

## TAX DEFERRED COMPENSATION

Tax Deferred Compensation programs are established under Section 403(b) and 457 of the Internal Revenue Code and are available to employees of tax-exempt organizations, such as public schools. This is one of the best ways to save money for your retirement years and one of the few methods available today to defer current income taxes. You decide what percentage of your gross annual earnings you wish to contribute for your retirement needs.

**Your contributions are deducted from your payroll before federal income taxes are withheld.**

These tax deferred compensation programs offer different investment styles so participants can create a well-diversified investment strategy. Participants can choose from a menu of multiple investment styles, each of which are diversified and have materially different expected risk and return characteristics. The program provides participants the ability to diversify their individual accounts based on their own investments objectives.

## FOR UNION EMPLOYEES

**To begin remitting your payroll deductions, you must enroll with the CPS Supplemental Retirement Plan offered through Great-West.**

All employees have been issued a Personal Identification Number (PIN) for enrollment into the 403(b)/457 Plan. You will need your PIN to access the Plan website and voice response system. Should you not have your PIN, please contact Client Service at 1-877-649-4338 to request a new one. You may also order a new PIN from the web site.

<i>403(b)/457 Vendors</i>	<i>Enrollment Instructions</i>	<i>Phone No.</i>
<b>CPS Supplemental Retirement Plans</b>	Enroll on-line at <a href="http://www.cpsretirementplans.com">www.cpsretirementplans.com</a> . Click on the "Enroll Now" tab. Enter your SSN and PIN. Once logged in, select either of the Plan listed below and proceed with enrollment: <ul style="list-style-type: none"> <li>o 93402-C1: CPS Supplemental Retirement Plans - 403b - C1</li> <li>o 93402-C2: CPS Supplemental Retirement Plans - 457 - C2</li> </ul>	(877) 649-4338

Once you've enrolled in either of the aforementioned plans and selected your investment provider and deferral amount, you will need to enroll with your chosen provider as listed below.

**The following are authorized CPS 403(b)/457 vendors:**

<i>403(b)/457 Vendors</i>	<i>Enrollment Instructions</i>	<i>Phone No.</i>
<b>Great-West Retirement Services</b>	Enroll on-line at <a href="http://www.cpsretirementplans.com">www.cpsretirementplans.com</a> . Click on the "Enroll Now" tab. Enter your SSN and PIN. Once logged in, select either of the Plan listed below and proceed with enrollment:: <ul style="list-style-type: none"> <li>o 93402-01: CPS Supplemental Retirement Plans - 403b - 01</li> <li>o 93402-02: CPS Supplemental Retirement Plans - 457 - 02</li> </ul>	(877) 649-4338
<b>VALIC</b>	Enroll on-line at <a href="http://www.valic.com/chicago-public-schools_221_28807.html">www.valic.com/chicago-public-schools_221_28807.html</a> . Click the "here" link to enroll in either the 403(b) or the 457 plan, enter your SSN and proceed with the enrollment.	(800) 892-5558 EXT. 88815
<b>Metlife</b>	Enroll on-line at <a href="http://www.metlife.com/cps">www.metlife.com/cps</a> . Scroll to the bottom of the screen and enter your SSN, one of the plan codes listed below, the generic password (snoopy1) and proceed with the enrollment. <ul style="list-style-type: none"> <li>o <b>Citistreet</b> - 403(b) plan code (1013625-01) or the 457 plan code (1013625-02).</li> <li>o <b>Metlife</b> - 403(b) plan code (1009569-01) or the 457 plan code (1019569-02).</li> </ul>	(800) 543-2520
<b>ING</b>	Enroll on line at <a href="http://www.ingretirementplans.com/custom/cps">www.ingretirementplans.com/custom/cps</a> . Click the "Enrollment" tab at the top to begin enrollment. Enter your SSN, one of the plan numbers listed below, the kit number (060599) and proceed with the enrollment. <ul style="list-style-type: none"> <li>o 403(b) Plan number - VF2483</li> <li>o 457 Plan number - VFE566</li> </ul>	(800) 873-9150

## FOR NON-UNION EMPLOYEES

**The following is the authorized CPS 403(b)/457 vendors:**

<i>403(b)/457 Vendors</i>	<i>Enrollment Instructions</i>	<i>Phone No.</i>
<b>Great-West Retirement Services</b>	Enroll on-line at <a href="http://www.cpsretirementplans.com">www.cpsretirementplans.com</a> . Click on the "Enroll Now" tab. Enter your SSN and PIN. Once logged in, select either of the Plan listed below and proceed with enrollment:: <ul style="list-style-type: none"> <li>o 93402-03: CPS Supplemental Retirement Plans - 403b - 03</li> <li>o 93402-04: CPS Supplemental Retirement Plans - 457 - 04</li> </ul>	(877) 649-4338

You may start your account with as little as \$10 per pay period. The contribution limits for 403(b) and 457 retirement plans are \$16,500 for 2011 if you are under age 50. If you are 50 or above, you are entitled to an "age 50 catch-up" contribution of \$5,500 for a total contribution of \$22,000.

The contribution amount and the "age 50 catch-up" contribution amount are separately adjusted for inflation in \$500 increments after 2011. If you have at least 15 years of service with CPS, you may be eligible to contribute up to an additional \$3,000 of pensionable earnings into the 403(b) each year under a special "catch-up" provision. Please check with your service provider to determine eligibility.