



Plan Highlights

Your Retirement Plan

Start now to help build your retirement nest egg by investing in your employer's retirement plan. This 403(b)(7) Retirement Plan with VALIC Retirement Services Company makes it easy for you to invest for your future.

- Convenient, automatic contributions by salary reduction
- Pretax contributions, which reduce current income taxes
- No initial sales charge
- Tax deferral of earnings and interest

Income taxes are payable upon withdrawal and federal restrictions and a 10% tax penalty may apply to early withdrawals.

Your Plan Benefits

There are many benefits to your Plan, including:

- Mutual funds, managed by well-known investment management firms, and a fixed-interest option^{1, 2}
- Contributions invested as you choose among available investment options
- Multiple payout options at retirement

Investment return and principal value may fluctuate so that investments may be worth more or less than their original cost.

Who Can Participate?

There is no age or service requirement for eligible employees to participate in the Plan.

¹ Policy Form GFUA-398 or GFA-504, a fixed annuity issued and guaranteed by The Variable Annuity Life Insurance Company, Houston, Texas.

² To view or print a prospectus, visit www.valic.com and click on ePrintSM under Links to Login. Enter your Group ID in the Login field and click go. Click on "Funds" in Quick Links, and funds available for your plan are displayed. The prospectus contains the investment objectives, risks, charges, expenses and other information about the respective investment company that you should consider carefully before investing. Please read the prospectus carefully before investing or sending money. You may also request a copy by calling 1-800-448-2542.

**When Can I Join?**

You can join the Plan immediately upon the date of employment.

How Do I Contribute To The Plan?

Through payroll deduction, your Plan allows you to make pretax contributions up to the maximum allowed by the Internal Revenue Service. An Internal Revenue Service (IRS) dollar limit also applies. The dollar limit is \$16,500 for 2009. Special catch-up provisions may also be available. Talk to your financial advisor for more information.

If you have an existing 403(b) tax deferred arrangement account with a prior employer, you can transfer or roll over that account into the Plan on becoming a participant in the Plan.

Can I Stop Or Change My Contributions?

You may stop your contributions anytime. Once you discontinue contributions, you may only start again as provided under the terms of the Plan.

You can increase or decrease the amount of your contributions anytime.

How Are Plan Contributions Invested?

You decide how to invest your Plan account, selecting from investment choices provided under the Plan, as determined by East Baton Rouge Parish School Board.

- You can change your investment choices anytime.
- More information about your Plan's investment choices can be found elsewhere in these materials.



When Can Money Be Withdrawn From My Plan Account?

Money can be withdrawn from the Plan in these events:

- Attainment of age 59½.
- Death.
- Disability.
- Severance from employment.
- Financial hardship (Hardship withdrawals may be made from salary reduction contributions only, not from earnings on those contributions.)
- Attainment of age 70½.

Income taxes are payable upon withdrawal and federal restrictions and a 10% tax penalty may apply to early withdrawals. Be sure to talk with your tax advisor before withdrawing any money from your Plan account.

Can I Borrow Money From My Account?

The Plan is intended to help you put aside money for your retirement. However, your 403(b) Plan includes a feature that lets you borrow money from your account.

- The amount the Plan can loan to you is limited by rules under the tax law. All loans will be limited to the lesser of: 100% of your vested account balance up to \$10,000, or 50% of your vested account balance for loans in excess of \$10,000, not to exceed \$50,000.
- The minimum loan amount is \$1,000.
- All loans must generally be repaid within five years. A longer term may be available if the loan is to be used to purchase your principal residence.
- You can have 2 loans outstanding at a time.
- You pay interest back to your account. The interest rate on your loan will be the Prime Rate plus 1%.
- A \$50 processing fee for all new loans and a \$50 per year maintenance fee are charged to your account.



Unpaid loan amounts will be taxed as ordinary income and may incur a 10% federal tax penalty if the employee is under age 59½.

Other requirements and limits must be met prior to borrowing money from your account. For additional information regarding loans, please see your financial advisor.

**How Do I Obtain
Information About My
Plan Account?**

You will receive an account statement quarterly that shows your account balance as well as any contributions and earnings credited to your account during the reporting period.

You will also have access to an automated voice response system and Internet site, which are designed to give you current information about your Plan account. You can get up-to-date information about your account balance, contributions, investment choices, and other Plan data. You will receive additional information on how to use the Voice Response System and Internet site.

You will also be able to view and print the welcome letter, plan highlights, planning guide, fund fact sheets and forms by logging on to www.valic.com and selecting the ePrint link. At the prompt, enter your Group ID: 41589002.

**Do I Have Any
Administrative
Charges?**

No administrative charge will be applied to this Plan. Fund Annual Operating Expenses apply depending on the mutual fund chosen and are described in the prospectus.

How Do I Enroll?

Simply complete the forms provided and return them as directed.



Summary Plan Description

The above highlights are only a brief overview of the Plan's features and are not a legally binding document. A Summary Plan Description will be available to you if your employer created a plan document. Please contact your Benefits Administrator if you have any further questions.

- **Annuity contracts are issued by The Variable Annuity Life Insurance Company. Annuities and mutual funds offered by VALIC are distributed by its affiliate, American General Distributors, Inc., 2929 Allen Parkway, Houston, Texas 77019, member FINRA.**
- The information in this brochure is general in nature and may be subject to change. Neither The Variable Annuity Life Insurance Company nor its financial advisors or other representatives give legal or tax advice. Applicable laws and regulations are complex and subject to change. Any tax statements in this material are not intended to suggest the avoidance of U.S. federal, state or local tax penalties. For legal or tax advice concerning your situation, consult your attorney or professional tax advisor.
- VALIC represents The Variable Annuity Life Insurance Company and its subsidiaries, VALIC Financial Advisors, Inc. and VALIC Retirement Services.





***VALIC Retirement Services Company makes
accessing your retirement plan account as easy
as: 1, 2, 3***

1. You can access your account online at ***www.valic.com***.
2. The leading-edge technology of our automated phone system will put the services you need at your fingertips. You can access your account around the clock, seven days a week.
3. If you need personal assistance, call our toll-free number between 7:00 a.m. and 8:00 p.m., Central Time, Monday through Friday. Simply press "0" and the system will transfer you to a Client Service Professional.

To access your account,

visit *www.valic.com*

or call toll-free

1-800-448-2542

Follow the prompts and enter the appropriate numbers for the transactions. To ensure that your account remains secure, you will be asked to enter your personal identification number (PIN) when accessing your account by phone. Initially, your PIN will be the last four digits of your Social Security number. The first time you access your account, you will be asked to change that number to a new PIN for future telephone transactions.

