

Notice to All Employees of the Metro YMCA of the Oranges

YMCA Retirement Fund Tax-Deferred Savings Plan Available to All Employees

This notice is to inform you that as an employee of the **Metro YMCA of the Oranges** (the “YMCA”) you are eligible to participate in the YMCA Retirement Fund Tax-Deferred Savings Plan (the “Savings Plan”). The Savings Plan is sponsored by the YMCA Retirement Fund and allows YMCA employees to make pre-tax contributions to a 403(b) Smart Account to help save for retirement. The YMCA does not contribute to the Savings Plan; all employee contributions are made through salary reduction and are subject to the Internal Revenue Service annual limits. Employees are always 100% vested in their 403(b) Smart Account and it is tax-deferred so income taxes on employee contributions and earnings are not taxable until distributed.

Am I Eligible To Participate?

If you are an employee of this YMCA, you are eligible to enroll in the Savings Plan. The Savings Plan is available to all employees hired by this YMCA regardless of age or hours of service.

When Can I Enroll?

You may enroll, discontinue participation or change the amount you want to contribute to your 403(b) Smart Account at any time.

How Do I Enroll Or Modify My Current Election?

Whether you want to enroll in the Savings Plan for the first time, or you are already enrolled but wish to change the amount you contribute, you can accomplish your goal by completing a salary reduction agreement. Contributions may be designated as a percent of salary or as a flat dollar amount. The salary reduction agreement will apply only to amounts earned after enrolling in the Savings Plan, and an employee’s election under the salary reduction agreement will continue until it is modified or terminated by the employee. For a copy of the salary reduction agreement or for additional information, please visit www.yretirement.org or call the Customer Service Department of the YMCA Retirement Fund at 1.800.RET.YMCA.

How Are My Employee Contributions Invested?

The money saved in the Savings Plan is invested in a variety of vehicles, including stocks and bonds, to ensure future growth and to assure retirement income to all participants who retire from a YMCA. The Board of Trustees of the YMCA Retirement Fund declares the interest rate that will be credited to your 403(b) Smart Account based on how well the investments perform and other considerations.

If you have any questions or would like to enroll in the Savings Plan, please visit the YMCA Retirement Fund website at www.yretirement.org or call 1.800.RET.YMCA.