City of Bellevue 457 Deferred Compensation Plan

Account Reduction Loan Highlights

These highlights are intended to answer frequently asked questions regarding Plan loans. If you have additional questions, please contact your Great-West Retirement Services® representative at **(800) 701-8255**.

May I take a loan from my 457 Plan?
Yes, you may borrow from your 457 account. An account reduction loan is a loan that reduces your account balance by the amount of the loan.

How much can I borrow?
The minimum loan is $1,000. You may borrow up to 50% of your total account balance or $50,000, whichever is less.

How is the loan taken from my account?
Amounts borrowed will be prorated against all available investment options in your Plan in the following order (as applicable): non-fixed fund(s); and guaranteed fixed fund(s); and guaranteed certificate fund(s), liquidating the certificate(s) closest to maturity.

What is the interest rate I must pay back?
The interest rate is the Prime Lending Rate declared in The Wall Street Journal on the first business day of the month in which the loan is processed plus 1%. This amount is fixed for the life of the loan.

Will all of the interest be paid back into my account?
Yes. All interest payments will be paid directly to your account and invested into your current deferral allocation at the time of repayment.

What are the fees for the loan?
There are two fees: 1) a one-time $60 loan origination fee that is charged for each new loan, and 2) a quarterly $8.75 maintenance fee that is charged for each outstanding loan.

How many outstanding loans may I have at any point in time?
Two. However, keep in mind that all loans are limited to 50% of your total account balance and cannot exceed $50,000.

How are loan payments made?
Loan payments are made through payroll as after-tax deductions. These deductions are in addition to any current contributions you may be making.

May I pay my loan by personal check?
No. Scheduled loan payments must be made by payroll deduction or, in special circumstances (as approved by the Plan), by cashier's check or money order.

What happens if I sever employment?
Upon severance of employment, you must choose one of the following two options:

1. Pay off the entire amount owed on the loan.
2. Treat any outstanding balance as a taxable distribution.[1]

How do I apply for a loan?
There are two ways to apply for a loan:

1. Call KeyTalk® at **(800) 701-8255.**[2]
2. Visit **www.cityofbellevue.gwrs.com.**[2]

You will need your Personal Identification Number (PIN) to apply.[3]

How do the deductions get processed?
Your Payroll Department will be notified to begin payroll deductions approximately 45 days after the loan is processed.

Please note: It is your responsibility to verify that the loan deductions begin in order to avoid default. Reference the amortization schedule for timing of payments.

How long will the loan processing take?
Once you apply online or through KeyTalk, checks are generally mailed within 10 business days.

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1 Withdrawals are subject to ordinary income tax.

2 Access to KeyTalk and the Web site may be limited or unavailable during periods of peak demand, market volatility, systems upgrades/maintenance or other reasons. Transfer requests made via the Web site or KeyTalk received on business days prior to close of the New York Stock Exchange (4:00 p.m. Eastern Time or earlier on some holidays or other special circumstances) will be initiated at the close of business the same day the request was received. The actual effective date of your transaction may vary depending on the investment option selected.

3 The account owner is responsible for keeping the assigned PIN confidential. Please contact Great-West Retirement Services immediately if you suspect any unauthorized use.

What does it mean to take a loan from my account?

When you take a loan from your retirement plan, you are actually borrowing money from your account. You will pay the money back to the account, with interest, over a specified period of time in substantially equal installments. You also may be charged a loan application fee, and the number of loans you may take is, generally, limited.

How can the loan affect my savings?

Remember the main purpose of your retirement plan—saving and investing for retirement. When you make regular payroll deductions over a long period of time, your contributions and their earnings can really add up thanks to compounding—earnings on what you have already earned, as well as on your initial investment.

The most dramatic effect borrowing from your retirement account can have is that it reduces the value of your account. Until the full amount is repaid, you cannot realize the effects of tax-deferred compounding at the same level as before you took out the loan. The result: Your total account balance at retirement may be considerably less.

Plus, if you have a loan to repay, you may decide you can't afford to contribute to your account for awhile, which can further impede your growth potential. And, when you "borrow" from your account, you're essentially selling some of the investments in the account to make the money available. If the market is down when you take out the loan, you may have to take a loss.

What are the tax implications of a loan from my retirement plan?

Unlike certain other types of loans, such as a home equity loan or second mortgage, the interest you pay on a retirement account loan is not tax-deductible. In addition:

- If you suspend contributions to your account in order to pay off the loan, you will not be able to realize one of the tax advantages of before-tax contributions: reducing your current taxable income.
- The loan is tied to your employment. If you sever employment before the loan is repaid, you will have to repay the balance in full, or the remaining balance will be considered a taxable distribution subject to early withdrawal taxes and penalties (if applicable). You would also have to claim the loan as income when you file your taxes.
- When you pay back your loan, you do so with after-tax dollars. And when you withdraw money from the account in retirement, it will be taxed, as well. So you will be paying taxes twice on the portion of your account that you took as a loan.

What are some other options?

There are alternatives to borrowing from your retirement plan. You may qualify for a home equity loan or another type of secured credit loan, which may offer an interest rate comparable to that of a retirement account loan. And, unlike the retirement account loan, the home equity loan may be tax-deductible. If you are car shopping, see what kind of loan the dealer offers. Or if you need the money for college, you may qualify for a low-interest college loan.

What's best for me?

Everyone's situation is different. The amount you need to borrow, your time frame for repaying it, how close you are to retirement, and whether you can continue contributing to your retirement plan account while repaying the loan are important concerns. Consider each of these factors before deciding which option is best for you.