



Your Future's Worth It

METROMAX 457 DEFERRED COMPENSATION PLAN

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One of the good things about your job as a Metro Nashville employee is that you may be eligible for pension benefits. But these pension benefits are just one part of your retirement income. You could still need to save on your own.

To help you save for retirement and achieve your financial goals, you are eligible to enroll in the Metro Nashville 457(b) Deferred Compensation Plan (called "MetroMax"). You are not required to participate in or contribute to the MetroMax Plan. Enrolling will make it easier for you to access the Plan's resources, though, and save for your future.

Pension benefits and Social Security are likely to leave a "gap" in your retirement income. MetroMax can help you close the gap.

10 Reasons to Start Today

1. It's convenient.

All employees, officers, or elected or appointed officials of Metro with at least 20 hours of work per week are eligible to enroll in MetroMax.* You can enroll in the Plan online at any time.

2. It's flexible.

You choose the contribution source (pre-tax or Roth after-tax) and amount of pay you'd like to contribute, up to the annual IRS limits. Visit voya.com/irslimits to confirm the current annual limits. After enrolling, you can increase, decrease, or stop your contributions at any time.

3. It's automatic.

Your contributions are automatically deducted from your pay. Metro will reduce your paycheck by that amount and forward it to Voya on a regular basis. Voya will then allocate your contributions to the investment options you have selected.

4. Contributions can be pre-tax or after-tax.

The choice is yours. Pre-tax contributions are deducted before taxes. You won't pay taxes right away, so your money has more time to compound on a tax-deferred basis. You'll pay tax on the money when it is paid to you at a later date. But for now, you can lower the amount that goes to Uncle Sam. After-tax (Roth) contributions are deducted after taxes. That means you'll be able to withdraw your money tax-free when you retire (qualifying conditions apply). With either source, your contributions and any earnings have the ability to compound and grow tax-deferred.

5. It costs less than you may think.

You can start with as little as \$10 per pay period. While Roth after-tax contributions reduce your pay dollar-for-dollar, you'll feel pre-tax contributions less in your paycheck. Review the chart below to see how pre-tax or Roth after-tax contributions may affect your pay compared to not saving at all.

	Pre-Tax	Roth After-Tax	Without MetroMax
Salary Per Pay Period	\$2,083.33	\$2,083.33	\$2,083.33
Pre-Tax Contribution	\$50.00	\$0.00	\$0.00
Taxable Salary	\$2,033.33	\$2,083.33	\$2,083.33
Roth Contribution	\$0.00	\$50.00	\$0.00
Federal Tax Withholding	\$447.33	\$458.33	\$458.33
FICA and Medicare	\$159.37	\$159.37	\$159.37
Take Home Pay	\$1,426.63	\$1,415.63	\$1,465.63

This hypothetical example assumes a salary of \$50,000, a contribution of \$50 per pay period (24 pay periods), and a 22% federal tax rate and a 7.65% FICA/Medicare rate. Systematic investing does not ensure a profit nor guarantee against a loss in declining markets. You should consider your financial ability to consistently invest in up as well as down markets.

* Some eligibility exclusions may apply, such as for contract workers for the Metropolitan Board of Education, the Transit Authority, Nashville Electric Service, and the Metropolitan Development and Housing Authority.

6. It's easier to start small now.

Think you're too young to start planning for retirement? Think again. The sooner you start, the better. By saving for retirement early in your career, you'll enjoy the potential benefits of tax-deferred growth and compounding interest for decades. Your money is your money-maker, so give it as much time to grow as possible. Here's how much more you could have at retirement if you started saving \$50 per pay period at the following ages.

Start saving at...	Your balance at retirement
Age 25	\$191,696
Age 30	\$138,029
Age 40	\$67,958

This hypothetical chart shows the impact of starting to save for retirement at different ages. The accumulated amounts assume contributions of \$50 for 24 pay periods per year, a 6% annual rate of return compounded monthly and a retirement age of 65.

7. It gives you investment options.

MetroMax offers a range of investment options that cover the full spectrum of asset classes to help align with your risk tolerance and time horizon for investing. In addition to individual mutual funds, MetroMax also offers Vanguard Target Retirement Date Funds, which offer you a diversified portfolio of stocks, bonds, and cash in a single investment. Over time, Target Date Funds adjust their level of exposure to stocks, bonds, and cash so the investment allocation becomes more conservative as the target date approaches. Local Voya representatives can help you evaluate your tolerance for risk to choose the options that are right for you.

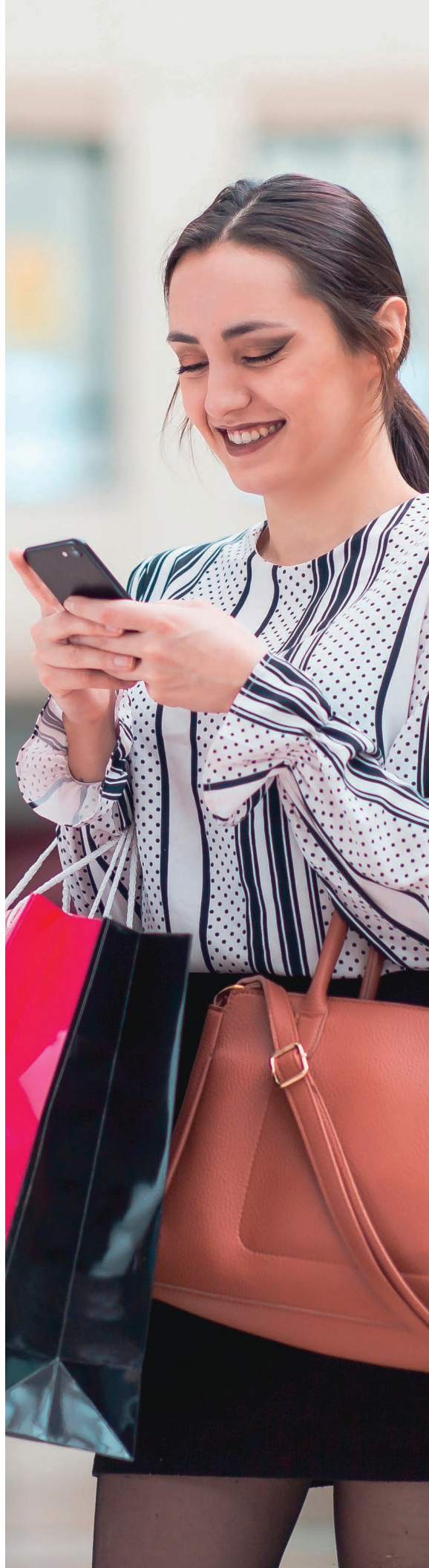
You should consider the investment objectives, risks, and charges and expenses of the mutual funds offered through a retirement plan carefully before investing. Fund prospectuses and an information booklet containing more complete information can be obtained by contacting your local representative. Please read the information carefully before investing.

Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the work force. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date.

Vanguard Target Retirement Trusts: Investments in Target Retirement Trusts are subject to the risks of their underlying investments. The year in the fund name refers to the approximate year (the target date) when an investor in the trust would retire and leave the workforce. The trust will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Retirement Trust is not guaranteed at any time, including on or after the target date.

These trust suggestions are based on an estimated retirement age of approximately 65. Should you choose to retire significantly earlier or later, you may want to consider a trust with an asset allocation more appropriate to your particular situation.

All investing is subject to risk, including the possible loss of the money you invest. Diversification does not ensure a profit or protect against a loss. Investments in bonds are subject to interest rate, credit, and inflation risk.



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8. It's transparent.

There are no hidden costs to participate in MetroMax.

- No deferred sales charge
- No front end charges
- No annual maintenance fees
- No fees for transactions (Investment management fees will apply)

9. It's managed with you in mind.

Metro Nashville's Employee Benefit Board oversees the Plan on your behalf. They have carefully selected the investment options and Voya as your service provider to work directly with you. The Investment Committee and its plan consultant monitor the Plan's performance on an ongoing basis.

10. It's easy to get help.

Our local service team of experienced financial professionals are available to assist you with a variety of services designed to help you plan for your financial future. Services include enrollment meetings that highlight the benefits of the Plan, educational meetings and seminars, and individual one-on-one meetings where we can address your specific situation and develop a plan to outline your financial needs and objectives. All you have to do is call.

Ready to enroll in MetroMax?

To enroll in the Plan, you will need your Social Security number and the following information:

- Go to **enroll.voya.com**
- Enter Plan Number **664146**
- Enter Verification Number **051866**
- Click **LET'S GO** and follow the prompts to complete the enrollment process

Questions? We are here to help.

For MetroMax questions or help enrolling online, please contact one of your local Voya representatives to schedule a personal 1-on-1 appointment.

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Mutual funds within the retirement program are considered long-term investments designed for retirement purposes. Money distributed will be taxed as ordinary income in the year the money is received. Account values fluctuate with market conditions and, when surrendered, the principal may be worth more or less than its original amount invested.

Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

Insurance products, annuities and retirement plan funding issued by (third party administrative services may also be provided by) Voya Retirement Insurance and Annuity Company, One Orange Way, Windsor, CT 06095-4774. **Securities are distributed by Voya Financial Partners LLC (member SIPC).** Custodial account agreements or trust agreements are provided by Voya Institutional Trust Company. All companies are members of the Voya® family of companies. **Securities may also be distributed through other broker-dealers with which Voya has selling agreements.** Insurance obligations are the responsibility of each individual company. Products and services may not be available in all states.

