



Plan Highlights

Macomb County Deferred Compensation Plan and Trust (078097)

This material has been designed to give you a general description of the main features of the Macomb County Deferred Compensation Plan and Trust. To find up-to-date information on your plan's features, log on to your account at vanguard.com/retirementplans, select the **Plan Details** dropdown menu, then select **Plan Rules**.

Note: If you hold multiple accounts with Vanguard, you may need to select **Employer plans** after logging on to vanguard.com/retirementplans.

You can also refer to the Summary Plan Description or contact Vanguard.

Connect with Vanguard

- **Online.** Log on to your account at vanguard.com/retirementplans for 24-hour access to information about your account and your investments. Not yet registered for immediate, secure online account access? You will need your plan number: **078097**. To receive information and notices from Vanguard by email, sign up for e-delivery, a fast and secure way to receive your plan communications. Just log on to vanguard.com/retirementplans, click **My Profile**, and change your mailing preference.
- **On your mobile device.** Go to vanguard.com/bemobile to download the Vanguard app so you can access your account on the go.
- **By phone.** Call **800-523-1188** to reach Vanguard's 24-hour interactive VOICE® Network. You'll need your Social Security number and a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts. Or you can speak with a Vanguard Participant Services associate Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

Join the Vanguard community on our social media channels. You'll have access to Vanguard experts and be able to get up-to-the-minute news and views, attend live web events, participate in live chats, and interact with other Vanguard investors.

Provision	Description
Eligibility	Your employer determines who is eligible to participate in the plan.
Enrollment	To enroll, obtain an enrollment form from your Human Resources and Labor Relations office. Return the completed form to Vanguard.
Participant fees	<p>There are costs associated with administering your retirement plan. These costs include recordkeeping fees, trustee services, customer service support, and investment consulting. You will be charged a \$90 annual plan administrative fee to participate in the plan. Each quarter, \$22.50 will be automatically deducted from your account and the deduction will appear on your quarterly statement.</p> <p>The investment consulting fee will be 0.1% or 10 basis points annually—which equates to about \$1 annually or \$0.25 per quarter for every \$1,000 in your account. This fee will be applied proportionally to all the funds in which you are invested, and will also appear on your quarterly statement.</p>
Beneficiaries	<p>Be sure to name beneficiaries for your account. Properly designating beneficiaries ensures that, when you die, your hard-earned savings are distributed according to your wishes.</p> <p>You can designate beneficiaries online. To do so, follow these simple steps:</p> <ol style="list-style-type: none"> 1. Log on to your account at vanguard.com/retirementplans. 2. Click My Profile. (If you have multiple accounts at Vanguard, you may need to select Employer plans first.) 3. Click Beneficiaries.
Contributions	You can contribute a flat-dollar amount of your pay following IRS guidelines.
Rollovers	Contact Vanguard if you'd like to roll over money into this plan from a former employer's eligible plan or a qualifying IRA.

Provision	Description
Vesting	Vesting refers to your right of ownership to the money in your account. You are immediately vested in all contributions and earnings.
Investment options	Please see the enclosed Your Investment Options at a Glance.
Managing your account	<p>You can take the following actions anytime by logging on to vanguard.com/retirementplans or calling Vanguard at 800-523-1188:</p> <ul style="list-style-type: none"> • Stop or change your payroll deductions. • Change how your contributions are invested. • Move money between funds. • Request withdrawals.
Withdrawals*	<p>You can withdraw money from your account before your termination of employment under certain circumstances.</p> <p>Small balance withdrawal. You can make a withdrawal of your entire account balance if your balance is equal to or less than \$1,000 and there have been no contributions to the plan within the past two years.</p> <p>Unforeseeable emergency withdrawal. You can withdraw money from your account for a serious financial hardship following plan guidelines.</p>
Distributions*	You are eligible to receive your account balance upon retirement, termination of employment, or total and permanent disability.

***Tax implications:** You will be responsible for paying any federal, state, local, or foreign taxes on a distribution or withdrawal. Early withdrawals may be subject to a 10% federal penalty tax. To the extent required by law, Vanguard will make the appropriate withholding for tax purposes.

Connect with Vanguard®
vanguard.com/retirementplans > 800-523-1188



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