



# MAKE AN INFORMED DECISION WITH YOUR RETIREMENT SAVINGS

## CONTACT INFORMATION

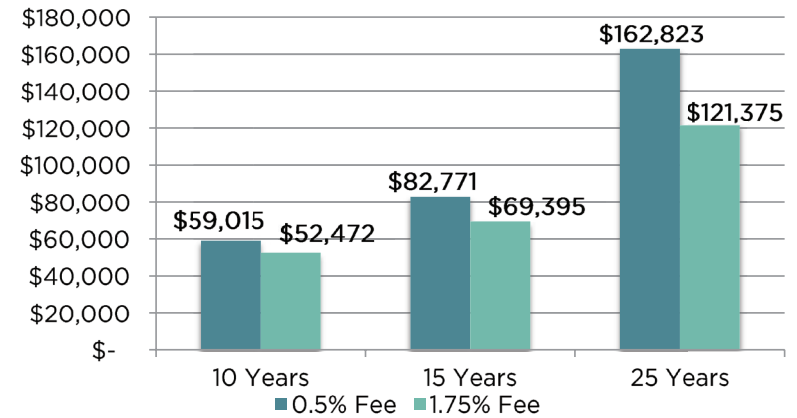
Plan Sponsor	City and County of Denver	Plan Website	www.denvergov.org/457
Recordkeeper	TIAA-CREF	Toll Free Number	(885) 259-4648

## Your Options Upon Retirement or Separation from Service

The benefits and consequences associated with each of the options are unique, and your decision can have long-lasting implications. Distributions often result in significant tax implications.

1. **You may keep your assets invested in the City & County of Denver 457(b) upon retirement or separation of service.**
  - a. Installment payments may be established for retirees or for separated employees upon reaching retirement age.
2. Transfer to another employer sponsored retirement plan
3. Rollover to another retirement investment vehicle (Traditional IRA, Roth IRA, or Annuity)
4. Request a distribution (subject to taxes and penalties)

Effects of Fees on Growth of \$30,000 Savings



The chart above assumes a 7.5% return before fees, and no annual contributions to the account.

## City and County of Denver 457(b) Service Fees

The amount of fees you pay, directly or indirectly, can have a significant impact on your account balance.

### Plan Fees

• Administration Fees/Annual Fee	0.075% (\$0.75 per \$1,000)
• Distribution/Withdrawal Fees	No cost
• Investment Manager Fees	Expense Ratios 0.04% - 1.10% (see worksheet on page 4)

### Additional Services

• Participant Investment Advice	Provided by TIAA-CREF at no cost
• Workshops and Webinars	Provided by TIAA-CREF at no cost
• Institutional, Conflict-Free Investment Selection, Monitoring, and Oversight	Provided by Innovest Portfolio Solutions - Fee paid by City, not passed to participants



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## Checklist: Before Transferring Assets Out of the Plan

Evaluate expenses in your retirement plan relative to the new account:

- Administrative/annual fees and investment management fees apply to most investment accounts. How do the new fees compare to those charged to your existing account?
- Brokers, advisers, and money managers can capture fees and commissions from your investable assets. Ensure all commissions and fees are disclosed up front in writing.

Compare the investment options:

- Your current retirement account benefits from professional investment management and oversight. The funds are continually monitored by the committee and Innovest in order to give you access to best-in-class funds on an ongoing basis.
- The City & County of Denver 457(b) offers low-cost institutional share classes that investors typically do not have access to through individual accounts.
- The City & County of Denver has a stable value fund option which is unique to certain retirement plans and cannot be offered outside of a retirement plan.

## Annuity Considerations

Are there initial sales commissions?

Are there withdrawal fees?

What are the ongoing management and mortality and expense fees?

Is any portion of the account value available for withdrawal? If so, how much or what percentage and is there a withdrawal penalty?

How are the underlying assets of the annuity invested?

Am I comfortable with the stability and rating of the insurer guaranteeing the annuity product?

## IRA Considerations

Are there any fees if I take a withdrawal?

Withdrawals from an IRA under age 59 ½ may be subject to a 10% early distribution penalty tax, which does not apply to withdrawals from a 457 plan.

What load, sales charges, and expense ratios are associated with the IRA mutual funds?

Who will monitor my IRA investments on an ongoing basis?

- Is there a fee for ongoing advice and/or fund monitoring?
- Will any of my funds be subject to holding periods, redemption fees, or liquidity restrictions?

If I roll to a Roth IRA, how much income tax will I owe and how will it impact my tax bracket?



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## Broker/Adviser Compensation Considerations

How does my broker/adviser charge for their services?

- Flat fee only
- Asset-based fee
- Commission-based fee

Always ask that the fee information be put in writing so you can understand and record exactly what and how you are paying.

## Checklist Before Considering a Cash Out:

A cash distribution of your retirement savings will be taxed as earned income at the federal and state level, and could raise you to a higher tax bracket. You could lose nearly 50% of your retirement savings to taxes! Consult a tax professional prior to requesting a cash distribution.

Saving enough money for a comfortable retirement can be difficult. Cashing out your retirement plan early will make it even tougher. Saving enough tomorrow to make up for today's cash out could be nearly impossible.

Your savings will continue to grow tax-deferred if they remain in this retirement account.



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Individual investors should research and understand the fees associated with a direct rollover to an IRA or another retirement vehicle prior to making this decision. Use the worksheet below to compare the expenses of your current investment(s) to those associated with the proposed account and/or investment portfolio.

City & County of Denver 457 (b) Investment Options		
Fund Name	Ticker	Expense Ratio
<b>Domestic Large Cap</b>		
Dodge & Cox Stock	DODGX	0.52%
Hartford Capital Appreciation Y	HCAIYX	0.70%
Vanguard Institutional Index Instl	VINIX	0.04%
Mainstay Large Cap Growth R6	MLRSX	0.62%
<b>Domestic Mid Cap</b>		
Artisan Mid Cap Value Instl	APHQX	0.95%
Vanguard Mid Cap Index Instl	VMCIX	0.08%
Artisan Mid Cap Instl	APHMX	0.95%
<b>Domestic Small Cap</b>		
Diamond Hill Small Cap Y	DHSYX	0.93%
Vanguard Small Cap Index Instl	VSCIX	0.08%
American Beacon Stephens Small Cap Growth	STSIX	1.10%
Neuberger Berman Socially Responsible R6	NRSRX	0.61%
<b>International Equity</b>		
Oakmark international Fund	OAKIX	0.95%
Vanguard Total International Stock Index	VTSNX	0.12%
American Funds EuroPacific R6	RERGX	0.49%
Oppenheimer Developing Markets Fund I	ODVIX	0.86%
<b>Fixed Income</b>		
Metropolitan West Total Return I	MWTIX	0.45%
Vanguard Total Bond Market Index Instl	VBTIX	0.06%
<b>Cash/Stable Value</b>		
City & County of Denver Stable Value	N/A	0.45%
TIAA-CREF Money Market Fund	TCIXX	0.13%
<b>Multi-Asset Funds</b>		
Vanguard Target Date Funds		0.16%-0.18%
<b>City &amp; County of Denver Administrative Fees</b>		
TIAA-CREF Annual Servicing Fee	0.075% (\$0.75 per \$1,000)	
Withdrawal Fees	None	
Sales Commissions	None	

New Plan / Rollover Account Investment Option		
Fund Name	Ticker	Expense Ratio
<b>Domestic Large Cap</b>		
<b>Domestic Mid Cap</b>		
<b>Domestic Small Cap</b>		
<b>International Equity</b>		
<b>Fixed Income</b>		
<b>Cash/Stable Value</b>		
<b>Balanced Funds</b>		
<b>New Plan / Rollover Account Administrative Fees</b>		
New Account Annual Fee(s)		
Withdrawal Fees		
Sales Commissions		

