

| Summary of Plan Comparisons |  | RRS DC vs. VRS Hybrid   |  |
|-----------------------------|--|---|--|
| No.                         | Compare                                  | RRS DC  | VRS Hybrid   |
| 1                           | Eligibility                              | After July 1, 2006  | After January 1, 2014  |
| 2                           | Defined Benefit Plan (DB)                |   | X  |
| 3                           | Defined Contribution Plan (DC)           | X   | X  |
| 4                           | Employee Mandatory Contributions %       |   | 4% DB portion and<br>1.0% DC portion   |
| 5                           | Employee Voluntary Contributions % Limit |   | Up to 4% DC Portion  |
| 6                           | Employer Matching Contributions %        | <5 years = 5.00%<br>5-9 years = 6.00%<br>10-14 years = 8.00%<br>15+ years = 10.00%                  | 1% Mandatory DC<br>Up to 2.5% Voluntary DC   |
| 7                           | Employee Multiplier                      |   | 1%   |
| 8                           | Cost of Living Adjustment(s) (COLA)      | Ad Hoc  | COLA applied to DB portion only  |
| 9                           | Vesting Requirement                      | 5 years OR active member and age 65<br>OR job-related disability OR death<br>while an active member | DB: 5 years (60 months) of creditable service  |
| 10                          | Average Final Compensation               |   | Average of 60 consecutive months (5 years) of<br>highest creditable compensation   |
| 11                          | Creditable Compensation                  | Salary + differential pay + educational<br>+ bonuses + severance                                    | Salary   |
| 12                          | Normal Service Retirement (NSR)          | Withdraw vested assets from the plan<br>upon separation from service or<br>retirement.              | DB Portion:<br>Must be vested and minimum of normal Social<br>Security age OR<br>Age + Creditable Years = 90<br>("Rule of 90") |
| 13                          | Early Service Retirement (ESR)           |   | Reduced Benefit Only (DB Portion):<br>Must be vested and minimum age 60  |
| 14                          | Disability Retirement                    | Must be active, under age 65<br>Must be vested members if disability is<br>non-job related.         | Virginia Local Disability Program (VLDP)<br>Short-Term Disability (STD)<br>Long-Term Disability (LTD)                          |
| 15                          | Hazardous Duty Supplement                |   |  |

The information in this document is based on best knowledge at the time and subject to change.