



Plan Highlights

Macomb County Defined Contribution Retirement Plan (097515)

This material has been designed to give you a general description of the main features of the Macomb County Defined Contribution Retirement Plan. To find up-to-date information on your plan's features, log on to your account at vanguard.com/retirementplans.

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: **097515**. 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 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	You are eligible to participate on the first day you are employed with the company.
Enrollment	You will be enrolled automatically on your date of hire.
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. Log on to your account at vanguard.com/retirementplans.</p>
Employee contributions	<p>When you are automatically enrolled, you will begin making pre-tax contributions of 3% of your pay, which will be invested in the Vanguard Institutional Target Retirement Fund with the target date closest to the year you will reach age 65.</p> <p>If you would like to contribute more than 3% of your pay for retirement, and you are eligible to participate, you may enroll in the Macomb County Deferred Compensation Plan and Trust.</p> <p>Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date.</p> <p>The IRS also limits contributions. For current IRS limits, visit vanguard.com/contributionlimits.</p> <p>If you contributed to a previous employer's plan this year, be aware that the annual IRS limit applies to the sum of your contributions to all employer plans for this year. You should monitor your contributions to ensure that your total contributions for this year do not exceed the annual IRS limit.</p>
Company contributions	Macomb County will make a contribution to your account each pay period equal to 6% of your pay.
Rollovers	<p>If you have money in a former employer's qualified retirement plan, in most cases you can roll it over to your current employer plan account at Vanguard.</p> <p>To initiate a rollover, log on to vanguard.com/retirementplans. If you need assistance, call Vanguard.</p>
Vesting	<p>Vesting refers to your right of ownership to the money in your account.</p> <p>You are always 100% vested in your own contributions and their earnings. You become vested in your company's contributions after five years of service.</p>

Provision	Description
Investment options	Please see the enclosed Your Investment Options at a Glance.
Managing your account	You can take the following actions anytime by logging on to vanguard.com/retirementplans or calling Vanguard at 800-523-1188 : <ul style="list-style-type: none"> • Change how your contributions are invested. • Move money between funds. • Request withdrawals.
Withdrawals*	You can withdraw money from your account under certain circumstances. Rollover withdrawals. You can withdraw all or part of any money that you rolled over from another plan.
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.

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vanguard.com/retirementplans > 800-523-1188

All investing is subject to risk, including the possible loss of the money you invest.

For more information about any fund, including investment objectives, risks, charges, and expenses, call Vanguard at 800-523-1188 to obtain a prospectus or, if available, a summary prospectus. The prospectus contains this and other important information about the fund. Read and consider the prospectus information carefully before you invest. You can also download Vanguard fund prospectuses at vanguard.com.



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