

**SPECIMEN**  
**SECTION 457(b) DEFERRED COMPENSATION PLAN**  
**GOVERNMENTAL EMPLOYERS**

This specimen plan document (which includes both an Adoption Agreement and a Basic Plan Document) is intended to meet the requirements of an eligible deferred compensation plan under Section 457(b) of the Internal Revenue Code of 1986, as amended, and the regulations promulgated thereunder, that is sponsored by a governmental employer, as defined thereunder. This document has not been approved by the Internal Revenue Service and is provided for consideration by the employer and its legal counsel. Modifications may be required depending on the specific facts and circumstances of the employer, including any applicable state or local laws, rules or regulations regarding deferred compensation or retirement benefits for governmental employees. VALIC cannot and does not provide legal or tax advice.

**ADOPTION AGREEMENT**  
**SECTION 457(b) DEFERRED COMPENSATION PLAN**  
(Governmental)

The undersigned plan sponsor hereby adopts or restates, as applicable, this Plan. This Plan shall comprise both (1) this Adoption Agreement and (2) the Basic Plan Document. Article and section references in this Adoption Agreement refer to articles and sections of the Basic Plan Document unless otherwise indicated.

Plan Sponsor Name: Trustees of the CSD Retirement Plan Trust  
Plan Sponsor Address: 305 St. Louis Avenue, Box 254  
St. Louis, MO 63088

Plan Name: CSD Retirement Trust Multiple Employer 457(b) Plan

1. Plan Effective Date. ("Effective Date.") (*Check one.*)

This Plan is being established by the Plan Sponsor as a new Plan, effective \_\_\_\_\_, \_\_\_\_\_.

This Plan amends and restates the Plan previously established by the Plan Sponsor and is effective January 1, 2020. The Plan was originally established by the Plan Sponsor effective January 1, 2010, and subsequently restated effective April 1, 2014. The effective date with respect to any Participating Employer is the date specified in such Participating Employer's Participation Agreement.

2. Eligible Employees. (*Check one.*)

All Employees shall be eligible to participate.

The Employer, in its sole discretion, shall determine each Plan Year which Employees shall be eligible to participate in the Plan.

All Employees shall be eligible to participate except the following Employees (*specify Employees who shall not be allowed to participate in the Plan*):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Roth Contributions. (*Check one.*)

Designated Roth Contributions are not permitted, and Section 4.10 shall not apply to this Plan.

Participants may make Designated Roth Contributions (as described in

Section 4.10) in lieu of or in addition to pre-tax Elective Deferral Contributions, effective January 1, 2011. (insert date not earlier than the later of the Effective Date of this Plan restatement or the Plan Sponsor's Resolution adopting Designated Roth Contributions.

4. Employer Contributions. (Check one.) Note: Employer Contributions are combined with Elective Deferral Contributions and Designated Roth Contributions in applying the contribution limits described in Section 2.19.

There shall be no Employer Contributions under this Plan.

Discretionary Employer Contribution. The Employer may, in its absolute discretion, make an Employer Contribution to the Plan, and may determine, in its absolute discretion, how any such Employer Contribution shall be allocated among Plan Participants. This Discretionary Employer Contribution may be a matching or non-matching contribution.

FICA Opt-out Contribution. As described in Section 4.11, the Employer shall make FICA Opt-out Contributions (contributions *other than* Elective Deferral Contributions or Designated Roth Contributions) on behalf of the following Employees in lieu of paying/withholding FICA taxes for such Employees and in the amounts indicated below (*check applicable box and fill in blanks for required contribution percentages*):

All Employees

Part-time, seasonal and temporary Employees only

Other (*indicate which Employees shall be eligible for the FICA Opt-out Contributions*):

\_\_\_\_\_

The required FICA Opt-out Contribution shall consist of the following types of contributions (which must total 7.5% or more of the Participant's Compensation):

Employer Contribution = \_\_\_\_\_% of Compensation

Mandatory Employee Contribution = \_\_\_\_\_% of Compensation

Other: \_\_\_\_\_