

TRS PLAN 3 *special* REPORT

January 2004 Contribution Rate Flexibility

Teachers' Retirement System (TRS) Plan 3 members have an opportunity to change their contribution rate selection during January 2004. If you wish to change your TRS Plan 3 contribution rate, submit the attached form to your employer. Otherwise, your current rate will remain in effect.

This opportunity is only available to TRS Plan 3 members during the period of January 1-31, 2004. Contribution Rate Change forms signed or submitted outside of the January time period, and those submitted for retirement plans other than TRS Plan 3, cannot be accepted.

This option is being offered according to provisions granted to TRS Plan 3 by the Internal Revenue Service (IRS). The contribution rate option you select should be considered binding and can only

be changed when you change employers or during rate change windows as permitted by the IRS.

Things to consider

The right contribution rate option for you will be based on a variety of factors. Determining what's best for your current and future circumstances may include an assessment of the following:

- Your current Plan 3 account balance
- Expected earnings on your account
- Length of time you will contribute to your account before you expect to retire
- Other savings and sources of income you expect to have during your retirement (including your Plan 3 defined benefit payments)
- Your life expectancy after retirement
- Your preferred retirement lifestyle

- Your estimated retirement living expenses
- Your current income and expenses
- Anticipated salary increases that might allow a higher contribution rate
- Anticipated changes in pre-retirement needs (such as college tuition, mortgage balloon payments, etc.)

Ultimately, you need to contribute enough to your defined contribution account to adequately fund your retirement.

For more TRS Plan 3 information

Additional information is available on the TRS Plan 3 Web site at www.icmarc.org/plan3/trs/ or by calling 1-888-711-8773 or TDD 1-800-669-7471. Using telephone or Internet access, you may check your account balance, get a current statement, obtain additional information and literature about your retirement plan, and access retirement planning calculators and tools.

You may also contact your employer to verify your current contribution rate option or if you need another copy of the TRS Plan 3 Contribution Rate Change form. The form is also available on the Internet.

The effective date for rate changes submitted in January will be based on your employer's pay cycles and payroll processing cutoff dates.

Contribution rate options from which to choose

	Base Rate	Additional Rate	Total Member Contribution Rate
Option A - All ages	5.0%	0.0%	5.0%
Option B -			
Up to age 35	5.0%	0.0%	5.0%
Age 35 to 44	5.0%	1.0%	6.0%
Age 45 and above	5.0%	2.5%	7.5%
Option C -			
Up to age 35	5.0%	1.0%	6.0%
Age 35 to 44	5.0%	2.5%	7.5%
Age 45 and above	5.0%	3.5%	8.5%
Option D - All ages	5.0%	2.0%	7.0%
Option E - All ages	5.0%	5.0%	10.0%
Option F - All ages	5.0%	10.0%	15.0%

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