

Deferred Compen\$ation News

Helping your cents make dollars and your dollars make sense.

June 2010

Happy Birthday to Our Deferred Compensation Plans!



It's time to celebrate! Our Plans are celebrating milestone birthdays – the 401(k) Plan will be 25 on June 30 and the 457 Plan will be 35 on July 1. Together, that's a lot of years helping participants reach their retirement goals.

So, what can you do to celebrate the Plans' birthdays? How about giving a gift to yourself? You can give yourself the gift of knowledge about your investments . . . the gift of planning for your retirement . . . or the gift of taking control of your financial future. You can increase your contributions, you can evaluate and possibly change your investment elections, you can determine an asset allocation strategy, and you can learn about how much you'll actually need in retirement.

You might be wondering where to start. Well, we've got some ideas:

- If you're not already contributing to at least one of the Plans, start making contributions today. It can be your first step towards achieving a financially secure retirement. Enroll by logging on to www.fidelity.com/atwork or calling 800.343.0860.

- Visit Fidelity's website at www.fidelity.com/atwork. There, you can attend e-learning workshops; take the "Retirement Quick Check;" look at the "Retirement Income Planner;" read featured articles on a variety of topics; develop a comprehensive savings and investment plan for your retirement, education, or other goals using Portfolio Review; complete an investor questionnaire to help decide on an asset allocation strategy that may be right for you; or use Fidelity's various calculators to explore how making changes could impact your retirement savings.

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- Visit the self-serve racks by the Human Resources reception desk on the Main Plaza in the Hall of Administration at the Government Center. We have information regarding the Plans, investing, asset allocation, and how much you'll need in retirement.

- Call Fidelity at 800.343.0860 to discuss retirement planning with one of their retirement specialists.

Call our Investor Center representative at 866.795.0407 to schedule a free appointment at either the Thousand Oaks or Santa Barbara office. You can meet with a Fidelity

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Happy Birthday to Our Deferred Compensation Plans! *Cont'd from page 1*



representative to create a comprehensive income plan that will help make sure your assets last your lifetime. Representatives can also conduct a portfolio review so that you can identify gaps in your portfolio in light of your investing goals.

➤ Visit www.choosetosave.org. There, you'll find not only information on savings, but you'll also find a variety of financial tools and calculators including: budget calculators (e.g., Should I pay off debt or invest in savings?), savings calculators (e.g., What will it take to become a millionaire?), paycheck planning calculators (e.g., How do my 401(k) salary deductions affect my take-home pay?), and retirement calculators (e.g., What will my income be after I retire?). While you're there, you might also want to look at their Retiree Health Savings Calculator since most experts predict that health care expenses will comprise a significant portion of a retiree's expenses in the future.

➤ Conduct an internet search on keywords and phrases such as "retirement planning," "investing," and "asset allocation."

➤ Visit your local library or bookstore to find books on investing and retirement planning.

➤ Increase your Plan contributions. Maybe you can't increase them by much, but every little bit helps.

Remember, it's never too early or too late to start saving and planning for your retirement. Your deferred compensation Plans are here to help you have the financially secure future you deserve. So, why don't you celebrate by taking advantage of what they have to offer?

Looking for an Easy Way to Contribute to the 457 Plan?

Most participants know you can make biweekly contributions to the 457 Plan. But, did you know you can also make contributions through an "in-service redemption" or "buydown" of your accrued vacation or annual leave? Additionally, you can contribute all or part of your sick leave/vacation/annual leave "payoffs" at separation from service into the 457 Plan. (You cannot make contributions from a buydown or your payoffs to the 401(k) Plan.)



For more information, or to arrange for your contribution from your buydown or payoffs, contact the Deferred Compensation Program at 805.654.2620 or deferred.compensation@ventura.org. Remember, there is a waiting period for 457 Plan contributions from buydowns or payoffs, so be sure to contact the Deferred Compensation Program well in advance of the pay period you want your department to process your buydown or payoffs.

After you make arrangements with the Deferred Compensation Program, be sure to coordinate your buydown or payoffs with your department. Deferred Compensation Program staff is only responsible for your contribution to the 457 Plan - we are not responsible for processing your buydown or payoffs through your department. *It is your responsibility to make sure that your department processes your buydown/payoff request on the appropriate pay period.* Since each department has their own rules and procedures, you'll need to speak to your department directly to get more information.

Investor Center Seminars

Fidelity's local Investor Centers offer a variety of seminars to help you manage your wealth, meet your retirement goals, and make the most of Fidelity's resources. The next upcoming seminar will be held in Thousand Oaks:

Top Things to View and Do on Fidelity.com— Introduction
July 6, 2010— 2:00pm | 111 S. Westlake Blvd. #3, Thousand Oaks, CA 91360

For more information, or to register, call Fidelity at 877.FIDELITY. For a complete list of seminars, go to www.fidelity.com and search for California seminars.



Section 457 Plan Waiting Period

If you want to increase your biweekly contributions to the Section 457 Plan, there's a waiting period before those higher contributions can be deferred from your pay. This waiting period also applies for new enrollments and contributions you make from a buydown of your vacation or annual leave and any contributions you make from your payoffs when you separate from service. Your increased contributions to the 457 Plan can become effective the first payday in the month following the month you elect to make the contribution (*subject to administrative processing deadlines*).

<u>If you elect to make the contribution in . . .</u>	<u>Your increased contributions can become effective . . .</u>
July 31	Pay period 10-16 (August 12 payday)
August 31	Pay period 10-18 (September 9 payday)
September 29 at 5:00pm	Pay period 10-20 (October 7 payday)
October 27 at 5:00pm	Pay period 10-22 (November 4 payday)
November 23 at 5:00pm	Pay period 10-24 (December 2 payday)
December 31	Pay period 11-01 (January 13 payday)

As you can see, it's important to plan ahead when enrolling in the Plan or increasing your 457 Plan contributions. Be sure to make arrangements to increase your contributions in advance of the pay period in which you want the increase to take effect. For more information on how the administrative processing deadlines affect the timing of your contributions, contact the Deferred Compensation Program (e-mail deferred.compensation@ventura.org or call 805.654.2620). And remember, to begin making biweekly contributions, change the amount of your biweekly contributions, or cancel your contributions, contact Fidelity Investments (call 800.343.0860 or logon to your account at www.fidelity.com/atwork). To make a one-time contribution from a buydown or payoff, contact the Deferred Compensation Program.

Are You 5 or Fewer Years from Retirement?

If so, you might be interested in our comprehensive pre-retirement workshop, presented in partnership with the Ventura County Employees' Retirement Association (VCERA) and other Benefits personnel. The workshop covers the following topics: 401(k) and 457 Plan options; retirement income planning; VCERA benefits; Social Security and Medicare; County medical, dental, and vision plan options after you leave County service; mental health issues; and the perspective of current retirees.

Our remaining 2010 workshops are scheduled on August 4 and November 3 in Ventura.

Previous workshop attendees have told us they've received key information for their pre-retirement planning. We encourage you to take charge of your retirement by attending one of the scheduled workshops. You'll need to register in advance by contacting Brenda Cummings from VCERA at 805.339.4264. If you have any questions on the workshops, contact the Deferred Compensation Program at 805.654.2620.

Important Notice for Participants Covered Under the Management Resolution or Represented by CJAAVC

County (CJAAVC), your 401(k) salary is your base salary plus additional pay items such as education incentive, bilingual pay, and the amount of your retirement pick-ups.

For most employees covered under the Management Resolution or represented by CJAAVC, the County will no longer pick up 100% of your contribution to the retirement system (VCERA) beginning with the July 15 paycheck. This means the amount of your retirement pick-ups will decrease, which will decrease the amount of your 401(k) salary, and thereby decrease the amount of your 401(k) contributions and the County match.

If you want to keep your 401(k) contributions at their current level (as a dollar amount) you will need to increase the percentage of your contribution to offset the decrease in your 401(k) salary. To do this, contact Fidelity by logging on to NetBenefits at www.fidelity.com/atwork or calling 800.343.0860.

Your 401(k) contributions, and the County match, are based on what is called your "401(k) salary" or the "401(k) accumulator." If you're covered under the Management Resolution, or represented by the Criminal Justice Attorneys' Association of Ventura



The Board of Supervisors recently increased the quarterly participant fee for active employees from \$8.90 to \$9.79. The new fee will be effective for the quarter beginning July 1, 2010. The fee is deducted after the end of each quarter, so the new fee will be deducted in October and will first appear on your January 2011 statement.

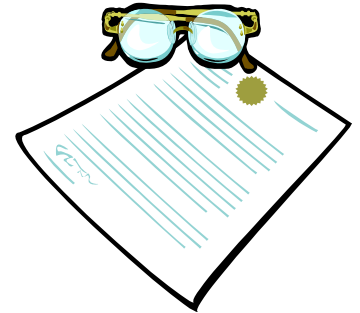
Mutual Fund Settlements

Three mutual fund companies have distributed settlement proceeds to the County's 401(k) and 457 Plans as a result of the SEC investigations related to late trading/market timing. The Plans of Distribution provide that a plan may: 1) allocate the settlement proceeds pro rata to all plan participants based on their current total balance in the plan or 2) use the proceeds to pay reasonable expenses of administering the plan. Due to the small amount of settlement proceeds, the Deferred Compensation Committee has agreed to use the proceeds to pay reasonable Plan expenses. Fidelity Investments, as an intermediary, has received the following proceeds of behalf of the Plans:

- ▲ Bear, Stearns & Co. and Bear and Stearns Securities Corp.: 401(k) Plan - \$881.15 and 457 Plan - \$594.66
- ▲ Deutsche Investment Management Americas, Inc.: 401(k) Plan - \$23.24
- ▲ Invesco Funds Group: 457Plan - \$147.86

There may be similar settlements in the near future by other affected mutual fund companies related to the investigations of late trading and market timing activities. If these impact the 401(k) and/or 457 Plan, we will communicate this accordingly.

The Rules....They are a-Changin'



The Deferred Compensation Committee recently amended the *Ventura County 401(k) Shared Savings Plan Loan Rules and Procedures (Loan Rules)* as follows:

- ▲ Added the option of making additional payments in order to pay off a 401(k) loan more quickly.
- ▲ Stated the penalty for not making required loan payments during a leave of absence.
- ▲ Added the option for participants to cancel their biweekly loan repayments if their loan has defaulted.
- ▲ Clarified that defaulted loans are still subject to the quarterly loan maintenance fee.

If you want to make an additional payment on your loan, call Fidelity at 800.343.0860. Contact the Deferred Compensation Program to request a copy of the *Loan Rules*. You can e-mail us at deferred.compensation@ventura.org or call 805.654.2620.

New Regular Meeting Schedule

The Deferred Compensation Committee's new regular meeting schedule is 1:30 p.m. on the 2nd Thursday in March, June, September, and December. The meetings are open to the public and all participants are invited to attend. For more information, or to request an agenda, please contact the Deferred Compensation Program by e-mailing [de-ferred.compensation@ventura.org](mailto:deferred.compensation@ventura.org) or calling 805.654.2620.

*Helping your cents make dollars,
and your dollars make sense.*



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