STATE OF CONNECTICUT

DEFINED CONTRIBUTION TIER 4 PLAN

SUMMARY PLAN DESCRIPTION (SPD)

YOUR RETIREMENT

INTRODUCTION

The State of Connecticut (the “State”) established the State of Connecticut Defined Contribution Tier 4 Plan (the “Plan”) as of April 1, 2018. The Plan is a defined contribution plan and is intended to meet the requirements of the Internal Revenue Code of 1986, as amended (the "Code") and the Connecticut General Statutes, as supplemented, superseded, or amended by applicable collective bargaining agreements and arbitration awards.

The Plan is intended to be a governmental retirement plan, as defined in section 414(d) of the Code. Plan contributions are invested at the direction of each Participant in one or more Investment Funds available under the Plan. Required Employee Contributions are designated as “picked up” by the State, so as not to be included in Participant’s gross income for Federal tax purposes as provided by section 414(h)(2) of the Code.

The Plan is a component of Tier IV of the State Employees Retirement System ("SERS") and is in lieu of coverage under any other Tier of SERS, the Alternate Retirement Program or Teachers’ Retirement System.

We have described the Plan in summary form in this Summary Plan Description ("SPD"). Although retirement plans are by necessity complicated, we have taken care to eliminate legal terms whenever possible and to use everyday language.

Please read this SPD carefully. If you have any questions about the Plan that the SPD does not answer, please visit the Office of the State Comptroller’s website at www.osc.ct.gov, contact your employing agency’s Human Resources Office or contact the Retirement Services Division as directed throughout this SPD. Written requests for information may be sent to the Division at the address below; you may also contact the Division by email at osc.rsd@ct.gov.

Important note: **This SPD is designed to help you understand your retirement benefits. It summarizes the more important provisions of the Plan. It is not intended to give you complete details on all Plan conditions. If there is any conflict in wording between the law, as supplemented, superseded, or amended by applicable collective bargaining agreements or arbitration awards, and this SPD, the official wording of the law, as supplemented, superseded, or amended will govern.**

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YOUR PLAN ELIGIBILITY

NEW EMPLOYEES

If you were first hired into state service on or after July 31, 2017 and were subsequently automatically enrolled in Tier IV of SERS, you are eligible to participate in this Plan as of April 1, 2018, or the next following Entry Date following your date of hire and subsequent enrollment in Tier IV of SERS.

REHIRED EMPLOYEES

If you have Severance from Employment and you are subsequently rehired as an Eligible Employee, you will resume active participation on the Entry Date that is as soon as administratively practicable following your Date of Reemployment.

ENTRY DATE

The term "Entry Date" means the first day of each pay period; provided, however, that the first Entry Date is April 1, 2018.

CONTRIBUTIONS TO THE PLAN

PLAN CONTRIBUTIONS

Generally, contributions for membership in the Plan are based on your annual salary but are subject to certain limitations. Salary includes all pay you receive for State service. Federal law (Code Section 401(a)(17)) imposes a limitation on earnings covered for retirement purposes, which is adjusted annually. For 2019 the limit is $280,000. No contributions will be made on earnings above this limit. Additionally, the maximum amount that may be contributed to the Plan is also subject to certain limitations that are adjusted annually under Federal law (Code Section 415(c)(1)(A)). The limitation for 2019 is $56,000. Therefore, the Salary used to determine your contributions may be limited to $280,000 (as adjusted), and your contributions may be further limited if they exceed the $56,000 limitation (as adjusted).

Generally, if you are employed by more than one state agency at the same time, all the monies you receive from all state agencies are considered to be salary.

You must contribute 1% of your annual salary (see "Status as Picked Up Contribution"). The State will also contribute 1% of your annual salary to your account.

SPECIAL SUPPLEMENTAL PLAN CONTRIBUTIONS AS A PERCENTAGE OF COMPENSATION

For the period from April 1, 2018 to June 30, 2018, a Special Supplemental Plan Contribution shall also be made by you and the State if you were hired on or after

August 1, 2017 through March 31, 2018 in the following manner:

Number of Paychecks Received Between August 1, 2017 and March 31, 2018	By the Participant*	By the Employer
1	0.167%	0.167%
2	0.333%	0.333%
3	0.500%	0.500%
4	0.667%	0.667%
5	0.833%	1.833%
6	1.00%	1.00%
7	1.167%	1.167%
8	1.333%	1.333%
9	1.500%	1.500%
10	1.667%	1.667%
11	1.833%	1.8333%
12	2.00%	2.00%
13	2.167%	2.167%
14	2.333%	2.333%
15	2.500%	2.500%
16	2.667%	2.667%
17	2.833%	2.833%

*See "Status as Picked Up Contribution" below.

STATUS AS PICKED UP CONTRIBUTION

Employee Contributions are designated by the State as being made by the State in lieu of contributions by you. Such “pick-up” amounts cannot be received directly by you in accordance with section 414(h)(1) of the Code.

Federal law limits the maximum combined employee and employer contributions that can be made to the Plan, and such limit is adjusted annually (for 2018, the limit is $55,000; for 2019, the limit is $56,000). See the "Plan Contributions" section above for more information on limitations.

ROLLOVERS

The Plan accepts rollovers from 401, 403(b) and 457(b) governmental plan and traditional IRAs. The plan does not accept rollovers of after-tax dollars. Rollover assets may be withdrawn without a distribution event. Rollover assets will be subject to a 10% premature distribution penalty tax, unless an exception applies under the Code.

INVESTMENT ELECTION

RIGHT TO ELECT INVESTMENT FUNDS

You are permitted to direct the manner in which your Account will be invested among the Investment Funds and may change the manner in which future Plan contributions and/or existing Account balances will be invested among the Investment Funds, subject to the provisions of the Plan and applicable procedures established by the Plan Administrator. The Plan Administrator or its designee is solely responsible for selecting Investment Funds, and may liquidate, discontinue, or add Investment Funds at any time without your consent; however, the Plan Administrator or its designee does not have the entire authority, discretion, and responsibility for the investment of your Account.

DEFAULT INVESTMENT FUND

It is your responsibility to communicate to the Plan Administrator your instruction for the investment of your Account. In the event you do not provide an investment election to the Plan Administrator, your Account will be invested in the default Investment Fund designated by the Plan Administrator from time to time.

SERVICE

VESTING

Employee Contributions are considered to be 100% yours at all times.

Employer Contributions are considered to belong to you subject to the following vesting schedule:

Years of Service	Vested Percentage
1 Year	0%
2 Years	0%
3 Years	100%

Any non-vested portion of your Account will become automatically 100% vested on your Normal Retirement Date, upon termination of the Plan, or upon a determination that you are disabled pursuant to the terms of Tier IV of SERS.

DISTRIBUTABLE EVENTS

RETIREMENT AND ELECTIVE COMMENCEMENT OF BENEFITS

When you retire or experience a Severance from Employment for any reason other than retirement, you may elect, by written notice to the Plan Administrator, to commence distribution of your Account at any time.

DEATH

If you should die before distribution of your Account has commenced, then your Account shall be paid to your Beneficiary in the form elected by your Beneficiary from the options available under the heading **Payment Options** as indicated below. Payment of your Account to your Beneficiary shall begin as soon as administratively practicable following the Plan Administrator's receipt of your Beneficiary's election to commence payment.

YOUR BENEFICIARY

It is important for you to name a retirement beneficiary or beneficiaries to receive any death benefits under the Plan. This designation may be changed any time you wish. To request a copy of the forms required to name or change your retirement beneficiary, contact the Tier IV Plan Administrator. The proper beneficiary designation forms are also available on the Plan Administrator's website: www.CTDCP.com. If you fail to designate a beneficiary, or the Plan Administrator determines your beneficiary designation is invalid for any reason, your benefits will be paid in accordance with Plan terms.

LOANS

Loans are not available.

PAYMENT OPTIONS

TYPES OF OPTIONS

Upon Severance from Employment or retirement, you may elect to leave assets in the Plan (subject to certain required distributions pursuant to the Code) or you may choose one of the payment options below:

- Lump-sum withdrawal
- Partial lump-sum withdrawal with the balance payable in a systematic withdrawal option
- Systematic withdrawal option – specified period or specified amount payable monthly, quarterly, semi-annually, or annually

INTERNAL REVENUE CODE PREMATURE DISTRIBUTION PENALTY TAX ON DISTRIBUTIONS PRIOR TO AGE 59 1/2

The 10% premature distribution penalty tax applies to distributions taken before you reach age 59 1/2, unless a Code exception applies.

REQUIRED MINIMUM DISTRIBUTION

You must begin distributions by April 1 following the calendar year in which you reach age 70 1/2 or retire, whichever occurs later.

OTHER INFORMATION

NON-ALIENATION OF RETIREMENT RIGHTS OR BENEFITS

No benefits under the Plan may at any time be subject in any manner to alienation, encumbrance, the claims of creditors or legal process to the fullest extent permitted by law. No person will have the power in any manner to transfer, assign, alienate, or in any way encumber his or her Plan Account, or any part thereof, and any attempt to do so will be void and of no effect. Notwithstanding the foregoing or anything herein to the contrary, all or a portion of a Participant's Account may be paid in accordance with a qualified domestic relations order or IRS levy.

DIVORCE (FOR AN ALTERNATE PAYEE UNDER A QUALIFIED DOMESTIC RELATIONS ORDER)

The Plan is a governmental retirement plan and, as such, is exempt under United States Code, Title 29, Section 1003 from the federal requirements of the Employee Retirement Income Security Act (ERISA) and the Retirement Equity Act. However, the Plan does provide for the division of a Participant's Account at the time and in the manner directed in a domestic relations order qualified or approved by the Plan Administrator.

REPORTING AND DISCLOSURE

The Retirement Services Division has published this SPD online. A hard copy may be obtained by selecting "printable version" at the beginning of this SPD or by asking your employing agency Human Resources Office to provide you with a printed copy.

You will be advised of any significant changes or modifications to this Plan either by online notification, through your employing agency, or through a manner to be determined by the Commission as an appropriate means of dissemination.

Each quarter you will receive a personalized retirement benefits statement.