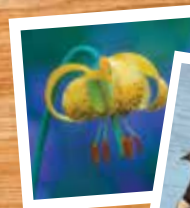


- WASHINGTON STATE -
DEFERRED COMPENSATION PROGRAM

DISCOVER THE SMART,
EASY WAY TO SAVE FOR RETIREMENT.

DCP



a Benefit
*for your
employees*

Low fees
Automatic payroll deduction
Tax deferred
Online account access
Responsive, friendly customer service
Flexibility – make changes anytime
No penalties for early withdrawals
Large institutional investing by WSIB
Contributions are held in trust

*and
for
you.*

No cost - All services including record keeping
are provided by DRS

Simple reporting process

DRS administers the plan - saving you time
and resources

WSIB managed investment options

On-site education provided by DRS

Helps with recruitment and retention

Responsive, friendly employer support

...again, at no cost to you.

888.327.5596

drs.wa.gov/dcp

DCP - *What is it?*

The Washington State Deferred Compensation Program (DCP) is a supplemental retirement savings program. The Department of Retirement Systems (DRS) offers this plan to public employers at no cost. This employee benefit provides your employees with the opportunity to invest money through payroll deductions and to defer federal taxes. DCP is a 457(b) plan authorized by the IRS to help encourage employees to save for their future.

DCP is profit-neutral. We charge administrative and investment fees to the participant to cover the costs of administering the plan, but we do not profit from it. This means low fees for our participants.

Who participates in DCP?

Public employers in Washington State can choose to join. Over 1,000 employers offer our program to their employees – including all state agencies/higher education and over 800 political subdivision employers like school districts, counties, cities, fire districts and more. Including DCP in an employee benefit package is proven to help with recruitment and retention.

As of December 31, 2011, the DCP asset balance exceeded \$2.8 billion for more than 53,000 participants.

Valued Partnerships

The Washington State Investment Board (WSIB) is one of the most successful public institutional investors in the country. The WSIB selects and updates the investment options offered through DCP. This ensures the options stay up-to-date with changing investment opportunities and that participants continue to receive the best value for their money. WSIB also monitors the fund managers (under contract) and manages the trust funds for each of Washington State's Retirement Systems.

Great-West Retirement Services® is under contract with DRS in support of DCP. They are responsible for record keeping and other administrative services such as mailing quarterly statements to participants.

Simple Reporting Procedures

Since DCP is administered by the Department of Retirement Systems, you'll be able to submit your employees' information the same way you report retirement systems data to DRS.

Easy Adoption and Simple Enrollment

To get started, complete the enclosed resolution request and mail it to us at DRS - we'll handle the rest. Once you've adopted DCP, your employees can enroll with a few simple steps.

Questions?

The DRS Education and Outreach Team is ready to assist you and your employees with this important decision. We provide on-site education for state retirement plans and DCP. Whether you'd like to discuss the decision to adopt DCP or schedule an on-site training event, call the Education and Outreach Team at 360.664.7021 - we'll be glad to help.