



Key Features

For participants in the Michigan Public School Employees' Retirement System

Category	457 Plan	401(k) Plan
Maximum Employee Contributions	You may contribute the maximum allowed by the Plan, not to exceed the IRS annual contribution limits.	Only rollover contributions are allowed, no limit.
Employer Matching Contributions	A portion of your contributions to the 457 Plan may be matched by your employer to the 401(k) Plan See the "401(k) Plan" column.	Personal Healthcare Fund (PHF): A dollar for dollar match on your contributions to the 457 Plan of up to 2% of compensation. Applies to participants who first worked on or after September 4, 2012 or elected previously. The following employer matching contributions are made in addition to the PHF match described above. Pension Plus: 50% on your contributions to the 457 plan of up to 2% of compensation Defined Contribution (DC) Plan: 50% on your contributions to the 457 plan of up to 6% of compensation. Converted to DC from Basic/MIP: Not Applicable Deferred Compensation Option: Not Applicable
Employer Mandatory Contributions	Not applicable	Converted to DC from Basic/MIP Only: 4% of compensation
Catch-Up Provision Age 50+ Catch-Up	Anyone age 50 or over can contribute the amount allowed by the IRS.	Not applicable
Catch-Up Provision Traditional Catch-Up	Increases maximum contributions up to twice the annual limit in the 3 years prior to retirement. Must meet eligibility requirements. Contact Voya to apply	Not applicable
Service Credit for Defined Benefit Plans	Deferred Compensation Option: Assets in the 457 Plan may be eligible to purchase or reinstate service credit for MIP or Basic Plan members	Deferred Compensation Option: Assets that have been rolled into the 401(k) Plan may be used to purchase or reinstate service credit
Vesting <small>(pertains to ownership of employer contributions; the contributions you make are always 100% vested)</small>	Not applicable	50% after 2 years of service 75% after 3 years of service 100% after 4 years of service*
Loan Provisions	One loan is allowed at a time. The maximum loan amount is the lesser of 50% of your vested account balance or \$50,000, reduced by the highest outstanding balance over the past 12 months including defaulted loan balances. The minimum loan amount is \$1,000	Not applicable

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* Refer to the Administrative Policies and Procedures for the definition of "year of service" and 401(k) Plan Document for vesting rules.

** Withdrawals taken prior to age 55 are subject to federal, state or local income taxes or penalties reasonably anticipated to result from the distribution.

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Rollover / Transfer FROM Another Plan	From governmental 457 plans only	From Traditional IRAs, SEP-IRAs, 401(k), 401(a), and 403(b) plans or defined benefit plan lump sum payments
Rollover / Transfer OUT of Plan	Rollover to IRA or another 457 plan that allows transfers in Prior to electing rollovers, speak with your tax advisor about adverse tax consequences of rolling over to a non-457 plan	Rollover to IRA or other qualified plan that allows transfers in
Withdrawal Availability	45 days after termination date	45 days after termination**
	Still employed at age 70½ or older — funds available for an in-service withdrawal. Rollover assets are available anytime	Still employed at age 59½ or older — funds available for an in-service withdrawal in 2 business days If still employed after age 70½, the RMD may be deferred until April 1 of the year following separation of service
	Participants must begin taking Required Minimum Distributions (RMD) upon attainment of age 70½ if separated from service If still employed after age 70½, the RMD may be deferred until April 1 of the year following separation of service	Rollover assets are available anytime, but there may be a 10% penalty for early withdrawal (see below)
IRS Early Withdrawal Penalty	Not applicable	Employee pre-tax and all employer contributions — 10% of amount withdrawn before age 59½ Some exceptions apply
Taxability of Distributions	Subject to Federal and State taxes	Subject to Federal and State taxes

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