is the total maximum you may receive from both the FRS and PHT combined. If you are eligible Medicare Part A and/or Part B, you have the option of providing a copy of your Medicare Part A and/or Part B card as proof of coverage.

If you need information on Social Security and Medicare, please call them at 1-800-772-1213 (or website www.ssa.gov). Please contact an authorized 403b/457 representative from the attached contact list in the event that you would like to shelter your Personal Leave/Extended Illness payout from taxes. You will need to meet with the tax shelter representative to obtain the appropriate form(s). We recommend that you print a copy of your latest check stub to assist you in determining your payout. The completed and signed payroll authorization form must be turned in on the day of your appointment.

Please have your manager email me upon receipt from Process Flow that the electronic PAM has been approved so that I may provide you with an appointment.

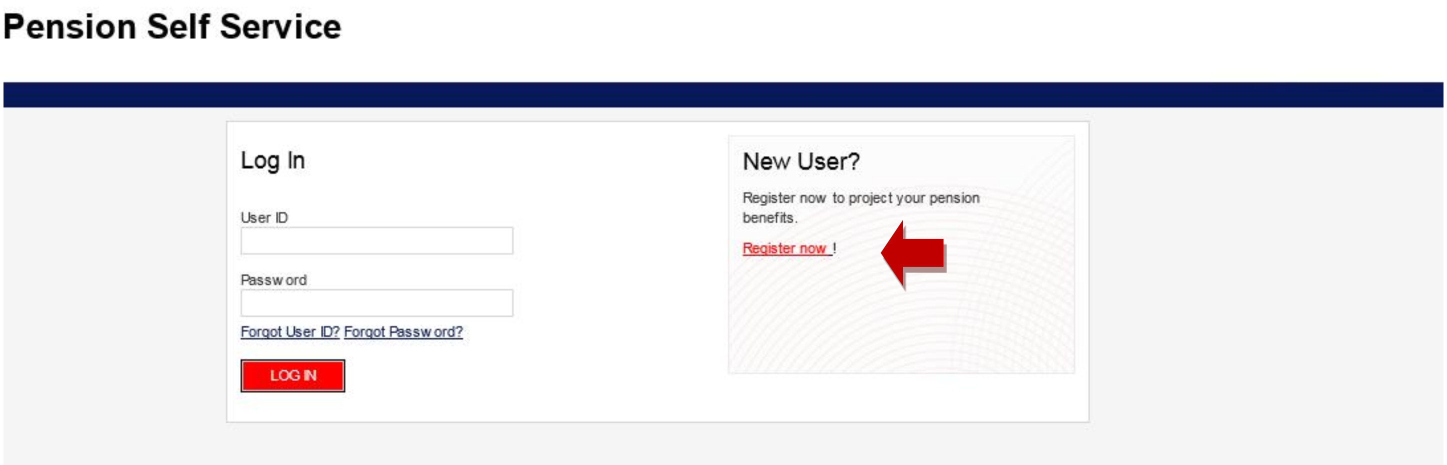
Regards,
Benefits
Human Resources Capital Management

PHT Pension Modeling Tool

Accessing the Pension Modeling Tool and Logging On

Access the tool by logging on at: https://eepoint.towerswatson.com/sites/jhs/ess/

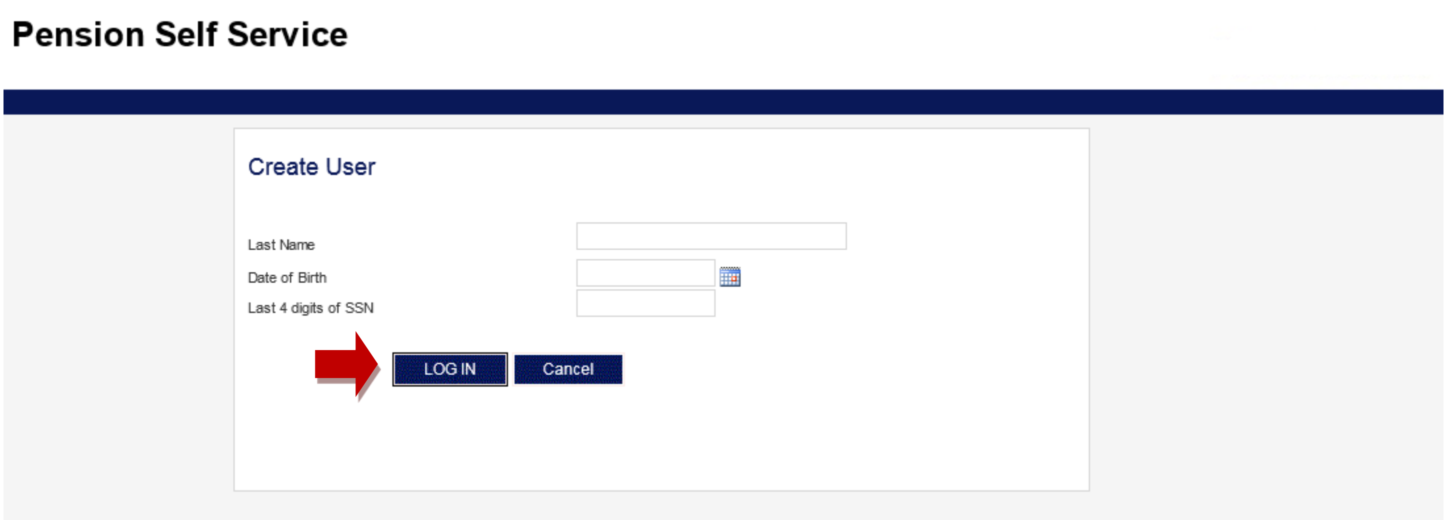
The first time you access the system, you will need to set up your user name and password by clicking on the **Register now** link.



You will need to enter the following information to validate your eligibility:

- Your last name
- Your date of birth (MM/DD/YYYY)
- The last four (4) digits of your Social Security number

Then, click the **Log In** button.



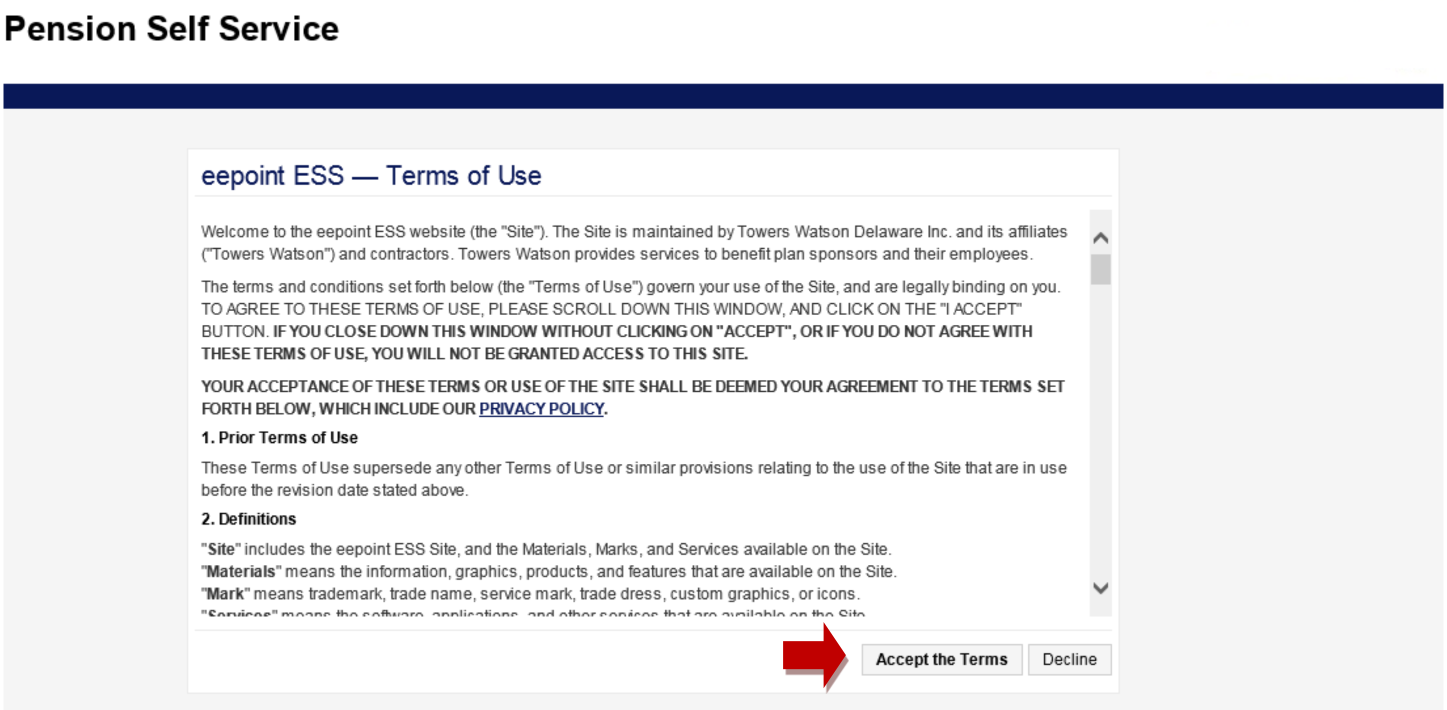
Once your eligibility is validated, your name should appear in the top left corner of the screen. Enter the following in the fields provided:

- **User name:** Enter the user name you would like to use. You may want to consider using First Name.Last Name as an option. **Ex:** If your name is Jane Doe, enter Jane.Doe in the field.
- **Confirm user name:** Re-enter the user name entered (**Ex:** Jane.Doe).
- **New password and confirm password:** Click the **Password Policy** link to review the criteria needed for your password *before* you create it.
- **Security Questions 1 and 2:** Select a question and provide the correct answer in the field below. The two questions must be different.

Click the **Log In** button.

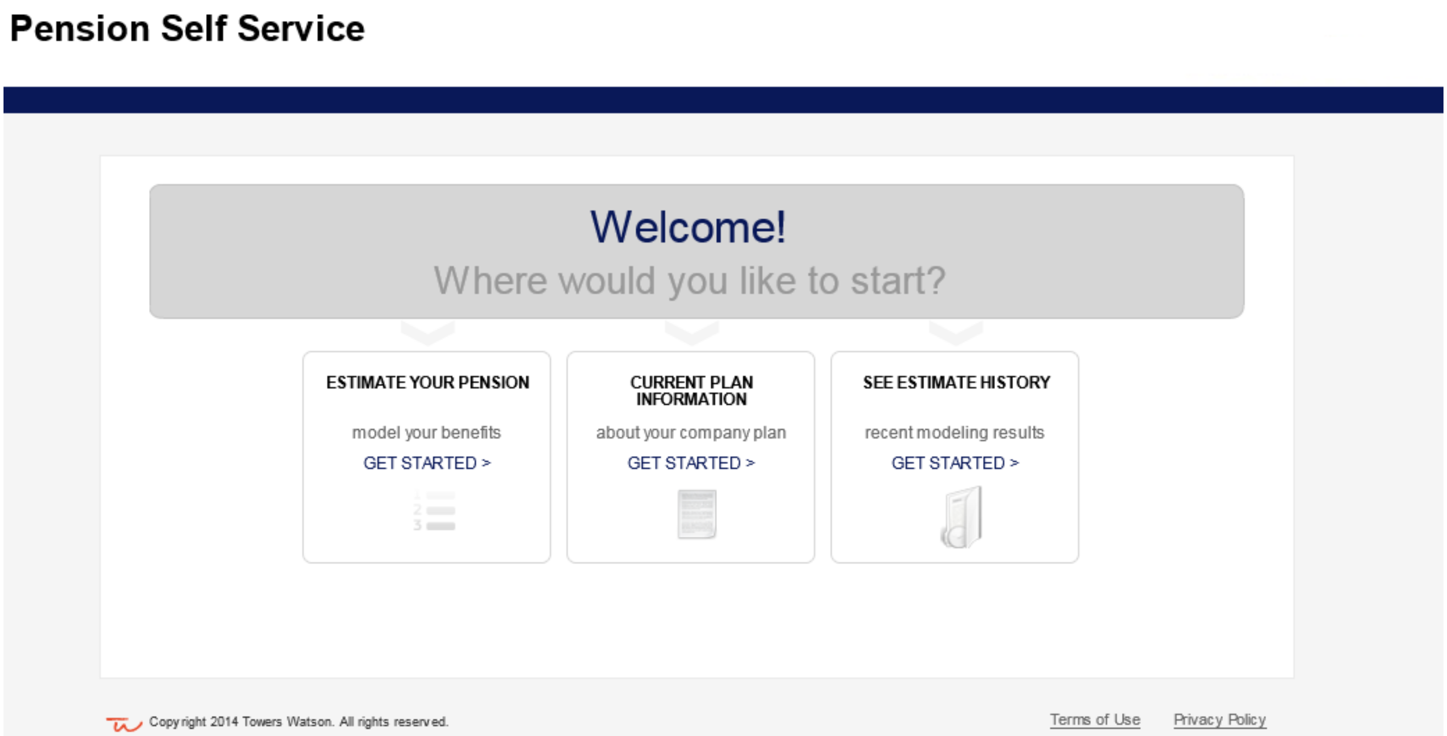
IMPORTANT Please keep your access information in a secure location and do not share your access with others.

To begin using the modeling tool, you must accept the terms of use. Click the **Accept the Terms** button to complete the account creation process.



Using Pension Self Service

As soon as your account is created, you will be taken to the **Pension Self Service Welcome Screen.**



Use **Estimate Your Pension** to create different payout scenarios based on age and retirement date.

Review **Current Plan Information**, view your summary pension plan description online and access contact information to learn more about your pension and other benefits.

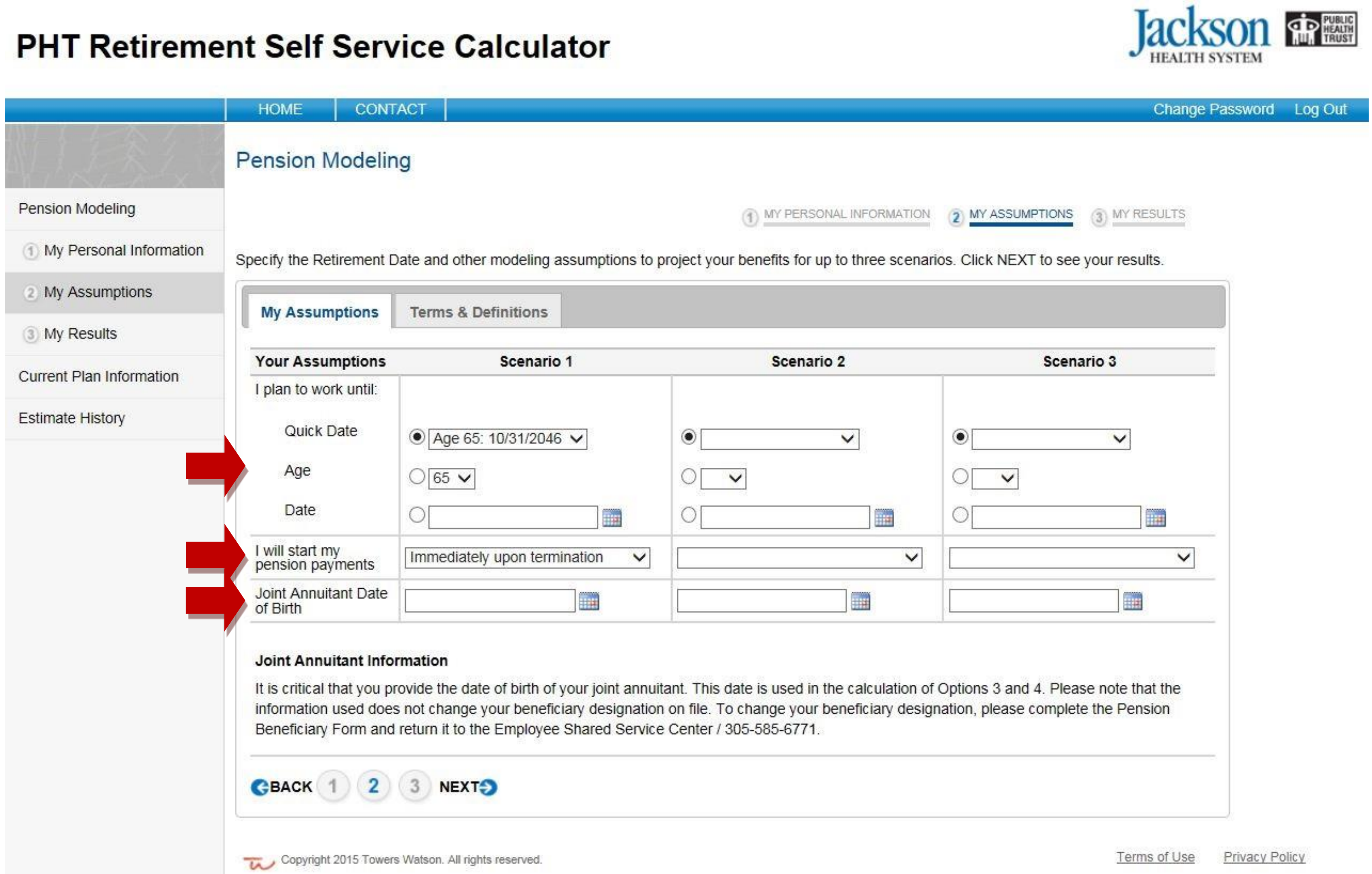
Manage your **Estimate History** by reviewing prior scenarios and deleting unwanted ones.

Running Your Estimates

On **My Assumptions**, under **Estimate Your Pension**, enter your estimated retirement date or age at retirement and when you want payments to commence. Be sure to include your beneficiary's date of birth to see the joint and survivor optional forms of payment that may be available to you. You can enter three different combinations at one time.

Click **Next** to generate your estimate results.

Note: All results are estimates only and do not represent a guarantee of retirement income.



NOTE: **Need to change your password?** Click **Estimate Your Pension**, **Current Plan Information** or **Estimate History** and in the top right corner is a **Change Password** link. Enter your old password and a new password, confirm your new password and then confirm your security questions and click **Log In**.

NEW RETIREE

2016 JACKSON HEALTH SYSTEM MEDICAL, DENTAL, VISION, & LIFE INSURANCE SELECTION FORM FOR RETIREES UNDER 65 & NOT MEDICARE ELIGIBLE

LAST NAME	FIRST NAME	MI	SSN

ADDRESS	CITY	STATE	ZIP

HOME PHONE NUMBER	CELL PHONE NUMBER	☐ MALE ☐ FEMALE	☐ SINGLE ☐ MARRIED	BIRTH DATE (MM/DD/YY) / /	EFFECTIVE DATE (MM/DD/YY) / /

E-MAIL ADDRESS

SECTION 1: INSTRUCTIONS

Retirees: You may only continue, decrease or cancel coverage; you may not increase coverage. Please note that all cancellations are IRREVOCABLE. Please remember to complete the Dependent Information section if you have coverage that includes dependents. **If you cancel a benefit, you cannot elect it at a later date.**

SECTION 2: RETIREE MEDICAL (Please mark one box only)

☐ **DECLINE MEDICAL**

Monthly rates for:	MEDICAL JACKSON FIRST HMO	SELECT HMO PLAN	STANDARD HMO PLAN	POS PLAN
Retiree Only	☐ $387.42	☐ $419.23	☐ $466.16	☐ $1,118.58
Retiree & Spouse/DP Under 65	☐ $881.73	☐ $948.46	☐ $1,046.98	☐ $2,165.28
Retiree & Child(ren)†	☐ $811.01	☐ $872.85	☐ $964.11	☐ $2,086.71
Retiree & Spouse/DP Under 65, plus Child(ren)†	☐ $1,096.37	☐ $1,177.78	☐ $1,297.92	☐ $2,638.67
Retiree Under 65 & Spouse/DP Over 65 on Medicare - High HMO No Rx	N/A	N/A	☐ $710.20	☐ $1,362.62
Retiree Under 65 & Spouse/DP Over 65 on Medicare - High HMO	N/A	N/A	☐ $1,027.62	☐ $1,680.04

† Option also applies to Adult Children (AC) between 26 through 30 years of age, children of a Domestic Partner and/or eligible dependents.

SECTION 3: RETIREE DENTAL (Please mark one box only) ☐ DECLINE DENTAL

Monthly rates for:	- Standard - GUARDIAN DHMO*	GUARDIAN PPO	- Enriched - GUARDIAN DHMO*	GUARDIAN PPO
Retiree Only	☐ $8.00	☐ $31.22	☐ $14.57	☐ $40.87
Retiree & One Dependent	☐ $13.24	☐ $61.76	☐ $24.15	☐ $80.81
Retiree & Family	☐ $20.22	☐ $99.55	☐ $38.39	☐ $130.30

*Guardian DHMO Plans are not available outside Florida **NOTE:** Dental coverage is not provided to Adult Children (AC).

SECTION 4: RETIREE VISION (Please mark one box only) ☐ DECLINE VISION

Monthly rates for:	Retiree	Retiree & One	Retiree & Family
GUARDIAN/DAVIS	☐ $4.14	☐ $8.30	☐ $15.23

NOTE: Vision coverage is not provided to Adult Children (AC).

SECTION 5: RETIREE & DEPENDENT INFORMATION

Please list below a Preferred Dental Provider (PDP) if enrolling in a DHMO Dental Plan.

Relationship	M/F	Last Name/First Name	SSN	Coverage Desired Med	Dental	Vision	Date of Birth MM/DD/YY	Check One* DP/CDP	AC	List the PDP number of your: Dental Provider
Self										

* If enrolling a Domestic Partner, Child of a Domestic Partner or Adult Child(ren), please select the appropriate box. **NOTE**: You may only continue or cancel dependent coverage. You may not add new dependents.

SECTION 6: POST-TAX PRODUCTS (Monthly Rates)

Life Insurance ☐ Elect Life Insurance ☐ Decline Life Insurance

$__________ x .00017 = __________ Base Annual Salary Monthly Premium Life insurance.

NOTE: Life Insurance coverage is reduced when you reach age 65. The coverage options are $15,000 or $20,000.

ARAG® Legal - UltimateAdvisor	☐ Retiree Only $13.33	☐ Retiree + Family $17.60
ARAG® Legal - UltimateAdvisor Plus	☐ Retiree Only $17.08	☐ Retiree + Family $22.55
Pet Assure	☐ $7.00	

Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree. F.S. Section 817.234 (1) (b)

RETIREE SIGNATURE	DATE

Jackson HEALTH SYSTEM | PUBLIC HEALTH TRUST

NEW RETIREE

2016 JACKSON HEALTH SYSTEM MEDICALDENTAL, VISION, & LIFE INSURANCE SELECTION FORM FOR RETIREES 65 AND OVER AND/OR MEDICARE ELIGIBLE

LAST NAME	FIRST NAME	MI	SSN

ADDRESS	CITY	STATE	ZIP

HOME PHONE NUMBER	CELL PHONE NUMBER	☐ MALE ☐ FEMALE	☐ SINGLE ☐ MARRIED	BIRTH DATE (MM/DD/YY)	EFFECTIVE DATE (MM/DD/YY)
				/ /	/ /

E-MAIL ADDRESS

SECTION 1: INSTRUCTIONS

Retirees: You may only continue, decrease or cancel coverage; you may not increase coverage. Please note that all cancellations are IRREVOCABLE. If you cancel a benefit, you cannot elect it at a later date. **Please remember to complete the Dependent Information section if you have coverage that includes dependents.**

SECTION 2: RETIREE MEDICAL (Please mark one box only) ☐ DECLINE MEDICAL

Monthly rates for:	MEDICAL HIGH PLAN	MEDICAL HIGH with No RX Plan
Retiree 65 and Over Only	☐ $561.46	☐ $244.04
Retiree 65 and Over & Spouse/DP 65 and Over†	☐ $1,101.90	☐ $478.97
Retiree 65 and Over & Spouse/DP Over 65† plus Child(ren)† on AvMed POS Plan	☐ $ 2,070.03	N/A
Retiree 65 and Over & Spouse/DP Over 65† plus Child(ren) † on AvMed Standard HMO	☐ $1,599.85	N/A
Retiree 65 and Over & Spouse/DP Over 65† plus Child(ren) † on AvMed Select HMO	N/A	N/A
Retiree 65 and Over & Child(ren)† on AvMed POS Plan	☐ $1,529.59	☐ $1,212.17
Retiree 65 and Over & Child(ren)† on AvMed Select HMO	N/A	N/A
Retiree 65 and Over & Child(ren)† on AvMed Standard HMO	☐ $1,059.41	☐ $741.99
Retiree 65 and Over & Spouse/DP Under 65†, Child(ren)† on AvMed POS Plan	☐ $2,081.55	N/A
Retiree 65 and Over & Spouse/DP Under 65†, Child(ren)† on AvMed Select HMO	N/A	N/A
Retiree 65 and Over & Spouse/DP Under 65†, Child(ren)† on AvMed Standard HMO	☐ $1,393.22	☐ $1,075.80
Retiree 65 and Over & Spouse/DP Under 65 on AvMed POS Plan	☐ $1,680.04	☐ $1,362.62
Retiree 65 and Over & Spouse/DP Under 65 on AvMed Standard HMO	☐ $1,027.62	☐ $710.20

† Option also applies to Adult Children (AC) between 26 through 30 years of age, children of a Domestic Partner and/or eligible dependents.

DEPENDENT COVERAGE ONLY

Monthly rates for Retiree 65 and Over with Non-JHS Medical Plan:	MEDICAL Jackson First HMO Plan	Select HMO Plan	Standard HMO Plan	POS Plan
Spouse/DP Under 65†	☐ $387.42	☐ $419.23	☐ $466.16	☐ $1,118.58
Child(ren)†	☐ $423.59	☐ $453.62	☐ $497.95	☐ $968.13
Spouse/DP Under 65† and Child(ren)†	☐ $811.01	☐ $872.85	☐ $964.11	☐ $2,086.71

SECTION 3: RETIREE DENTAL

(Please mark one box only) ☐ DECLINE DENTAL

Monthly rates for:	- Standard - GUARDIAN DHMO*	- Standard - GUARDIAN PPO	- Enriched - GUARDIAN DHMO*	- Enriched - GUARDIAN PPO
Retiree Only	☐ $8.00	☐ $31.22	☐ $14.57	☐ $40.87
Retiree & One Dependent	☐ $13.24	☐ $61.76	☐ $24.15	☐ $80.81
Retiree & Family	☐ $20.22	☐ $99.55	☐ $38.39	☐ $130.30

* Guardian DHMO plans are not available outside of Florida.

SECTION 4: RETIREE VISION (Please mark one box only) ☐ DECLINE VISION

Monthly rates for:	Retiree	Retiree & One	Retiree & Family
GUARDIAN/DAVIS	☐ $4.14	☐ $8.30	☐ $15.23

NOTE: Vision coverage is not provided to Adult Children (AC).

SECTION 5: RETIREE & DEPENDENT INFORMATION

Please list below a Preferred Dental Provider (PDP) if enrolling in a DHMO Dental Plan.

Relationship	M/F	Last Name/First Name	SSN	Coverage Desired Med	Coverage Desired Dental	Coverage Desired Vision	Date of Birth MM/DD/YY	Check One* DP/CDP	Check One* AC	List the PDP number of your: Dental Provider
Self										

* If enrolling a Domestic Partner, Child of a Domestic Partner or Adult Child(ren), please select the appropriate box. **NOTE**: You may only continue or cancel dependent coverage. You may not add new dependents.

SECTION 6: POST-TAX PRODUCTS (Monthly Rates)

ARAG® Legal - UltimateAdvisor ☐ Retiree Only $13.33 ☐ Retiree + Family $17.60

ARAG® Legal - UltimateAdvisor Plus ☐ Retiree Only $17.08 ☐ Retiree + Family $22.55

PET ASSURE ☐ $7.00

Life Insurance	Life Insurance Benefit/Rates:	AGE 65-69	AGE 70-74	AGE 75+
☐ Elect Life Insurance	☐ $15,000.00	$8.55	$14.10	$19.50
☐ Decline Life Insurance	☐ $20,000.00	$11.40	$18.80	$26.00

Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree. F.S. Section 817.234 (1) (b). In electing the supplemental plan, I understand that enrolllment in the Medicare Part B is required..

RETIREE SIGNATURE	DATE

Humana®

Jackson Health System Employer HMO Plan benefits overview $0 plan premium		
	Benefits	**HMO**
Physician Services	Primary Care Physician	$0 copayment
	Specialist	$20 copayment
	Allergy Injections and Serum	$0 copayment
	Diagnostic Tests and X-rays	$0-$20 copayment
Preventive Care	Routine Immunizations	$0 copayment
	Routine Physical Exams	$0 copayment (one per year)
	Routine Colonoscopy	$0 copayment (one per year)
	Routine Mammogram	$0 copayment (one per year)
Hospital Services	Inpatient care	$75 copayment per day (days 1-5) per admission; 100% after day 5
	Outpatient Surgical Services	$100 copayment
	Emergency Room	$65 copayment
Additional Medical Services	Skilled Nursing Facility	100% for days 1-7, 100% after $50 copayment per day (days 8-100) per benefit period
	Home Health Services	$0 copayment
	Durable Medical Equipment	$0 copayment
	Immediate Care Facility	$20 copayment
Extra Benefits	SilverSneakers®	Available
	Smoking Cessation Program	Available
	Dental (Routine)	$0 copayment per visit for the following every 12 months: 1 Amalgam or Composite filling, 1 oral evaluation, 1 cleaning, 2 series of bitewing x-ray films
	Vision (Routine)	$0 copayment per visit for 1 routine eye exam with a maximum allowance of $150 each plan year for contact lenses, eyeglasses-lenses and frames or one free pair of select eye-wear

If you have any questions or need help, please call us at 1-800-824-8242 (TTY: 711) and select option 2. You can call Monday – from Friday, 8 a.m. – 8 p.m. Eastern time.

Humana is a Medicare Advantage organization with a Medicare contract. The benefit information provided herein is a brief summary, not a comprehensive description of benefits. For more information contact the plan. Limitations, copayments and restrictions may apply. Benefits, formulary, pharmacy network, premium and/or copayments/coinsurance may change on of each year.

Public Health Trust of Miami-Dade County

Florida Defined Benefit Retirement Plan

"PHT Retirement Plan"

Lump-sum Payment Election

Reference Guide

LUMP SUM PAYMENT ELECTION REFERENCE GUIDE

Jackson Health System (JHS) is providing a new retirement payment option that has been added to the Public Health Trust of Miami-Dade County, Florida Defined Benefit Retirement Plan also referred to as the PHT Retirement Plan. As a participant in the PHT Retirement Plan, you now have the option to select a lump-sum payment of your vested accrued pension benefit once you terminate employment from JHS.

As you consider whether to take your vested accrued pension benefit as a lump-sum or as a monthly annuity, you need to determine which form of payment best meets your current and future needs. To help you make this important decision, we are providing a variety of resources, including this Lump-sum Payment Election Reference Guide.

Please review this guide carefully as you consider your election and share this information with your family and with your financial planner or tax advisor.

What You Will Find in This Guide:

ELIGIBILITY FOR THE LUMP SUM OPTION

As a participant in the PHT Retirement Plan, you now have the option to select a lump-sum payment of your accrued pension benefit once you have terminated employment with a vested benefit.

PAYMENT OPTIONS

In this guide you will find detailed information on the payment options available to you.

Please note, that you are not required to make a decision at termination of employment. You may select a form of payment for your vested accrued pension benefit at a later date.

TAKE ACTION FOR YOUR FUTURE

While a number of payment options are available to you, the key decision you will need to make about the payment form of your Retirement Plan benefit is whether you want a monthly annuity or a lump-sum payment. There are three key things to consider in making your decision. These include:

1. Understanding your pension payment options
2. Planning for your future – evaluating your future expectations and goals, considering all of your retirement income sources and expenses
3. Determining your tolerance for investment risk and your need for financial flexibility

Let's take a closer look at each of these categories.

STEP ONE: Understanding your pension payment options

The PHT Retirement Plan offers you a choice of payment forms, including various annuity options or a lump-sum payment of the Retirement Plan benefit. Before you make a decision about which payment form is right for you, it is helpful to understand the difference between a monthly annuity and a lump-sum payment.

Monthly Annuity	Lump-sum Payment
A monthly annuity provides guaranteed income for the rest of your life and based on your option selection, provides a guaranteed benefit for your joint annuitant upon your death.	A lump-sum payment provides the total value of your vested accrued pension benefit in one single payment. The lump-sum is the present value of the monthly annuity you would receive at normal retirement age, as defined in the Retirement Plan, payable as a single life annuity (including the value of any cost-of-living increase that may apply to your annuity benefit after you commence benefits, and excluding the value of the health insurance subsidy). **Once you receive a lump-sum, you are no longer entitled to any future payments from the Retirement Plan.**

As you consider your pension payment options, please keep in mind that there are many circumstances where a monthly annuity is more valuable and circumstances where a lump-sum payment may be more valuable. Other financial resources, personal health considerations, and dependent obligations are just a few of the considerations that may impact which payment form is best for you.

STEP TWO: Planning for the future

A concern many people have as they plan for retirement is whether or not they will outlive their retirement income resources. When deciding the form of payment for your PHT Retirement Plan benefit, it is important to remember that this benefit is only one source of retirement income.

A lump-sum payment option provides you with less certainty because there is a risk that you may exhaust those funds in your lifetime. The main factors that will help you decide whether or not you can expect to outlive your lump-sum payment are how long you expect to live, the return on your investment that you expect to earn and the pace at which you spend the lump-sum principal.

Life Expectancy The longer you live, the longer your lump-sum payment will need to last. While estimating your projected lifetime involves great uncertainty, you can consider factors such as age, health, family medical history and lifestyle to help make an assumption. The chart below shows you an estimate of the average life expectancy based on a study of the U.S. Population by the Society of Actuaries.

Current Age	Female Life Expectancy	Male Life Expectancy
25	84	82
35	84	82
45	84	82
55	85	83
60	85	83
65	86	84

Investment Return

If you elect a lump-sum payment of your Retirement Plan benefit and invest it, the greater return on your investment, the longer it will last. While the return on your investment is uncertain, particularly in today's unpredictable economic environment, you should consider a variety of options for investing your lump-sum payment. It is recommended that you consult a personal financial advisor to help you determine the right mix of investments for your lump-sum payment.

Retirement Expenses

As you consider your sources of retirement income, you should compare that to your expected retirement expenses. You'll also want to examine if your expected retirement expenses are fixed (e.g., rent, mortgage, taxes) or variable (e.g., vacations, home repair, etc.). In addition, during retirement certain expenses may go away, such as commuting expenses, savings for retirement or children's education.

Some examples of expected retirement expenses you should consider include:

- Housing, utilities
- Food
- Clothing
- Medical and other insurance premiums
- Transportation
- Taxes – both property and income

Providing for the financial security of your beneficiaries may also be part of your financial plan. If so, it is important to choose a payment option that will enable you to provide for your beneficiaries and still enjoy your retirement. In some cases, this may be done with the lump-sum payment option – as long as you invest wisely. In other cases, this may be better achieved by electing a monthly annuity with a survivor benefit.

STEP THREE: Your Tolerance for Investment Risk and Need for Financial Flexibility

If you choose a lump-sum payment of your PHT Retirement Plan vested accrued pension benefit, you must be comfortable with making investment decisions and living with the fluctuations of your investments. This will require investment knowledge or the ability to retain financial advisors who will help you manage your retirement investments. In addition, electing a lump-sum payment requires an ongoing commitment to monitoring your investments. While there is potential to earn significant additional income through wise investing, there is also significant risk involved.

If you choose a monthly annuity of your vested accrued benefit, your benefit is fixed for the rest of your life. JHS is responsible for ensuring there is enough funding to pay your monthly pension benefit throughout your lifetime (and the lifetime of your joint annuitant, if applicable).

Financial Flexibility

If you elect a lump-sum payment, you may want to "rollover" your payment into another qualified account (e.g. an Individual Retirement Account ("IRA") or another employer's qualified retirement plan that accepts rollovers from a defined benefit plan). Once you rollover your payment, you will have to decide how to invest your money. If you do not rollover your payment, there could be tax consequences that would significantly reduce the amount of your lump-sum payment. JHS encourages you to consult a tax professional and/or financial advisor to discuss your personal tax situation.

Choosing a lump-sum payment enables you to decide when and at what rate you will spend your pension benefit. For example, if you rollover your lump-sum to an IRA, you can choose one with flexible payment options and easy access to your money. In that case, you can use any amount of money from your lump-sum whenever you need it. However, this option requires a commitment to manage your withdrawals to ensure that your lump-sum benefit will be sufficient to meet your financial needs.

TAX IMPLICATIONS

When considering the lump sum or monthly annuity payment options, you should also consider the tax implications. For example, you may incur a 10% penalty tax if you receive your lump sum too early (depending on your age when you terminated employment with JHS but generally before 59-1/2) and you do not rollover the lump-sum into an IRA or other qualified retirement plan. In addition, your lump-sum payment may put you in a higher tax-bracket, so you may have a larger tax liability in the year in which you receive your lump-sum payment if you do not roll it over. This is not typical with monthly annuity payments. **JHS strongly encourages you to consult a tax professional and/or financial advisor to discuss your personal tax situation.**

Individual Retirement Account (IRA) Providers If you elect a lump-sum payment, you can determine how best to invest that money. An Individual Retirement Account, or "IRA," is often an attractive option. The following lists financial and other institutions that offer IRAs (including Roth IRAs). Your decision to establish an IRA is a personal one. Before selecting one, as with any investment vehicle, it is wise to do some research to determine which institution and which IRA are best-suited to your situation.

Provider	Website
American Funds	www.americanfunds.com
Bank of America/Merrill Lynch	www.bankofamerica.com
Charles Schwab	www.schwab,com
Edward Jones	www.edwardjones.com
Fidelity	www.fidelity.com
VOYA Financial	www.voya.com
JPMorgan Chase	www.retireonline.com
Lincoln Financial Group	www.lfg.com
Morgan Stanley Smith Barney	www.morganstanleysmithbarney.com
Nationwide Retirement Solutions	www.nationwide.com
Valic	www.valic.com
Vanguard	www.vanguard.com
Wells Fargo	www.wellsfargo.com

Note: JHS has provided this list of financial institutions for informational purposes and this list is not all inclusive. JHS is not making an endorsement of any particular institution and is not responsible for any advice or counsel provided by one of the financial institutions.

LUMP SUM PAYMENT OPTION

FREQUENTLY ASKED QUESTIONS

Why am I receiving the information from JHS at this time?

We want to inform you of an important option for payment of your vested accrued benefit from the Retirement Plan. You now have the option to select a lump-sum payment of your vested accrued pension benefit.

What are my options?

You may elect to receive a lump-sum (single payment) of your Retirement Plan vested accrued pension benefit, or you may be entitled to receive a monthly annuity if you are currently within 20 years of your normal retirement age. Due to the early retirement reduction factors under the Retirement Plan, the monthly annuity would not be available until you are within 20 years of the normal retirement age (age 62 or 65 depending on your date of hire).

When do I have to make my decision?

You do not have to make your election now. You may make your decision upon terminating your employment and applying for retirement benefits. Making your election involves reviewing all of the materials included in this guide, and fully completing and returning all of the necessary forms.

Remember, you do not have to make a decision at this time. You may elect your form of payment at a future date or when you attain retirement age according to the Plan. **Once you begin to receive monthly payments as an annuity, you DO NOT have the option to re-elect a lump sum.**

What happens if I decide not to make an election?

The offer is completely voluntary and you only have to take action if you want to receive your benefit now either as a lump-sum or a monthly annuity. If you do not make any election at this time, you may begin receiving your benefit at any future date.

What interest rate is used to determine the lump-sum?

Lump-sum payments are based actuarial equivalency as defined in the Retirement Plan document. The interest rate is 7.0%. The lump-sum calculation also involves the use of a standard mortality table, also defined in the Retirement Plan document.

Can I roll over my lump-sum?

Yes, your lump sum can be rolled over to an Individual Retirement Account ("IRA") or other qualified retirement plan (e.g., another employer's 401(k) or 403(b) plan which accepts rollovers).

What happens if I have previously made employee contributions to the PHT Retirement Plan?

Since your employee contributions have not already been taxed, the portion of your lump-sum attributable to those contributions may also be rolled over and are included in your lump-sum payment.

Do I need spousal consent to take a lump sum?

Yes, if you take a lump sum payment, your spouse must indicate his or her approval by signing the Spousal Acknowledgement Form included in the Lump-sum Election Kit in the presence of a Notary Public. It is very important to note that this form must be notarized.

What if I am divorced?

If you are divorced and have a Qualified Domestic Relations Order ("QDRO") in place, you can only make an election for the portion of the benefit that is allocated to you. If you are unsure, or you have not previously reported your QDRO to JHS, please email PhtRetirement@jhsmiami.org .

Who do I contact for more information?

For more information contact the Employee Benefits department at Employee Benefits department at PhtRetirement@jhsmiami.org.

MAKING YOUR ELECTION

Thank you for reviewing the guide about your JHS pension benefit and how you might choose to begin taking it.

Please remember, if you elect a monthly annuity payment, you will not be able to change that election to a lump-sum payment in the future. If you elect a lump-sum payment, you will not be entitled to any future benefits from the Retirement Plan, and you will also need to select how you wish to receive your lump-sum payment.

JHS retains the right to amend or terminate benefit plans for active for former employees at any time, for any reason, subject to the terms and conditions of any applicable collective bargaining agreement.

**Please note that your Lump-sum Payment Election is your responsibility. This Lump-sum Payment Election Reference Guide is intended to assist you in making that election; it is not intended as an endorsement of any payment option. In addition, this Guide is not intended as tax or investment advice. You should consult a tax professional and/or financial advisor when making this decision. This Guide summarizes some of the highlights of the Retirement Plan. If any statement in this Guide or in any other communication conflicts with the plan document, the plan document will govern.*

<u>SPECIAL TAX NOTICE</u>
<u>YOUR ROLLOVER OPTIONS</u>

You are receiving this notice because all or a portion of a payment you are receiving from the Public Health Trust of Miami-Dade County, Florida Defined Benefit Retirement Plan (the "Plan") is eligible to be rolled over to an IRA or an employer plan. This notice is intended to help you decide whether to do such a rollover.

This notice describes the rollover rules that apply to payments from the Plan that are <u>not</u> from a designated Roth account (a type of account with special tax rules in some employer plans). If you also receive a payment from a designated Roth account in the Plan, you will be provided a different notice for that payment, and the Plan administrator or the payer will tell you the amount that is being paid from each account.

Rules that apply to most payments from a plan are described in the "General Information About Rollovers" section. Special rules that only apply in certain circumstances are described in the "Special Rules and Options" section.

GENERAL INFORMATION ABOUT ROLLOVERS

How can a rollover affect my taxes?

You will be taxed on a payment from the Plan if you do not roll it over. If you are under age 59½ and do not do a rollover, you will also have to pay a 10% additional income tax on early distributions (unless an exception applies). However, if you do a rollover, you will not have to pay tax until you receive payments later and the 10% additional income tax will not apply if those payments are made after you are age 59½ (or if an exception applies).

Where may I roll over the payment?

You may roll over the payment to either an IRA (an individual retirement account or individual retirement annuity) or an employer plan (a tax-qualified plan, section 403(b) plan, or governmental section 457(b) plan) that will accept the rollover. The rules of the IRA or employer plan that holds the rollover will determine your investment options, fees, and rights to payment from the IRA or employer plan (for example, no spousal consent rules apply to IRAs and IRAs may not provide loans). Further, the amount rolled over will become subject to the tax rules that apply to the IRA or employer plan.

How do I do a rollover?

There are two ways to do a rollover. You can do either a direct rollover or a 60-day rollover.

<u>If you do a direct rollover</u>, the Plan will make the payment directly to your IRA or an employer plan. You should contact the IRA sponsor or the administrator of the employer plan for information on how to do a direct rollover.

<u>If you do not do a direct rollover</u>, you may still do a rollover by making a deposit into an IRA or eligible employer plan that will accept it. You will have 60 days after you receive the payment to make the deposit. If you do not do a direct rollover, the Plan is required to withhold 20% of the payment for federal income taxes (up to the amount of cash and property received other than employer stock). This means that, in order to roll over the entire payment in a 60-day rollover, you must use other funds to make up for the 20% withheld. If you do not roll over the entire amount of the payment, the portion not rolled over will be taxed and will be subject to the 10% additional income tax on early distributions if you are under age 59½ (unless an exception applies).

How much may I roll over?

If you wish to do a rollover, you may roll over all or part of the amount eligible for rollover. Any payment from the Plan is eligible for rollover, except:

- Certain payments spread over a period of at least 10 years or over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Required minimum distributions after age 70½ (or after death)

The Plan administrator or the payer can tell you what portion of a payment is eligible for rollover.

If I don't do a rollover, will I have to pay the 10% additional income tax on early distributions?

If you are under age 59½, you will have to pay the 10% additional income tax on early distributions for any payment from the Plan (including amounts withheld for income tax) that you do not roll over, unless one of the exceptions listed below applies. This tax is in addition to the regular income tax on the payment not rolled over.

The 10% additional income tax does not apply to the following payments from the Plan:

- Payments made after you separate from service if you will be at least age 55 in the year of the separation
- Payments that start after you separate from service if paid at least annually in equal or close to equal amounts over your life or life expectancy (or the lives or joint life expectancy of you and your beneficiary)
- Payments from a governmental defined benefit pension plan made after you separate from service if you are a public safety employee and you are at least age 50 in the year of the separation
- Payments made due to disability
- Payments after your death
- Payments made directly to the government to satisfy a federal tax levy
- Payments made under a qualified domestic relations order (QDRO)
- Payments up to the amount of your deductible medical expenses

If I do a rollover to an IRA, will the 10% additional income tax apply to early distributions from the IRA?

If you receive a payment from an IRA when you are under age 59½, you will have to pay the 10% additional income tax on early distributions from the IRA, unless an exception applies. In general, the exceptions to the 10% additional income tax for early distributions from an IRA are the same as the exceptions listed above for early distributions from a plan. However, there are a few differences for payments from an IRA, including:

- There is no exception for payments after separation from service that are made after age 55.
- The exception for qualified domestic relations orders (QDROs) does not apply (although a special rule applies under which, as part of a divorce or separation agreement, a tax-free transfer may be made directly to an IRA of a spouse or former spouse).
- The exception for payments made at least annually in equal or close to equal amounts over a specified period applies without regard to whether you have had a separation from service.
- There are additional exceptions for (1) payments for qualified higher education expenses, (2) payments up to $10,000 used in a qualified first-time home purchase, and (3) payments after you have received unemployment compensation for 12 consecutive weeks (or would have been eligible to receive unemployment compensation but for self-employed status).

Will I owe State income taxes?

This notice does not describe any State or local income tax rules (including withholding rules).

SPECIAL RULES AND OPTIONS

If your payment includes after-tax contributions

After-tax contributions included in a payment are not taxed. If a payment is only part of your benefit, an allocable portion of your after-tax contributions is generally included in the payment. If you have pre-1987 after-tax contributions maintained in a separate account, a special rule may apply to determine whether the after-tax contributions are included in a payment.

You may roll over to an IRA a payment that includes after-tax contributions through either a direct rollover or a 60-day rollover. You must keep track of the aggregate amount of the after-tax contributions in all of your IRAs (in order to determine your taxable income for later payments from the IRAs). If you do a direct rollover of only a portion of the amount paid from the Plan and a portion is paid to you, each of the payments will include an allocable portion of the after-tax contributions. If you do a 60-day rollover to an IRA of only a portion of the payment made to you, the after-tax contributions are treated as rolled over last. For example, assume you are receiving a complete distribution of your benefit which totals $12,000, of which $2,000 is after-tax contributions. In this case, if you roll over $10,000 to an IRA in a 60-day rollover, no amount is taxable because the $2,000 amount not rolled over is treated as being after-tax contributions.

You may roll over to an employer plan all of a payment that includes after-tax contributions, but only through a direct rollover (and only if the receiving plan separately accounts for after-tax contributions and is not a governmental section 457(b) plan). You can do a 60-day rollover to an employer plan of part of a payment that includes after-tax contributions, but only up to the amount of the payment that would be taxable if not rolled over.

If you miss the 60-day rollover deadline

Generally, the 60-day rollover deadline cannot be extended. However, the IRS has the limited authority to waive the deadline under certain extraordinary circumstances, such as when external events prevented you from completing the rollover by the 60-day rollover deadline. To apply for a waiver, you must file a private letter ruling request with the IRS. Private letter ruling requests require the payment of a nonrefundable user fee. For more information, see IRS Publication 590, Individual Retirement Arrangements (IRAs).

If your payment includes employer stock that you do not roll over

If you do not do a rollover, you can apply a special rule to payments of employer stock (or other employer securities) that are either attributable to after-tax contributions or paid in a lump sum after separation from service (or after age 59½, disability, or the participant's death). Under the special rule, the net unrealized appreciation on the stock will not be taxed when distributed from the Plan and will be taxed at capital gain rates when you sell the stock. Net unrealized appreciation is generally the increase in the value of employer stock after it was acquired by the Plan. If you do a rollover for a payment that includes employer stock (for example, by selling the stock and rolling over the proceeds within 60 days of the payment), the special rule relating to the distributed employer stock will not apply to any subsequent payments from the IRA or employer plan. The Plan administrator can tell you the amount of any net unrealized appreciation.

If you have an outstanding loan that is being offset

If you have an outstanding loan from the Plan, your Plan benefit may be offset by the amount of the loan, typically when your employment ends. The loan offset amount is treated as a distribution to you at the time of the offset and will be taxed (including the 10% additional income tax on early distributions, unless an exception applies) unless you do a 60-day rollover in the amount of the loan offset to an IRA or employer plan.

If you were born on or before January 1, 1936

If you were born on or before January 1, 1936 and receive a lump sum distribution that you do not roll over, special rules for calculating the amount of the tax on the payment might apply to you. For more information, see IRS Publication 575, Pension and Annuity Income.

If your payment is from a governmental section 457(b) plan

If the Plan is a governmental section 457(b) plan, the same rules described elsewhere in this notice generally apply, allowing you to roll over the payment to an IRA or an employer plan that accepts rollovers. One difference is that, if you do not do a rollover, you will not have to pay the 10% additional income tax on early distributions from the Plan even if you are under age 59½ (unless the payment is from a separate account holding rollover contributions that were made to the Plan from a tax-qualified plan, a section 403(b) plan, or an IRA). However, if you do a rollover to an IRA or to an employer plan that is not a governmental section 457(b) plan, a later distribution made before age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies). Other differences are that you cannot do a rollover if the payment is due to an "unforeseeable emergency" and the special rules under "If your payment includes employer stock that you do not roll over" and "If you were born on or before January 1, 1936" do not apply.

If you are an eligible retired public safety officer and your pension payment is used to pay for health coverage or qualified long-term care insurance

If the Plan is a governmental plan, you retired as a public safety officer, and your retirement was by reason of disability or was after normal retirement age, you can exclude from your taxable income plan payments paid directly as premiums to an accident or health plan (or a qualified long-term care insurance contract) that your employer maintains for you, your spouse, or your dependents, up to a maximum of $3,000 annually. For this purpose, a public safetyofficer is a law enforcement officer, firefighter, chaplain, or member of a rescue squad orambulance crew.

If you roll over your payment to a Roth IRA

You can roll over a payment from the Plan made before January 1, 2010 to a Roth IRA only ifyour modified adjusted gross income is not more than $100,000 for the year the payment is madeto you and, if married, you file a joint return. These limitations do not apply to payments madeto you from the Plan after 2009. If you wish to roll over the payment to a Roth IRA, but you arenot eligible to do a rollover to a Roth IRA until after 2009, you can do a rollover to a traditionalIRA and then, after 2009, elect to convert the traditional IRA into a Roth IRA.

If you roll over the payment to a Roth IRA, a special rule applies under which the amount of the payment rolled over (reduced by any after-tax amounts) will be taxed. However, the 10%additional income tax on early distributions will not apply (unless you take the amount rolledover out of the Roth IRA within 5 years, counting from January 1 of the year of the rollover).For payments from the Plan during 2010 that are rolled over to a Roth IRA, the taxable amountcan be spread over a 2-year period starting in 2011.

If you roll over the payment to a Roth IRA, later payments from the Roth IRA that are qualifieddistributions will not be taxed (including earnings after the rollover). A qualified distributionfrom a Roth IRA is a payment made after you are age 59½ (or after your death or disability, or asa qualified first-time homebuyer distribution of up to $10,000) and after you have had a RothIRA for at least 5 years. In applying this 5-year rule, you count from January 1 of the year forwhich your first contribution was made to a Roth IRA. Payments from the Roth IRA that are notqualified distributions will be taxed to the extent of earnings after the rollover, including the 10%additional income tax on early distributions (unless an exception applies). You do not have totake required minimum distributions from a Roth IRA during your lifetime. For moreinformation, see IRS Publication 590, Individual Retirement Arrangements (IRAs).

You cannot roll over a payment from the Plan to a designated Roth account in an employer plan.

If you are not a plan participant

Payments after death of the participant. If you receive a distribution after the participant's deaththat you do not roll over, the distribution will generally be taxed in the same manner describedelsewhere in this notice. However, the 10% additional income tax on early distributions and thespecial rules for public safety officers do not apply, and the special rule described under thesection "If you were born on or before January 1, 1936" applies only if the participant was bornon or before January 1, 1936.

If you are a surviving spouse. If you receive a payment from the Plan as the survivingspouse of a deceased participant, you have the same rollover options that the participantwould have had, as described elsewhere in this notice. In addition, if you choose to do a rollover to an IRA, you may treat the IRA as your own or as an inherited IRA.

An IRA you treat as your own is treated like any other IRA of yours, so that payments made to you before you are age 59½ will be subject to the 10% additional income tax on early distributions (unless an exception applies) and required minimum distributions from your IRA do not have to start until after you are age 70½.

If you treat the IRA as an inherited IRA, payments from the IRA will not be subject to the 10% additional income tax on early distributions. However, if the participant had started taking required minimum distributions, you will have to receive required minimum distributions from the inherited IRA. If the participant had not started taking required minimum distributions from the Plan, you will not have to start receiving required minimum distributions from the inherited IRA until the year the participant would have been age 70½.

If you are a surviving beneficiary other than a spouse. If you receive a payment from the Plan because of the participant's death and you are a designated beneficiary other than a surviving spouse, the only rollover option you have is to do a direct rollover to an inherited IRA. Payments from the inherited IRA will not be subject to the 10% additional income tax on early distributions. You will have to receive required minimum distributions from the inherited IRA.

Payments under a qualified domestic relations order. If you are the spouse or former spouse of the participant who receives a payment from the Plan under a qualified domestic relations order (QDRO), you generally have the same options the participant would have (for example, you may roll over the payment to your own IRA or an eligible employer plan that will accept it). Payments under the QDRO will not be subject to the 10% additional income tax on early distributions.

If you are a nonresident alien

If you are a nonresident alien and you do not do a direct rollover to a U.S. IRA or U.S. employer plan, instead of withholding 20%, the Plan is generally required to withhold 30% of the payment for federal income taxes. If the amount withheld exceeds the amount of tax you owe (as may happen if you do a 60-day rollover), you may request an income tax refund by filing Form 1040NR and attaching your Form 1042-S. See Form W-8BEN for claiming that you are entitled to a reduced rate of withholding under an income tax treaty. For more information, see also IRS Publication 519, U.S. Tax Guide for Aliens, and IRS Publication 515, Withholding of Tax on Nonresident Aliens and Foreign Entities.

Other special rules

If a payment is one in a series of payments for less than 10 years, your choice whether to make a direct rollover will apply to all later payments in the series (unless you make a different choice for later payments).

If your payments for the year are less than $200 (not including payments from a designated Roth account in the Plan), the Plan is not required to allow you to do a direct rollover and is not required to withhold for federal income taxes. However, you may do a 60-day rollover.

Unless you elect otherwise, a mandatory cashout of more than $1,000 (not including payments from a designated Roth account in the Plan) will be directly rolled over to an IRA chosen by the Plan administrator or the payer. A mandatory cashout is a payment from a plan to a participant made before age 62 (or normal retirement age, if later) and without consent, where the participant's benefit does not exceed $5,000 (not including any amounts held under the plan as a result of a prior rollover made to the plan).

You may have special rollover rights if you recently served in the U.S. Armed Forces. For more information, see IRS Publication 3, Armed Forces' Tax Guide.

FOR MORE INFORMATION

You may wish to consult with the Plan administrator or payer, or a professional tax advisor, before taking a payment from the Plan. Also, you can find more detailed information on the federal tax treatment of payments from employer plans in: IRS Publication 575, Pension and Annuity Income; IRS Publication 590, Individual Retirement Arrangements (IRAs); and IRS Publication 571, Tax-Sheltered Annuity Plans (403(b) Plans). These publications are available from a local IRS office, on the web at www.irs.gov, or by calling 1-800-TAX-FORM.

Tax Sheltered Annuity(TSA) Contact List
403(b) Retirement Plans & 457 Deferred Compensation Plans

Please contact the following providers for information and/or assistance with the Tax Sheltered Annuity 403(b) Retirement Plans and Deferred Compensation 457 Plans.

FIDELITY Investments: **403(b)**	**Julie Cornell- Armengol** 954-644-9206 Julie.Cornell@FMR.com **1-800-343-0860** #51502 (Employer Plan Number)
LINCOLN Financial Group: **403(b) & 457**	**Theresa Yong** 305-245-7332 Theresa.Yong@LFG.com
Nationwide Retirement Solutions: **457**	**Aaron R. Schwartz** 305-439-9550 schwara5@nationwide.com #609177 (Employer Plan Number)
VALIC: **403(b) & 457**	**Denise Abi-Fadel** 305-505-8290 denise.abi-fadel@valic.com **Dida Langsdale** 305-984-2236 candida.langsdale@valic.com **Molly Shrauner** 786-877-1891 molly.shrauner@valic.com **Armando Vazquez** 305-409-3156 armando.vazquez@valic.com **Al Wishneff** 954-224-7018 albert.wishneff@valic.com
VOYA Financial **403(b) & 457**	**Pam Boatman** 305-234-3246 pam.boatman@ingfp.com **Gwenn Wayne** 954-486-2236 gwenn.wayne@ingfp.com Group#09058

Personal Leave

Payout of 100% of accrued bank up to 500 hours at current base hourly rate of pay. The 500-hour accrual maximum includes converted sick leave.

Extended Illness

Payout after a minimun of ten years of full-time continious employment at the current base hourly rate of pay in accordance with the following schedule:

Less than 10 years	No payment
10 years but less than 11 years	25% payment
11 years but less than 12 years	30% payment
12 years but less than 13 years	35% payment
13 years but less than 14 years	40% payment
14 years but less than 15 years	45% payment
15 years but less than 16 years	50% payment
16 years but less than 17 years	55% payment
17 years but less than 18 years	60% payment
18 years but less than 19 years	65% payment
19 years but less than 20 years	70% payment
20 years but less than 21 years	75% payment
21 years but less than 22 years	77.5% payment
22 years but less than 23 years	80% payment
23 years but less than 24 years	82.5% payment
24 years but less than 25 years	85% payment
25 years but less than 26 years	87.5% payment
26 years but less than 27 years	90% payment
27 years but less than 28 years	92.5% payment
28 years but less than 29 years	95% payment
29 years but less than 30 years	97.5% payment
30 years or more	100% payment

Employees with less than thirty (30) years full-time continuous Trust/County employment who retire or resign from the Trust will be eligible to receive payment for up to a maximum of 1,000 hours of accrued extended illness leave.