

# The Roman Catholic Diocese of Charlotte



## Retirement Savings Plan

### FOCUS ON YOUR FUTURE



As part of your employee benefits package, your employer offers you the ability to participate in the The Roman Catholic Diocese of Charlotte Retirement Savings Plan. By participating in the plan, you can either start or continue saving for retirement. Enroll today and put yourself in control of your financial future.

- **IT'S EASY.** Automatic salary reduction makes saving easier. Once you become eligible, you decide how much to contribute to the plan (subject to limitations under Internal Revenue Code of 1986, as amended ("IRC") and plan limitations). Then money is automatically deducted from your pay and deposited directly into your plan account. No checks to write or additional deposits to worry about.
- **IT'S SMART.** Contributions are deducted from your salary and are not subject to federal, state and local income tax withholding (certain exceptions may apply). This means your tax savings are immediate and you don't have to pay income taxes on money in your plan account until you take money out of your employer's retirement plan.\* And because your employer offers additional contributions, your retirement savings have the potential to grow even more.
- **IT'S FLEXIBLE.** Contributions are invested in the funding options available in your plan. No matter what type of investor you are or where you are in your career, you can choose from a wide variety of funding options to suit your needs. Once you've chosen them, remember to monitor your investments in your plan account periodically to make sure that they continue to suit your needs. You can manage your plan account online or via telephone, virtually 24 hours a day.\*\*

**For additional information or to enroll, please contact your MetLife Representative:**

Ken Altman  
NSC Financial Account Executive  
(980) 365-7249  
kaltman@financialguide.com

\* Funding your retirement program with an annuity offers no additional tax benefit than that offered by the plan. There should be reasons other than tax deferral for investing in an annuity. References throughout this material to tax advantages, such as tax deferral and tax-free rollovers, are subject to this consideration.

\*\* Access to the website and phone system may be limited or unavailable during periods of peak demand, market volatility, systems upgrades/maintenance, or other reasons. Transfer requests made via the website received and in good order on business days prior to close of the New York Stock Exchange (4:00 p.m. Eastern Time or earlier on some holidays or in other special circumstances) will be processed at the close of business the same day the request was received. Requests received after this time are processed on the next business day.

# Features of Your Plan

## ELIGIBILITY

You are eligible to participate in your plan if you have completed 90 days of service.

## YOUR CONTRIBUTIONS

The Internal Revenue Code limits the amount you can contribute each calendar year. The federal general limit is \$18,000 for 2016.

If you are age 50 or older, the general limit contribution amount may be increased by an additional "catch-up" contribution of \$6,000. After 2016 the general limit and the catch-up contribution may increase each year in accordance with a cost of living adjustment. Elective contributions generally may not exceed 100 percent of your compensation and there is an overall limit on aggregate contributions (including employer and employee contributions) that can be made to your employer's plan. If you have questions about these limits, please contact your employer.

## ROLLOVERS

If you have an existing retirement plan account with a prior employer or an IRA, you may be able to roll over all or some of that account into this plan once you enroll.

## THE ROMAN CATHOLIC DIOCESE OF CHARLOTTE CONTRIBUTION

One of the highlights of your plan is the employer matching contribution.

Your employer will match 25% of each dollar you contribute, on the first 16% of pay that you defer to your plan.

You must have completed 90 days of service to be eligible for your employer's contribution.

## VESTING

"Vesting" refers to whether you have an absolute right to your plan account or something else must occur before you have a right to it, such as additional years of service or reaching a certain age. Anything you contribute — including rollover contributions and any earnings on that money — is always 100% vested. Your employer's contributions are vested according to the following schedule:

Years of Service	1	2
Percent	50	100

## LOANS

Loans are permitted. The amount you may borrow is limited by rules

under the Internal Revenue Code and your employer's plan. All loans will be based on your account balance. Please note, these loan limits apply on a combined basis to the highest loan balance in the past year under all retirement accounts with the same employer. If you have any questions, please contact your employer.

## WITHDRAWALS

Since your plan is designed primarily to help you save for retirement, the Internal Revenue Code has placed restrictions on when money may be withdrawn from your plan account before you retire. You may withdraw money from your plan account under the following circumstances, in accordance with your employer's plan document:

- Normal Retirement Age<sup>1</sup> (generally, 59½ for 403(b) plans)
- Termination of Employment
- Disability<sup>2</sup>
- Death
- Hardship<sup>2</sup>
- In-Service Withdrawals <sup>1</sup>

Always consult your tax advisor or investment professional about the income tax consequences of any withdrawals. Ordinary federal income taxes generally apply to taxable distributions. State income taxes may also apply. Distributions before age 59 ½ may be subject to ordinary income tax and an additional 10 percent tax penalty, unless an exception applies.

<sup>1</sup> As defined by your plan    <sup>2</sup> Subject to IRC requirements

## COST OF PARTICIPATION

An annual plan administrative fee of 22 basis points (or 0.22%) on Fund assets in your plan account will be charged to your MFSP account in quarterly installments. In addition, for the services it provides, MetLife retains the Fund compensation that it receives with respect to the plan assets. If your employer directs MetLife to pay fees that are charged by other third parties for the services they provide to the plan, the annual plan administrative fee may be increased and/or the Fund compensation retained by MetLife may be net of such payments.

## ACCOUNT ACCESS

Each quarter, you will receive a personal account statement with a detailed summary of all activity. You can also obtain information and make transactions through either the website at [mlr.metlife.com](http://mlr.metlife.com) or the toll-free telephone number at 1-800-543-2520.

## Your Funding Options

Your retirement savings plan offers a variety of funding options which are listed below. You can create your own investment mix by choosing any combination. Then you can monitor your plan investments and make adjustments as your goals change over time.

Morningstar Investment Management, LLC ("Morningstar") believes that the list shows the approximate risk relationships among the asset classes for the mutual funds from the most conservative to the most aggressive. Within each asset class mutual funds are listed in alphabetical order. The ranking of asset classes is based on an analysis by Morningstar Investment Management, LLC. In determining the ranking, Morningstar Investment Management, LLC utilized certain quantitative risk measures in conjunction with its fundamental investing experience and portfolio construction philosophy. The asset classes are supplied by Morningstar Investment Management, LLC and are used with Morningstar Investment Management, LLC's permission. Other methodologies for ranking asset classes may produce different results. Since past performance of investments is no guarantee of future performance, no assurance can be given that the ranking of asset classes shown here will correspond to rankings in the future. Purchasers should understand that each mutual fund incurs its own risks, which will be dependent upon the investment decisions made by the respective portfolio manager. This chart is intended to be a guide; please consult the appropriate prospectus for more complete information including costs, expenses, and risks for each mutual fund.

Morningstar Investment Management, LLC is a wholly owned subsidiary of Morningstar, Inc. Neither Morningstar Investment Management, LLC nor Morningstar, Inc is affiliated with MetLife. MetLife is not responsible for the rankings assigned by Morningstar Investment Management, LLC.

### FUNDING OPTIONS

Fund Name	Ticker	AssetClass
GTS Annuity	--	Cash/Cash Equivalent (Cash/Cash Equivalent)
Vanguard Prime MM;Inv	VMMXX	Money Market (Cash/Cash Equivalent)
Ave Maria Bond <sup>5</sup>	AVEFX	Intermediate-Term Bond (Bonds)
Dodge & Cox Income <sup>5</sup>	DODIX	Intermediate-Term Bond (Bonds)
Loomis Sayles:Bond;Inst <sup>5</sup>	LSBDX	Multisector Bond (Bonds)
Templeton GI Bond;Adv <sup>1, 5</sup>	TGBAX	World Bond (Bonds)
T Rowe Price Ret:2010;A	PARAX	Target Date 2000-2010 (Stocks & Bonds)
T Rowe Price Ret:Bal;A	PARIX	Target Date 2000-2010 (Stocks & Bonds)
T Rowe Price Ret:2020;A	PARBX	Target Date 2016-2020 (Stocks & Bonds)
T Rowe Price Ret:2030;A	PARCX	Target Date 2026-2030 (Stocks & Bonds)
T Rowe Price Ret:2040;A	PARDX	Target Date 2036-2040 (Stocks & Bonds)
T Rowe Price Ret:2050;A	PARFX	Target Date 2051 + (Stocks & Bonds)
LKCM:Aquinas Value	AQEIX	Large Value (Stocks)
MFS Value;R4	MEIJX	Large Value (Stocks)
Sentinel:Common Stk;I	SICWX	Large Blend (Stocks)
SSgA:S&P 500 Index;N	SVSPX	Large Blend (Stocks)
JPMorgan:LgCp Gro;A	OLGAX	Large Growth (Stocks)
LKCM:Aquinas Growth	AQEGX	Large Growth (Stocks)
J Hancock III:DVMC;R2 <sup>3</sup>	JVMSX	Mid-Cap Value (Stocks)
Vanguard Sm-Cp Idx;Adm <sup>2</sup>	VSMAX	Small Blend (Stocks)
Baron Growth;Rtl <sup>2</sup>	BGRFX	Small Growth (Stocks)
American Funds EuPc;R-4 <sup>5</sup>	REREX	Foreign Large Blend (Stocks)
Oppenheimer Dev Mkts;Y <sup>5</sup>	ODVYX	Diversified Emerging Mkts (Stocks)
Voya:Gbl RE;W <sup>4</sup>	IRGWX	Global Real Estate (Stocks)
Pru Jenn Natural Res;A	PGNAX	Natural Resources (Stocks)

1 Foreign securities pose additional risks that are not associated with U.S. domestic issues, such as changes in currency exchange rates and different governmental regulations, economic conditions, and accounting standards.

2 Investments in small capitalization and emerging growth companies involve greater than average risk. Such securities may have limited marketability and the issuers may have limited product lines, markets and financial resources. The value of such investments may fluctuate more widely than investments in larger, more established companies.

3 The common stocks of medium-sized companies may be more volatile than those of larger, more established companies.

4 Investing in real estate involves special risks, which may not be associated with investing in stocks, including possible declines in real estate values, adverse economic conditions, and changes in interest rates.

5 Bond and other fixed-income securities involve both credit risk and market risk, which includes interest rate risk. Credit risk is the risk that the security's issuer will not pay the interest, dividends or principal that it has promised to pay. Market risk is the risk that the value of the security will fall because of changes in market rates of interest or other factors. Interest rate risk reflects the fact that the values of fixed-income securities tend to fall as interest rates rise. When interest rates go down, interest earned on fixed-income securities will tend to decline.

**Mutual Funds are sold by prospectus only, which is available from your registered representative. Please carefully consider investment objectives, risks, charges and expenses before investing. For this and other information about any mutual fund investment, please obtain a prospectus and read it carefully before you invest. Investment return and principal value will fluctuate with changes in market conditions, such that shares may be worth more or less than their original cost when redeemed. Diversification cannot eliminate the risk of investment losses, and past mutual fund performance is not a guarantee of future results.**

Any discussion of taxes is for general informational purposes only, does not purport to be complete or cover every situation, and should not be construed as legal, tax or accounting advice. Clients should confer with their qualified legal, tax and accounting advisors as appropriate.

This is not intended to be a summary of your plan's provisions. It only includes highlights of certain plan provisions. The plan document governs the terms of the plan and is available from your employer. Your employer may also provide a summary plan description. In general, if any conflicts occur between this material and the plan documents provided by your employer, the plan documents provided by your employer will govern.

The Registered Fixed Account Option of the Gold Track Select Variable Annuity credits an annual interest rate declared by MetLife Insurance Company USA. The Gold Track Select Annuity is issued on policy form numbers L-14666, L-14669, L-14672, L-14672 CA, L-14669 MO, L-14672 MO, L-14669 ND, L-14672 ND, L-14669 NE, L-14672 NE, L-14634A, L-14669 NYNON4223, L-14672 NYNON4223, L-14669 NY4223, L-14672 NY4223, L-14666 OR, L-14669 OR, L-14672 OR, L-14666 PA, L-14669 PA, L-14672 PA, L-14666 TX, L-14669 TX, L-14672 TX, L-14669 UT, L-14672 UT, L-14669 WA, L-14672 WA, L-

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**The Registered Fixed Account Option (Gold Track Select) is offered by prospectus only, which is available from your registered representative. You should carefully consider the product's features, risks, charges and expenses. This and other information is available in the prospectus, which you should read carefully before investing. The account value is subject to market fluctuations so that, when annuitized or withdrawn, it may be worth more or less than its original value. Product availability and features may vary by state. All product guarantees are subject to the financial strength and claims-paying ability of the issuing insurance company. Withdrawals may be subject to withdrawal charges and a market value adjustment. The market value adjustment may be lower or higher than your contract value.**

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# MetLife

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