City and County of San Francisco
Deferred Compensation Plan

PLAN HIGHLIGHTS
Retirement planning starts with you, and we’re here to help.

The San Francisco Deferred Compensation Plan (SFDCP) is one of your most important retirement benefits. The Plan is an effective way to complement your pension benefits and save for your future plans by investing during your working years to build additional retirement income. The SFDCP can help you save on taxes now, and in retirement, while providing you with a variety of low cost investment options to choose from.

Do something good for yourself and learn more about how the SFDCP can help put you on the path to a more secure retirement. For additional information, please visit SFDCP.org or call 888-SFDCP-4U (888-733-2748) to speak with a Customer Service Representative.

Am I eligible? How do I enroll?

All current full- and part-time employees of the City and County of San Francisco are immediately eligible to participate.*

To enroll, you may:

• Enroll online or by form, indicate the amount you wish to contribute, make your investment option selection(s) and designate your beneficiary. Visit SFDCP.org to begin the enrollment process.

• Schedule an appointment with an SFDCP Retirement Counselor by visiting SFDCP.org or by calling 888-SFDCP-4U (888-733-2748).

* Excluding active City College and Unified School District employees.

How can I contribute?

The SFDCP offers you the opportunity to save with before-tax and/or Roth 457(b) after-tax dollars. You can choose either or both, and change your contribution rate at any time.

• Visit voya.com/irslimits to confirm this year’s maximum annual contribution limit for 457 plans.

• Those who are age 50 and older by December 31 may make an additional Age 50 and older catch-up contribution.

• Three years prior to your normal retirement age, you may be able to defer a total amount equal to twice the annual limit with the 457 special election catch-up.

• Rollovers from another employer’s eligible plan or pre-tax IRA are accepted into the Plan at any time.
SFDCP administrative costs are paid by participants through a quarterly plan expense, deducted at 0.021375% of each participant’s account balance, and reflected on quarterly account statements. Plan costs support day-to-day operations, including legal, consulting, accounting, recordkeeping and other services available through the Plan.

**Example**

<table>
<thead>
<tr>
<th>Account Balance</th>
<th>Quarterly Fee</th>
<th>Quarterly Amount Deducted</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10,000</td>
<td>0.021375%</td>
<td>$2.14</td>
</tr>
</tbody>
</table>

SFDCP’s participant website, SFDCP.org, has everything you need to make your SFDCP account work hard for you, any time you need it. Once you’ve enrolled in the Plan:

**Account transaction capabilities include:**
- Before-tax and Roth 457(b) after-tax contribution elections.
- Automatic contribution escalation on a schedule you create.
- Investment elections for current balance and future contributions.
- Loan modeling and loan applications.

**Account management and maintenance capabilities include:**
- Beneficiary designations.
- Statement requests by date.
- Details on all SFDCP investment options.
- Performance history.
- Comprehensive investment and financial planning tools.
- Financial wellness assessment and educational resources.

The myOrangeMoney® online, educational experience shows you how your SFDCP account and other retirement savings can translate into estimated monthly retirement income. You will be able to model a variety of saving and retirement age scenarios to help you close any savings gaps, factor in other sources of income like Social Security, understand how your SFERS pension benefits and the SFDCP work together to support you, and explore how estimated healthcare costs in retirement might impact your income needs.

myOrangeMoney can be found on the home page of your SFDCP account when you log in to SFDCP.org. To learn more, visit voya.com/my-orange-money to get started.

**IMPORTANT:** The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.
What should I invest in?

SFDCP offers several ways to help make investing easier, including SFDCP core funds, SFDCP Target Date Funds, and futureReady Model Portfolios. You can also choose from a Self-Directed Brokerage Account option available through TD Ameritrade and investment advice that’s available online or by phone through Voya Retirement Advisors (VRA), powered by Financial Engines.

SFDCP Core Funds

SFDCP gives you the freedom to choose from a variety of active and passive investments in the Plan’s core fund lineup to create your own personalized portfolio.

SFDCP Target Date Funds

Each SFDCP Target Date Fund is a “fund-of-funds” containing underlying stock and bond funds strategically mixed for your approximate retirement year. The combination of underlying funds is diversified across different asset classes like U.S. and foreign stocks and government and corporate bonds. Investment professionals will take care of the ongoing work of monitoring and adjusting allocations for you. To select a Target Date Fund:

- Determine your expected retirement year (based on the year you were born OR when you plan to retire) and find the fund name that most closely aligns with that retirement year.
- Review and consider each Target Date Fund’s allocations, objectives, risks, charges and expenses before making your election. As a reminder, investment values and returns in all investment options will fluctuate.

If you were born... And your expected retirement year is... You should consider...

<table>
<thead>
<tr>
<th>Year</th>
<th>Year</th>
<th>Fund Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998 or later</td>
<td>2063 or later</td>
<td>SFDCP Target Date 2065 Fund</td>
</tr>
<tr>
<td>1993-1997</td>
<td>2058-2062</td>
<td>SFDCP Target Date 2060 Fund</td>
</tr>
<tr>
<td>1988-1992</td>
<td>2053-2057</td>
<td>SFDCP Target Date 2055 Fund</td>
</tr>
<tr>
<td>1983-1987</td>
<td>2048-2052</td>
<td>SFDCP Target Date 2050 Fund</td>
</tr>
<tr>
<td>1978-1982</td>
<td>2043-2047</td>
<td>SFDCP Target Date 2045 Fund</td>
</tr>
<tr>
<td>1973-1977</td>
<td>2038-2042</td>
<td>SFDCP Target Date 2040 Fund</td>
</tr>
<tr>
<td>1968-1972</td>
<td>2033-2037</td>
<td>SFDCP Target Date 2035 Fund</td>
</tr>
<tr>
<td>1963-1967</td>
<td>2028-2032</td>
<td>SFDCP Target Date 2030 Fund</td>
</tr>
<tr>
<td>1958-1962</td>
<td>2023-2027</td>
<td>SFDCP Target Date 2025 Fund</td>
</tr>
<tr>
<td>1957 or earlier</td>
<td>2022 or earlier</td>
<td>SFDCP Retirement Fund</td>
</tr>
</tbody>
</table>

Chart assumes retirement at age 65. Participants who have not made an investment selection in the SFDCP will be enrolled in a Target Date Fund based on data shown in this table.

2 The target date is the approximate date when investors plan to retire and may begin withdrawing their money. The asset allocation of the target-date funds will become more conservative as the target date approaches by lessening the equity exposure and increasing the exposure in fixed income type investments. The principal value of an investment in a target-date fund is not guaranteed at any time, including the target date. There is no guarantee that the fund will provide adequate retirement income. A target-date fund should not be selected based solely on age or retirement date. Participants should carefully consider the investment objectives, risks, charges and expenses of any Fund before investing. Funds are not a guaranteed investment and the stated asset allocation may be subject to change. You can lose money by investing in securities, including losses near and following retirement.
**futureReady Model Portfolios**

futureReady Model Portfolios, leveraging Financial Engines methodology, are uniquely structured investment portfolios using funds already available in the SFDCP. These portfolios are professionally allocated, diversified, and designed to more closely reflect your risk preference and retirement date, helping to make it easier to navigate the difficult path of choosing investments for your retirement plan account.

The futureReady Model Portfolios are similar to target date funds, however, in addition to choosing the portfolio most closely aligned with your retirement date, you will need to specify your risk preference.

1. **Choose your retirement date**

<table>
<thead>
<tr>
<th>If you were born...</th>
<th>And your planned retirement year is...</th>
<th>The portfolio you may want to consider is...</th>
</tr>
</thead>
<tbody>
<tr>
<td>1983 or later</td>
<td>2048 or later</td>
<td>futureReady Model Portfolio 2050+</td>
</tr>
<tr>
<td>1978-1982</td>
<td>2043-2047</td>
<td>futureReady Model Portfolio 2045</td>
</tr>
<tr>
<td>1973-1977</td>
<td>2038-2042</td>
<td>futureReady Model Portfolio 2040</td>
</tr>
<tr>
<td>1968-1972</td>
<td>2033-2037</td>
<td>futureReady Model Portfolio 2035</td>
</tr>
<tr>
<td>1958-1962</td>
<td>2023-2027</td>
<td>futureReady Model Portfolio 2025</td>
</tr>
<tr>
<td>1957 or earlier</td>
<td>2022 or earlier</td>
<td>futureReady Model Portfolio 2020</td>
</tr>
</tbody>
</table>

2. **Determine your risk preference**

- **Conservative**
  Investors usually prefer to give up some growth potential in exchange for a reduction in risk.

- **Moderate**
  Investors usually prefer to have a balance of risk and potential growth that is typical for their timeframe until retirement.

- **Aggressive**
  Investors usually prefer to take on more risk in exchange for potentially higher growth.

3. **Select your futureReady Model Portfolio by combining your retirement year with your risk preference.**

**Example**

![Example](image)

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The model portfolios are based on generally accepted investment practices and take into account the principles of modern portfolio theory, in which allocations are adjusted in an effort to achieve maximum returns for a given level of risk. You may want to consider other assets, income, and investments you may have before applying these models to your individual situation. Please note that in addition to the specific investments used in the futureReady Model Portfolios, other investments may be available under your retirement program. Past performance of investments or asset classes does not guarantee future results.
Can I get help with my investments?

Speak to a VRA Representative
Get personalized advice from an investment advisor by calling 888-SFDCP-4U (888-733-2448) weekdays from 5 a.m. to 5 p.m., PT., except on stock market holidays. There is no additional charge to speak with a VRA representative.3

Online Advice
Online advice — available at no additional cost — is a service designed for individuals who prefer to manage their own account but want some professional guidance along the way. Online advice provides you with investment suggestions and shows you how changes to your retirement and other savings goals may affect your potential retirement income. If you have questions about the Online Advice service, you can speak with a VRA Representative at no additional charge.

Professional Management
Investment advice is offered through Voya Retirement Advisors (VRA), powered by Financial Engines. The Professional Management program — available for an additional fee based on your SFDCP account balance — lets you work with a VRA Representative who will review your retirement savings and investments, walk you through a personal assessment, suggest changes to your Plan investment choices and savings amounts, manage your account on an ongoing basis, and provide Quarterly Retirement Updates. For more information on Professional Management and to speak with a VRA Representative, please call 888-SFDCP-4U (888-733-2748).

To enroll in Professional Management, you may be required to enter into a services agreement with VRA. The San Francisco Deferred Compensation Plan does not review individual participant services agreements. You should consider seeking your own independent legal advice regarding your rights and obligations under the services agreement. Professional Management fees are 0.45% for the first $100,000; 0.35% for the next $150,000 and 0.25% for $250,000 and over.

Can I get help with my investments?

What other investment options are available?

Self-Directed Brokerage Account
One of the many benefits of the SFDCP is the variety of its investment choices including the opportunity to invest in thousands of other mutual fund options through a Self-Directed Brokerage Account (SDBA) with TD Ameritrade. For more information on the SDBA, please visit SFDCP.org or call 888-SFDCP-4U (888-733-2748).

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3 Advisory Services provided by Voya Retirement Advisors, LLC (VRA). VRA is a member of the Voya Financial (Voya) family of companies. For more information, please read the Voya Retirement Advisors Disclosure Statement, Advisory Services Agreement and your plan’s Fact Sheet. These documents may be viewed online by accessing the advisory services link(s) through your plan’s web site at SFDCP.org. You may also request these from a VRA Investment Advisor Representative by calling your plan’s information line at (888) SFDCP-4U (888-733-2748). Financial Engines Advisors L.L.C. (FEA/Financial Engines) acts as a sub advisor for Voya Retirement Advisors, LLC. Financial Engines Advisors L.L.C. (FEA) is a federally registered investment advisor and wholly owned subsidiary of Edelman Financial Engines, LLC. Neither VRA nor FEA provides tax or legal advice. If you need tax advice, consult your accountant or if you need legal advice consult your lawyer. Future results are not guaranteed by VRA, FEA or any other party and past performance is no guarantee of future results. Financial Engines® is a registered trademark of Edelman Financial Engines, LLC. All other marks are the exclusive property of their respective owners. FEA and Edelman Financial Engines, L.L.C. are not members of the Voya family of companies. ©2018 Edelman Financial Engines, LLC. Used with permission.
As an SFDCP participant and active employee, you may be able to borrow from your account through a plan loan for a personal reason or to buy a primary residence. Please refer to the Loan Guidelines on SFDCP.org for more information. To request a loan, log in to your SFDCP account and click Account > Loans. For assistance with requesting your loan online, you may call 888-SFDCP-4U (888-733-2748) to speak with a customer service associate.

When your employment ends, you have the following options for the money in your account:

- Leave your money in the SFDCP
- Take a partial or full distribution, or a systematic withdrawal
- Roll over your account balance to another eligible retirement plan
- Invest in an annuity

Retirement planning is not something everyone wants to do on their own. When you have questions or need personalized support with some aspect of the Plan or your SFDCP account, we want to help.

That's why we give you the one-on-one assistance you need.

SFDCP Counselors⁴ are available throughout San Francisco to provide you with personalized service through group meetings and one-on-one consultations.

These knowledgeable professionals are dedicated to providing you with convenient service and support—and they are available to assist you at no additional cost.

To schedule a one-on-one consultation, visit SFDCP.org or call 888-SFDCP-4U (888-733-2748). Our Counselors are available Monday through Friday, 8 a.m. to 5 p.m.

⁴ Information from registered Plan Service Representatives is for educational purposes only and is not legal, tax or investment advice. Local Plan Service Representatives are registered representatives of Voya Financial Advisors, Inc., member SIPC.
Gaining access to your SFDCP account is easy.
Whether you choose to go online or pick up the phone, it's all at your fingertips. To access your account online:

- Go to SFDCP.org for more information about the San Francisco Deferred Compensation Plan.
- Click My Account in the upper right hand corner on any SFDCP.org page to access and log in to your SFDCP account.
- Call 888-SFDCP-4U (888-733-2748) weekdays between 5 a.m. – 5 p.m., excluding stock market holidays.

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