

# 401(k) and 457(b) Plans



Everyone wants to be financially secure in retirement. At the City of Dallas, we're here to help by offering you the exceptional opportunity to save for retirement through our 401(k) or 457(b) plan. After all, it's never too early to start saving.

## Why Invest?

Convenience	Your contributions are automatically deducted regularly from your paycheck.
Tax savings now	Your pretax contributions are deducted from your pay before income taxes are taken out. This means that you can actually lower the amount of current income taxes you pay each period. It could mean more money in your take-home pay versus saving money in a taxable account.
Roth contribution option	You may make after-tax contributions and take any associated earnings tax-free at retirement — as long as the distribution is a qualified one. Please see Frequently Asked Questions About Your Plan for more details.
Tax-deferred savings opportunities	You pay no taxes on any earnings until you withdraw them from your account, enabling you to keep more of your money working for you now.
Portability	You can rollover eligible savings from a previous employer into this Plan. You can also take your plan vested account balance with you if you leave the City.
Investment options	You have the flexibility to select from investment options that range from more conservative to more aggressive, making it easy for you to develop a well-diversified investment portfolio.

## Key Features

- You can contribute up to 99 percent of your gross annual salary, up to the annual IRS dollar limits
- You are always 100 percent vested in your own contributions
- You decide how you invest your savings by choosing from a large portfolio of investment options
- You receive account statements and have 24-hour access to your account information

## Enrolling and More Information

If you are ready to enroll or would like more information, log on to Fidelity NetBenefits at [www.fidelity.com/atwork](http://www.fidelity.com/atwork) or call the Fidelity Retirement Representatives at (800) 343-0860.