

Voluntary Separation Incentive Program (“VSIP”) Payment Information

Federal Supplemental Tax Rate - 25%

State of Ohio Supplemental Tax Rate - 3.5%

Medicare – 1.45% (if applicable)

Municipal Income Tax – applicable rate (including reciprocity credit, if any, on residence withholding)

OPERS - not subject to

Ohio Deferred Compensation - limits for 2010 are as follows (same as 2009 limits)

\$16,500 Regular Deferral Limit
\$22,000 Age 50 Plus Deferral Limit
\$33,000 Catch-up Deferral Limit

The minimum contribution amount is \$15 per pay for participants who get paid bi-weekly. In 2009, you can contribute up to \$16,500, or 100% of your includible income per year, whichever is less. There are also two different opportunities to “catch-up” and contribute more.

Age 50 plus catch-up allows participants to contribute an additional \$5,500 in 2009. Normal catch-up allows participants to contribute more in the three years prior to normal retirement age. You may contribute up to double the normal limit (\$33,000 in 2009). This limit is subject to the amounts you were allowed to contribute in previous years, but did not. An Account Executive can calculate and explain your annual deferral limits. The 50 plus catch-up and the normal catch-up cannot be used at the same time.

Ohio Deferred Comp should be contacted at least 30 days prior to separation date to safely allow for any changes to contributions.

Court-Orders/Garnishments - subject to deductions as indicated by the court. Child support enforcement agencies have up to 45 days from the designated pay date to release payment.

Longevity – not applicable

Check/Direct Deposit Issuance – payment will be issued with terminal leave pay (accrued vacation and/or sick leave (if applicable)) in the form of the employee’s method of payment at the time of issuance.