

### Peach State Reserves 401(k) Plan Employer Contributions

All contributions are made each pay period with the exception of Tax Office and State Court employees covered under GSEPS, in which case the employer contribution is made monthly by the Dept. of Revenue and Council of State Court Judges, respectively, after invoicing from the TPA for the prior month's contributions due.

#### GSEPS

GSEPS was implemented effective January 1, 2009. GSEPS provides State matching up to 3% with member contributing 5%. Member contributes 1% of compensation and receives 1% salary match from State (100% match on the first 1% of compensation contributed). For each additional percent contributed by member (up to 4%), the State will match 50% of that amount (up to 2% of compensation). The 401(k) employer contribution is subject to a 5-year vesting schedule, vesting 20% for each completed year of continuous service in a GSEPS-eligible position.

#### Walton County Board of Education (matching)

Agency/Group ID	Agency/Group Short Name	Effective Date
7471000	WALTON COUNTY BOE	1/1/09†

For employees who are members of the Public School Employees Retirement System, after the employee has contributed 1% for 12 months, the BOE will begin matching at 2% at 100%. The 401(k) employer contribution is subject to a 5-year vesting schedule, vesting 20% for each completed year of continuous service with Walton BOE.

†Employer contribution effective date. Walton BOE began PSR participation effective 7/1/06.

#### Henry County Board of Education (matching)

Agency/Group ID	Agency/Group Short Name	Effective Date
6750000	HENRY COUNTY BOE	4/1/2010

For employees who are members of the Public School Employees Retirement System, after the employee has been employed for 6 months, the BOE will begin matching up to 3% at 100%. The 401(k) employer contribution is subject to a 5-year vesting schedule, vesting 20% for each completed year of continuous service with Henry BOE.

#### Georgia Lottery Corporation (GLC); Community Service Boards (CSB) as indicated (automatic)

Agency/Group ID	Agency/Group Short Name	Effective Date
363	HIGHLAND CSB	10/1/94
372	PATHWAYS CSB	10/1/94
376	OCONEE CSB	10/1/94
381	MIDDLE GA CSB	10/1/94
9890000	GA LOTTERY	11/1/98

All eligible employees receive an automatic employer contribution equal to 7.5% of salary, excluding bonuses. The 401(k) employer contribution is subject to a 5-year vesting schedule, vesting 20% for each completed year of continuous service with any state employer. All GLC employees are eligible. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

*The entities listed above have maintained this original employer contribution arrangement since October 1994 (except GLC, which was effective 11/1/1998). The entities listed below have changed their employer contribution arrangement from this method to that described below, as of the effective date indicated for each.*

#### Lookout Mountain CSB; Phoenix Center CSB (matching)

Agency/Group ID	Agency/Group Short Name	Effective Date
361	LOOKOUT MTN CSB	5/1/2010
375	PHOENIX CSB	9/1/2010

All eligible contributing employees receive an employer matching contribution of up to 7.5% of salary, excluding bonuses. The 401(k) employer contribution is subject to a 5-year vesting schedule\*, vesting 20% for each completed

year of continuous service with any state employer. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

**Avita Partners (Ga Mountains) CSB (automatic)**

Agency/Group ID	Agency/Group Short Name	Effective Date
364	AVITA CSB	11/1/2010

All eligible contributing employees receive an automatic employer contribution of up to 3.5% of salary, excluding bonuses. The 401(k) employer contribution is subject to a 5-year vesting schedule\*, vesting 20% for each completed year of continuous service with any state employer. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

**New Horizons CSB (automatic)**

Agency/Group ID	Agency/Group Short Name	Effective Date
379	NEW HORIZONS	1/1/2011

All eligible employees who are contributing to the 401(k) plan receive an automatic employer contribution equal to 6% of salary, excluding bonuses. The 401(k) employer contribution is subject to a 5-year vesting schedule\*, vesting 20% for each completed year of continuous service with any state employer. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

**Serenity Behavioral Health Services (CSB) (matching)**

Agency/Group ID	Agency/Group Short Name	Effective Date
377	SERENITY	03/01/2016

Effective 3/1/2016, new hires will receive a matching contribution up to a max of 3% of salary, excluding bonuses. Employees hired prior to 3/1/2016, will continue to receive the 7% match. The 401(k) employer contribution is subject to a 5-year vesting schedule\*, vesting 20% for each completed year of continuous service with any state employer. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

**Georgia Pines (CSB) (matching)**

Agency/Group ID	Agency/Group Short Name	Effective Date
383	GA Pines	1/1/2018

Effective 1/1/2018, employees will receive a matching contribution up to a max of 3% of salary, excluding bonuses. Previously, employees were receiving automatic employer contribution equal to 7.5%.

**Pineland CSB (auto and matching prior to 1/1/2011; matching after based on 6 months of service)**

Agency/Group ID	Agency/Group Short Name	Effective Date
385	PINELAND	1/1/2011

Employees hired prior to January 1, 2011 will receive an automatic employer contribution of 1%. All eligible contributing employees receive an employer matching contribution of up to 6.5% of salary, excluding bonuses. Employees hired on and after January 1, 2011 will be eligible to receive the employer matching contribution of up to 6.5% of salary, excluding bonuses, after completing six months of employment service. The 401(k) employer contribution is subject to a 5-year vesting schedule\*, vesting 20% for each completed year of continuous service with any state employer. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

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**McIntosh Trail CSB (automatic)**

Agency/Group ID	Agency/Group Short Name	Effective Date
373	McIntosh Trail CSB	3/1/2011

Eligible employees hired prior to March 1, 2011 will receive an automatic employer contribution of 7.5%. Eligible employees hired on and after March 1, 2011 will receive an automatic employer contribution of 3%, excluding bonuses, after completing one year of employment service. After five years of employment service, those employees will receive an automatic employer contribution of 5%. The 401(k) employer contribution is subject to a

5-year vesting schedule\*, vesting 20% for each completed year of continuous service with any state employer. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

**Clayton Center CSB (auto before 7/1/2011; matching after)**

Agency/Group ID	Agency/Group Short Name	Effective Date
370	Clayton Center CSB	7/1/2011

Eligible employees hired prior to July 1, 2011 will receive an automatic employer contribution of 7.5%. Employees hired on and after July 1, 2011 will receive an employer matching contribution of up to 4% of salary, excluding bonuses. The 401(k) employer contribution is subject to a 5-year vesting schedule\*, vesting 20% for each completed year of continuous service with any state employer. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

**Advantage Behavioral Health Systems (ABHS) (automatic and matching)**

Agency/Group ID	Agency/Group Short Name	Effective Date
371	Advantage BHS	7/1/2011

Effective July 1, 2011, eligible employees will receive an automatic employer contribution based on years of service as follows:

- 0-3 years: .05%
- 3-4 years: 1.5%
- 4-5 years: 3%
- 5+ years: 7.5%

ABHS will match employee contributions up to 10%, regardless of years of service. The 401(k) employer contribution is subject to a 5-year vesting schedule\*, vesting 20% for each completed year of continuous service with any state employer. Part-time CSB employees must work at least 1,000 hours in the year in order to be eligible for the employer contribution.

**Albany (Aspire) CSB (matching)**

Agency/Group ID	Agency/Group Short Name	Effective Date
382	Albany CSB	7/1/2015

Effective July 1, 2015, eligible employees will receive employer matching contributions based on years of service as follows:

- < 1 year: 0.0%
- 1-3 years: 100% up to 1% of compensation
- 3-5 years: 100% up to 3% of compensation
- 5+ years: 100% up to 7.5% of compensation

Albany CSB will match employee contributions dollar per dollar, based on years of service up to maximums as listed above. The 401(k) employer contribution is subject to a 5-year vesting schedule\*, vesting 20% for each completed year of continuous service with any state employer. Part time employees who are determined to have worked one thousand (1,000) hours or more by the end of the Plan Year shall be permitted to make Deferred Compensation Contributions and be eligible to receive a Matching Contributions as of the beginning of the following Plan Year. For purposes of determining the level of the Matching Contribution for such eligible employees, only consecutive Plan Years in which the part time employee worked one thousand (1,000) hours or more shall be considered as Years of Service.

***\*All employer contributions are subject to a vesting schedule, which determines eligibility to receive all or a portion of the employer contribution balance at the time of any distribution from the account after separation from service as outlined above. Vesting is determined based on the following schedule:***

Completed Employment Service	Vested Percentage
<b>Less than 1 year</b>	<b>0%</b>
<b>1 year</b>	<b>20%</b>
<b>2 years</b>	<b>40%</b>
<b>3 years</b>	<b>60%</b>
<b>4 years</b>	<b>80%</b>

<b>5 or more years</b>	<b>100%</b>
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*For CSB/GLC participants whose services terminated prior to January 1, 2010 but after December 31, 2001, the following vesting schedule applies:*

<b>Completed Employment Service</b>	<b>Vested Percentage</b>
<b>Less than 2 years</b>	<b>0%</b>
<b>2 year</b>	<b>20%</b>
<b>3 years</b>	<b>40%</b>
<b>4 years</b>	<b>60%</b>
<b>5 years</b>	<b>80%</b>
<b>6 or more years</b>	<b>100%</b>

*For CSB/GLC participants whose services terminated prior to January 1, 2002, the following vesting schedule applies:*

<b>Completed Employment Service</b>	<b>Vested Percentage</b>
<b>Less than 3 years</b>	<b>0%</b>
<b>3 year</b>	<b>20%</b>
<b>4 years</b>	<b>40%</b>
<b>5 years</b>	<b>60%</b>
<b>6 years</b>	<b>80%</b>
<b>7 or more years</b>	<b>100%</b>