



Plan today.
Enjoy tomorrow.



University of South Alabama

457(b) Deferred Compensation Plan

Your University of South Alabama 457(b) Deferred Compensation Plan with VALIC affords you an excellent opportunity to help accumulate money for a secure retirement. You contribute pretax dollars automatically by convenient payroll reduction, which might lower current income taxes. Your account benefits from the opportunity for tax-advantaged growth.

This is not your plan document. The administration of each plan is governed by the actual plan document. If discrepancies arise between this insert and the plan document, the plan document will govern.



Eligibility

You are immediately eligible to participate in the plan and may begin contributing to the plan upon enrollment.

Enrolling is easy! Here's how ...

Simply decide how much you want to save and how you want to invest contributions to your account. Then choose from the convenient enrollment methods listed below.

Online – Visit VALIC.com and click on “Enroll in your retirement plan” on the right side of your screen. Have your Group ID handy. ID: 03619004

By phone – Call our Enrollment Center at 1-888-569-7055 between 7:30 a.m. and 7:00 p.m. (CT). Have your Group ID handy. ID: 03619004

In person – Your VALIC financial advisor can meet with you and walk you through the enrollment process.

When enrolling in the plan you will need to complete a Salary Reduction Agreement and turn it in to the Human Resources Office.

Personal service

For assistance, please call our Contact Center at 1-800-448-2542 or one of our local advisors listed below at 1-800-892-5558.

Your contributions (subject to plan terms)

Generally, you may contribute as much as 100% of your annual includible compensation up to the IRS contribution limit. You may increase or decrease the amount you contribute to the plan as often as your employer allows.

Catch-up contributions

You may be able to contribute up to the IRS limit:

- If you are within the last three taxable years ending the year before the year you attain normal retirement age as specified under the plan and have undercontributed in prior years
- If you are age 50 or older

Stop/change contributions

You may change your contribution amount or discontinue contributing to your plan at any time and resume contributing again later, subject to plan provisions and any administrative requirements. In the meantime, your account will continue to grow on a tax-deferred basis. Under a 457(b) plan, an election to start, change or stop contributions will become effective no sooner than the first pay period of the month following the date the election is made.

Vesting

You are always 100% vested in your own contributions.

Account consolidation

You might be able to transfer your vested retirement account balance from a prior employer's plan to your University of South Alabama 457(b) plan. This can be an excellent way to simplify your financial profile and to ensure your overall investments are suitably diversified and consistent with your investment preferences. However, before you make that decision, check to see if the other provider's contract imposes surrender charges. If distributions from the prior plan are subject to the 10% federal early withdrawal penalty, they will continue to be subject to the penalty after the rollover (even if the penalty did not apply due to severance from employment at age 50 or 55).



Investment flexibility

You decide how to invest all contributions among the mutual funds and the Fixed-Interest Option* offered under the University of South Alabama 457(b) Deferred Compensation Plan.

Remember, this plan represents a long-term investment. Investment values of the mutual funds you choose will fluctuate, and there is no assurance that the objective of any fund will be achieved. Mutual fund shares are redeemable at the then-current net asset value, which may be more or less than the original cost. Bear in mind that investing involves risk, including possible loss of principal.

* Policy Form series GFA-504, a group fixed annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas.

Fixed-Interest Option withdrawal/ transfer restrictions

You may withdraw no more than 20% from the Fixed-Interest Option annually. There is no withdrawal charge for this transaction. In-service transfers from the Fixed-Interest Option to another funding entity can be accomplished over a five-year period. There are no transfer or withdrawal restrictions if one of the following conditions is met:

- Annuity payout option is selected
- Your death
- Total and permanent disability
- Withdrawal taken as a hardship under the terms of the plan
- Retirement or severance from employment
- Elect to transfer a portion of the account value to a companion account for a loan

This restriction includes money transferred to mutual funds or to another provider.

Tax-free loans

Tax-free loans make it possible for you to access your account, subject to certain limitations, without permanently reducing your account balance. Defaulted loan amounts (not repaid on time) will be taxed as ordinary income and may be subject to a 10% federal early withdrawal penalty if you are under age 59½.

Withdrawal restrictions

Your plan was established to encourage long-term savings, so withdrawals prior to age 70½ are subject to federal restrictions. Unlike many other plan types, there is no 10% federal early withdrawal penalty for early withdrawals in the 457(b) plan except on amounts rolled over from other non-457(b) eligible retirement plans and withdrawn prior to age 59½.

Generally, you may withdraw your vested account balance if you meet one of the following requirements:

- Retirement or severance from employment
- Unforeseeable emergencies
- Your death
- Attaining age 70½ (if your plan allows in-service distributions)

In addition, you must begin taking distributions once you reach age 70½ or you retire, whichever is later.

Distribution options

Your plan offers many distribution options, allowing you to tailor your benefits to meet your individual needs. Depending on your plan provisions, your withdrawal options include:

- Transferring or rolling over your vested account balance to another tax-advantaged plan that accepts rollovers
- Receiving systematic or partial withdrawals
- Taking a lump-sum distribution
- Choosing one of the many annuity options available
- Deferring distributions until a later date but generally no later than attainment of age 70½, allowing your account to continue to grow tax deferred

Generally, income taxes must be paid on all amounts you withdraw from your plan.

Consult your financial advisor for more specific information.

Account access

Once you are enrolled, you can access your account information and perform certain transactions 24 hours a day, seven days a week from anywhere at any time:

- Online at VALIC.com
- By phone at 1-800-448-2542

Access account information on your mobile device.

- VALIC Mobile for iPad®, iPhone® or Android™-based phones
- VALIC Mobile Access for web-enabled devices at my.valic.com/mobility

Account statement

You will receive a comprehensive account statement every calendar quarter. This account statement documents all activity for the preceding period, including total contributions and transfers among investment options.

You can choose to “go paperless” if you wish. Receive secure, paperless, electronic notification when your retirement account statements, transaction confirmations and certain regulatory documents are available online through our secure connection, Personal**Deliver**-@®. Managing these items electronically is faster and more secure than paper mail. Simply log in to your account at VALIC.com to sign up for this free service.

Administrative fee

An effective annual charge of .52% per participant per year will be assessed on mutual fund assets in the plan for which administrative services are provided. Additionally, Fund Annual Operating Expenses apply depending on the mutual fund chosen and are described in the prospectus.

To view or print a prospectus for a currently offered fund, visit www.valic.com and click on Access ePrint at the right-hand side of the screen. Enter your Group ID 03619004 in the Login field and click Continue. Click on “Funds” at the left-hand side of the screen, and the funds available for your plan will be displayed. The prospectus contains the investment objectives, risks, charges, expenses and other information about the respective investment companies that you should consider carefully before investing. Please read the prospectus carefully before investing or sending money. You can also request a copy by calling 1-800-428-2542.

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