



WEST VIRGINIA RETIREMENT PLUS DEFERRED COMPENSATION PLAN

Your Future's Worth It

One of the good things about your job as a public employee in West Virginia is that you are eligible for State pension benefits. But these pension benefits are just one part of your retirement income. You will still need to save on your own.

An easy way to save is through the West Virginia Retirement Plus Deferred Compensation Plan. Join the more than 12,000* employees who are already members.

Your pension benefits and Social Security are likely to leave a "gap" in your retirement income. The West Virginia Retirement Plus Deferred Compensation Plan could help you close the gap.

10 Reasons to Start Today

1. It's Easy.

A local plan representative can enroll you in person. We'll even come to you.

Registered representative of and securities offered through ING Financial Partners, member SIPC.

2. It's Flexible and Automatic.

You choose the amount you'd like to contribute, and you can change or stop contributions later. Your contributions are automatically deducted from your pay check.

3. It's Pre-tax.

Contributions are deducted before taxes. You won't pay taxes right away, and your money has more time to compound. 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.

4. It Probably Costs Less Than You Think.

You can start with only \$10 per pay check. And, because it's pre-tax, you'll feel it less in your take-home pay. See the chart below.

	Without 457 Plan	With 457 Plan
Salary per pay period	\$1,458.33	\$1,458.33
457 Plan contribution	\$0	\$10.00
Taxable salary	\$1,458.33	\$1,448.33
Federal tax withholding	\$144.35	\$142.85
West Virginia tax withholding	\$52.50	\$52.05
FICA and Medicare	\$111.57	\$111.57
Take home pay	\$1,149.91	\$1,141.86

Difference in Take Home Pay = \$8.05

This hypothetical example assumes a salary of \$35,000, a contribution of \$10 per pay period (24 pay periods), and a filing status of single with one dependent. 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.

A Program Sponsored by State Treasurer John D. Perdue



*ING statistical data as of November 2011



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5. It's Important to Start Early.

Waiting could impact how much you'll have for retirement.

Age at Which You Start	\$25 Per Pay Period
Age 25	\$95,848
Age 30	\$69,015
Age 40	\$33,979

This hypothetical chart shows the impact of joining at different ages. The accumulated amounts assume contributions over 24 pay periods per year, a 6% annual rate of return compounded monthly and a retirement age of 65. Product-related charges, if any, are not reflected and would lower the amounts shown above. Consider your personal investment horizon and current as well as anticipated income bracket when making an investment decision. Changes in tax rates and tax treatment of investment earnings may impact results.

6. Saver's Credit.

You may be eligible for a Federal tax credit for Plan contributions depending on your Federal adjusted gross income.

7. Simplified Approach to Investing.

The Plan offers a variety of investment options ranging from conservative to aggressive. If the idea of choosing your own investments makes your head spin, the Plan's target date funds Fidelity Freedom Funds® can help simplify your decision.

Fidelity Freedom Funds® are designed for investors expecting to retire around the year indicated in each fund's name. Except for the

Freedom Income Fund, the funds' asset allocation strategy becomes increasingly conservative as it approaches the target date and beyond. Ultimately, they are expected to merge with the Freedom Income Fund. The investment risks of each Fidelity Freedom Fund change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

You should consider the investment objectives, risks, and charges and expenses of the investment options carefully before investing. Fund prospectuses and an information booklet containing this and other information can be obtained by contacting your local representative. Please read the information carefully before investing.

8. Lower Expenses.

Under the Plan, you may have the potential for lower investment management expenses. Lower expenses could mean more of your contributions in your account working for you.

9. A Partner With Your Interests in Mind.

The West Virginia Office of the State Treasurer oversees the Plan on an ongoing basis on your behalf. They have carefully selected investment options and a service provider, ING, to work directly with you.

10. Real People for Help.

Local ING representatives provide individual meetings, group presentations, and seminars at your workplace. All you have to do is call.

Start today.

Call your ING local representative for an appointment at (877) 786-2982 or email us at WVField@us.ing.com.

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¹ Registered Representative of ING Financial Partners, member SIPC

Fidelity Freedom Funds are managed by Strategic Advisers, Inc., a subsidiary of FMR LLC.

Fidelity Freedom Funds are designed for investors expecting to retire around the year indicated in each fund's name. Except for the Freedom Income Fund, the funds' asset allocation strategy becomes increasingly conservative as it approaches the target rate and beyond. Ultimately, they are expected to merge with the Freedom Income Fund. The investment risks of each Fidelity Freedom Fund changes over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

IMPORTANT INFORMATION

Group annuities are intended as long-term investments designed for retirement purposes. Money distributed from the annuity will be taxed as ordinary income in the year the money is distributed. Account values fluctuate with market conditions, and when surrendered the principal may be worth more or less than its original amount invested. An annuity does not provide any additional tax deferral benefits, as tax deferral is provided by the plan. Annuities may be subject to additional fees and expenses to which other tax-qualified funding vehicles may not be subject. However, an annuity does provide other features and benefits such as lifetime income payments and death benefits, which may be valuable to you.

Insurance products, annuities and retirement plan funding issued by (third party administrative services may also be provided by) ING Life Insurance and Annuity Company, One Orange Way, Windsor, CT 06095-4774. **Securities are distributed by ING Financial Advisers, LLC (member SIPC).** These companies are wholly owned, indirect subsidiaries of ING Groep N.V. **Securities may also be distributed through other broker-dealers with which ING Financial Advisers, LLC has selling agreements.** These companies are members of the ING family of companies. Insurance obligations are the responsibility of each individual company. Products and services may not be available in all states. Products and services offered through the ING family of companies. © 2011 ING North America Insurance Corporation.