



City of Madison Deferred Compensation Plan Highlights

It's easy to get caught up in the present, but it's also important to look ahead. Start investing in your future—and yourself—with help from the Plan and Fidelity Investments. Upon your date of hire, you are immediately eligible to enroll in the City of Madison Deferred Compensation Plan (the Plan).

Enroll Now!

You can enroll online through Fidelity NetBenefits® at www.netbenefits.com/madison. You will need to provide several pieces of information to set up your account including: City of Madison Plan Number- 55149, date of birth, full name, date of hire, social security number and home address.

After establishing your account and setting up a login Username and Password, the NetBenefits website will take you through the steps to enroll in the Plan including choosing a deferral amount from your pay and choosing investments for your contributions to the Plan.

*Enrollment in the Plan cannot be completed over the phone. If you do not have internet access through a computer or smart phone, contact your local HR for an enrollment form to complete and return to Fidelity. Once your account is established, you will need to then contact Fidelity to make your deferral elections.

Key Features of the City of Madison Deferred Compensation Plan

Eligibility	You are immediately eligible and can enroll in the Plan at any time.
Your Contributions	<p>You can contribute from 1%–100% of your eligible pay as pre-tax or Roth contributions, or a combination, up to the annual IRS dollar limit.</p> <p>You can alternately choose a dollar amount election per pay period from \$1 up to the annual IRS dollar limit.</p> <p>A Roth contribution to your Plan allows you to make after-tax contributions and take any associated earnings completely tax-free at retirement, as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth contribution and after you have attained age 59½, become disabled or die.</p>
Vesting	You are always 100% vested in your contributions to your Plan account, as well as any earnings on them.
Online Beneficiary Designation	It's important to designate a beneficiary for your Plan account. Log on to NetBenefits at www.netbenefits.com/madison to designate your beneficiary online. You can also contact Fidelity at 800-343-0860 to request a form to complete and return to Fidelity.
Investments	<p>The Plan offers you a range of options to help you meet your investment goals.</p> <p>You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. Descriptions of the Plan's investment options and their performance are available online at www.netbenefits.com/madison.</p> <p>If you do not choose any investments, your contributions to the Plan will be directed to a Fidelity Freedom® Index Fund Institutional Premium Class based on your date of birth.</p>

	The Fidelity Freedom® Index Funds Institutional Premium Class are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.
Fidelity® Personalized Planning & Advice†	Take the time and stress out of managing your own investments with access to a team of professionals that will help you create a plan and stay on track to retirement. Fidelity® Personalized Planning & Advice provides active retirement account management. This means that Fidelity's team of investment professionals invest, monitor, and rebalance your account as needed to adjust to changes in the market, or changes to your situation. This service provides advisory services for a fee, which will be paid from your account.
Loans	The Plan does not allow loans.
Withdrawals	Withdrawals from the Plan are generally permitted when you attain age 59½, terminate your employment, retire, become permanently disabled, or have severe financial hardship as defined by the Plan. Refer to the Summary Plan Description or call Fidelity for more details.
Rollovers	You are permitted to roll over eligible pre-tax or Roth contributions from another 401(k), 403(b), or Governmental 457(b) retirement plan account, or eligible pre-tax contributions from conduit individual retirement accounts (IRAs). Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

Local financial planning help

The Capital Group has been a vendor with the city for over 30 years and is your local point of contact for the City's 457(b) Deferred Comp Plan. They offer on-site office hours for all the city departments, so be on the lookout for their scheduled times. They also have a local office on Madison's West side where certified professionals stand ready to help answer all your financial planning needs. These include but are not limited to Retirement planning, Investment management, Tax planning, Insurance, and Estate Planning. Call us at: (608) 268-5100 or email tcg@tcgwi.com. You can also visit in-person at our office on Madison's West Side – 406 Science Drive, Ste. 310 Madison, WI, 53711.

The Capital Group and Fidelity Investments are independent entities and are not legally affiliated.

Accessing your account



Once you have registered with Fidelity, you can access your City of Madison Plan account online at www.netbenefits.com/madison. Download the NetBenefits® app to access your account on your mobile device.



Fidelity is here to help! If you have questions, call 800-343-0860 Monday through Friday, 7:30 a.m. to 11 p.m. Central time (excluding most holidays). You can also use the automated voice response system, virtually 24 hours, 7 days a week.

Para español, llame al 800-587-5282.

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the City of Madison Deferred Compensation Plan and the Plan Document will govern in the event of discrepancies.

This NQDCP is an unfunded, nonqualified plan, and no funded account has been established for you. Any account is only a recordkeeping account that records your deferred compensation and any notional earnings applicable to your deferred compensation. In the event of a bankruptcy or insolvency, you would be an unsecured, general creditor of the employer or service recipient. For more information on the NQDCP, please refer to the NQDCP documents.

Fidelity® Personalized Planning & Advice at Work is a service of Fidelity Personal and Workplace Advisors LLC and Strategic Advisers LLC. Both are registered investment advisers, are Fidelity Investments companies and may be referred to as "Fidelity," "we," or "our" within. For more information, refer to the Terms and Conditions of the Program. When used herein, Fidelity Personalized Planning & Advice refers exclusively to Fidelity Personalized Planning & Advice at Work. **This service provides advisory services for a fee, which will be paid from your account.**