

## Annual Participant Fee Disclosure

### SUFFOLK COUNTY DEFERRED COMPENSATION PLAN FOR EMPLOYEES OF SUFFOLK COUNTY

The purpose of this disclosure is to provide participants (includes beneficiaries and alternate payees) and eligible employees with important plan and investment-related information, including fee and expense information, regarding DEFERRED COMPENSATION PLAN FOR EMPLOYEES OF SUFFOLK COUNTY ("Plan"). This disclosure is intended to provide participants in the Plan with important information to assist them in making informed decisions about the management of their Plan accounts and the investment of their retirement savings. This disclosure is also intended to provide information to eligible employees regarding the Plan. This disclosure contains general information regarding the operation of the Plan and the investment alternatives offered, administrative expenses the Plan may incur and individual expenses you may incur as a participant.

In addition, this disclosure includes a separate Investment Alternatives Comparative Chart that is intended to facilitate a comparison of the investment options available under the Plan in an "apples-to-apples" format. The Investment Alternatives Comparative Chart includes fee and expense information as well as information regarding investment performance and product features for investment options provided under the Plan by VALIC.

The information provided in this disclosure supplements and is in addition to the information already provided to participants in the Plan's Summary Plan Description (SPD), Summary Annual Report (SAR) and quarterly benefit statements. This disclosure does not replace or alter the terms of the Plan or investment arrangements. This disclosure is subject to the terms of the Plan and investment arrangements and, in the event of a conflict, the terms of the Plan and/or investment arrangement will prevail.

VALIC represents The Variable Annuity Life Insurance Company and its subsidiaries VALIC Financial Advisors, Inc. and VALIC Retirement Services Company.

For questions, VALIC financial advisor contact information is provided below. National Voice Mail Number is 1-800-892-5558, then dial the extension below.

- Terry Russell: Extension 87608
- Jim Wilson: Extension 88381
- Joe Waters: Extension 87272

# Plan Information and Administrative Expenses

## Operation of the Plan

Information regarding investment instructions, including limitations, and voting rights is provided below.

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| <p>Giving Investment Instructions</p>     | <p>In order to direct your Plan investment with VALIC, and subject to any Plan and investment restrictions described below, you may make your election on the following web site: <a href="http://www.valic.com/suffolk">www.valic.com/suffolk</a> or you may contact VALIC at 1-800-942-7475.</p> <p>You may give your instructions on any day. Instructions include updates to the investment allocations on your account(s) and transfers of assets between the available investments offered by the Plan. Instructions completed by close of the New York Stock Exchange (NYSE) (Eastern Time) will be effective that day. Instructions completed after the close of the NYSE (Eastern Time) will be effective on the next business day.</p>   |
| <p>Plan Limitations on Instructions</p>   | <p>Many mutual funds collect redemption fees from investors when shares of the fund are sold prior to the expiration of a holding period as specified in a fund's prospectus. These fees are calculated on a percentage basis based on the value of the shares being redeemed and range from 0.5% to 2.0%. The fees are retained by the fund and are intended to discourage short-term investing and excessive trading.</p> <p>In order to process a short-term redemption fee, shares of mutual funds that carry such a fee must be tracked, or aged, beginning at the time of purchase. Then, at the time of sale, shares must be examined to determine if they are subject to a redemption fee.</p> <p>The holding period and fee percentage differs depending on the fund. This information is outlined in a fund's prospectus and may be shown on a fund's fact sheet.</p> <p>For more information on your personal account, please log into your account via online at <a href="http://www.valic.com/suffolk">www.valic.com/suffolk</a> and then select "View your account." You will be able to view redemption fee details for funds in your plan that have redemption fees.</p> |
| <p>Designated Investment Alternatives</p> | <p>See the attached Chart for a list of all investment options provided under the Plan by VALIC.</p>   |
| <p>Designated Investment Manager</p>      | <p>N/A</p>   |
| <p>Voting and Other Rights</p>            | <p>VALIC receives advance notice of shareholder meetings of mutual funds that are offered on VALIC retirement services platform. Each notice provides details of the meeting, including the meeting date, record date and the purpose of the meeting. As of the record date (i.e., the date used to determine who is eligible to vote at each meeting), VALIC conducts a search of its systems for all Plan participants who owned shares of the fund on such date. VALIC provides to the fund's proxy vendor the name, address and number of shares for each person designated to receive the proxy materials (generally, the Plan participants unless the Plan directs VALIC differently). VALIC provides no further information about Plan participants or the Plan Sponsor to the fund company or to the</p>   |

proxy vendor, and neither the fund company nor the proxy vendor is authorized to contact Plan participants or the Plan Sponsor to actively solicit voting instructions.

In addition to mailing proxy materials (notice, proxy statement and proxy/voting instruction card), many fund companies make these materials available on their websites and/or the proxy vendor's website. Generally, proxies or voting instructions may be provided via the internet, phone or regular mail.

## Plan Information and Administrative Expenses

### Plan Fees and Expenses

An explanation of fees and expenses for general Plan administrative services (e.g., legal, accounting and recordkeeping) that may be deducted from a participant's account and the basis on which such charges will be allocated is provided below.

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| Plan Fees | The Plan may incur charges or fees outside of the investment alternative product(s) that may be deducted from participant accounts as directed or authorized by the Plan Administrator. These fees may include third-party administration, consultant, legal, audit, and other fees directly related to the operation of the Plan. Any such charges or fees deducted from VALIC participant accounts will be reflected on quarterly participant account statements. |
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