

**The Fairfax County Public Schools 457(b) Plan
Plan Description**

July 1, 2007

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Overview

The Fairfax County Public Schools 457(b) Plan is a voluntary savings plan that allows eligible employees to save for retirement on a before-tax basis.

The Plan is designed to

- Help you save regularly through convenient payroll deductions each pay period
- Allow you to defer income taxes
- Provide you with the opportunity to invest your money for added growth
- Give you an extra source of funds if you need a loan or have an “unforeseeable emergency”
- Add to your financial security when you retire
- Provide a benefit for your beneficiary in case of your death

About This Information

This document is only a summary of the Fairfax County Public Schools 457(b) Plan. You should read this summary in its entirety. If you have questions about the Plan that are not answered in this summary, contact a Retirement Plan Consultant at Great-West Retirement Services SM at 1-877-816-0548 (select option 2) or by email at educatorsmoney@gwrs.com. Investment information is also available by telephone or on the Great-West web site www.educatorsmoney.com. See the following page for details on how to access information.

Every attempt was made to ensure that this summary accurately reflects the provisions of the Fairfax County Public Schools 457(b) Plan document; however, in the event that information in this summary differs from the provisions of the Plan, the Plan provisions shall control. The Plan has been designed to comply with current federal laws and regulations covering deferred compensation retirement plans. Congress or the Internal Revenue Service may change the rules in the future, and the Plan may be required to comply with such changes.

Eligibility

If you are a full-time or part-time employee of Fairfax County Public Schools (FCPS) you are eligible to enroll in the Plan on your date of hire or any subsequent date during your employment with FCPS. Elected members of the FCPS School Board are also eligible to enroll in the Plan during their tenure on the Board.

Enrollment

You may enroll at any time. Before contributions can begin, you will have to select a percentage of your pay to contribute and investment fund(s). You do not have to select a beneficiary (ies) to complete the enrollment process, but it is recommended.

There are two ways to enroll.

1. On the web at www.educatorsmoney.com
 - Click “Guest”
 - Click “Enroll”
 - Enter your Social Security Number and the following information:
Plan Number: **350224-01**
Password: **fcps457**
 - You will then create your personalized account information including a username and a secure PIN number.

2. By telephone

- Call Educator\$MoneySM toll free at 1-877-816-0548 and select option 3. Representatives are available Monday through Friday from 9 a.m. to 8 p.m. Eastern time.

Just want some information? Visit the web site as outlined above and after you click “Guest” click the buttons on the tool bar for information. If you are asked for a “Plan Number,” enter 350224-01. You may also speak directly to a Great-West Retirement Plan Consultant at the telephone number above by selecting option 2.

Payroll deductions will begin in the month following the month in which you enroll. For example, if you enroll in August, payroll deductions will begin in September.

Due to payroll processing deadlines, biweekly paid employees may not see their deductions begin until the second payday in a given month.

If You Are Rehired

A former FCPS employee who previously participated in the Plan, is rehired as an eligible employee and wants to contribute again must reactivate his or her account. Contact a Great-West Retirement Plan Consultant for assistance.

How Much You May Contribute

You may contribute between 1 percent and 100 percent of your pay to the Plan each pay period by payroll deductions, subject Internal Revenue Service (IRS) limits. Contributions are made on a before-tax basis. This means that your 457(b) Plan contributions reduce your taxable income and are deducted from your pay before federal and state income taxes are deducted. “Pay” means your base salary and leave pay.

If you elect to contribute 100 percent of your check to the 457(b) plan, you may do so. However, given the standard ‘priorities’ assigned to various deductions by the payroll system, the following deductions will NOT be taken: charitable contributions, dues, pension buy-backs, summer fund withholding if you are paid on a less-than-12-month

basis and receive summer checks, and any secondary deposits to savings accounts at other banking institutions such as Apple Federal Credit Union.

If you participate in the FCPS 457(b) Plan and another 457(b) plan during a given year, your contributions under both plans are aggregated for purposes of the IRS Limits mentioned below.

457(b) and 403(b)

You may contribute to the FCPS 457(b) Plan and to a 403(b) account up to the IRS limits for each. This amount changes annually. For example, in 2007 if you are under age 50, you can contribute \$15,500 to each.

IRS Limits

Annual Dollar Limit

The maximum amount of before-tax contributions that can be made in a given year, unless one of the other limits below applies, is

<u>Year</u>	<u>Annual Limit</u>
2004	\$13,000
2005	\$14,000
2006	\$15,000
2007	\$15,500
2008 on	\$15,500, adjusted for the cost of living

Age 50 Catch-Up Contribution

If at any point in a given year you reach age 50 or older, you are eligible to make additional before-tax contributions to the 457(b) Plan up to annual limits. For example, even if you reach age 50 as late as December 31 in a given year, you are eligible to make the additional age 50 contribution. The schedule is:

<u>Year</u>	<u>Annual Limit</u>	<u>Age 50 Catch-Up Limit</u>	<u>Age 50 Total Contribution</u>
2004	\$3,000	\$3,000	\$16,000
2005	\$14,000	\$4,000	\$18,000
2006	\$15,000	\$5,000	\$20,000
2007	\$15,500	\$5,000	\$20,500
2008 on	\$15,500*	\$5000*	\$20,500*

*Adjusted for the cost of living

You are automatically eligible for the Age 50 Catch-Up starting in the year you reach age 50. The record keeper, Great-West, will continue to accept payroll deductions based on your chosen contribution percentage up to the combined maximum Annual and Age 50 Catch-Up Limits for the year.

“Regular” Catch-Up Contribution

This catch-up enables you to make-up contributions you were eligible to - but did not - make to the 457(b) Plan in previous years. These forgone contributions are also known as the “unused ceiling amount” or the “underutilized contribution amount.” For example, the FCPS 457(b) Plan started in September 2004. If you were an eligible employee in September 2004 or any month in 2004 thereafter and contributed nothing or less than \$13,000, the annual limit for 2004, you are eligible to make-up the difference between your actual contributions in 2004 and the \$13,000 limit. The difference is the “unused ceiling amount.” If you contribute less than the annual allowable limit in 2005 or any subsequent year in which you are an eligible employee, these forgone contributions are counted toward your unused ceiling amount as well.

You are eligible to take advantage of the Regular Catch-Up during one or more of the three calendar years preceding the year in which you reach your normal retirement age. You elect your “normal retirement age,” subject to the following rules:

For employees in the Virginia Retirement System, “normal retirement age” cannot be earlier than the date you reach age 65 with five or more years of service, or age 50 with 30 or more years of service;

For employees in the Fairfax County Employees’ Retirement System, “normal retirement age” cannot be earlier than the date you reach age 65 with five or more years of service, or when your age (minimum age 50) and years of service total 80.

Make-up contributions in a given year are limited to the lesser of twice the annual limit, as shown below, or the total unused ceiling amount at the time you make your election. The Regular Catch-Up can only be elected once and once you have chosen a “normal retirement age” you cannot change it.

<u>Year</u>	<u>Annual Limit</u>	<u>Maximum Regular Catch-Up Limit</u>
2004	\$13,000	\$26,000
2005	\$14,000	\$28,000
2006	\$15,000	\$30,000
2007	\$15,500	\$31,000
2008 on	\$15,500*	\$31,000*

*Adjusted for the cost of living

You cannot use the Age 50 Catch-Up and the Regular Catch-Up in the same year. If you have elected the Regular Catch-Up, Great-West will determine the larger of the two contribution amounts for you.

Contact a Retirement Plan Consultant at Great-West at 1-877-816-0548 (select option 2) or by email at educatorsmoney@gwrs.com if you have questions about the contribution limits and catch-ups or to elect the Regular Catch-Up.

Changing Your Contributions

You may change your contribution rate at any time by contacting Great-West. The change will be effective in the month after you have made the deferral percentage change.

You may also suspend your contributions and later resume contributing at any time by contacting Great-West. Suspensions and resumed contributions will be effective in the month after you make the change.

To change, suspend or resume contributions, you have three options; access your account online at www.educatorsmoney.com , or by telephone using Key Talk®, the voice response system, or by speaking directly to a Retirement Plan Consultant. The toll free telephone number is 1-877-816-0548 (select option 2).

Biweekly paid employees may see an impact from the payroll process. Their change will be reflected on the second payday in a given month.

Rollover Contributions

Employees who participated in an eligible tax-deferred retirement plan (such as a 401(k) plan, an IRA, a section 401(a) or 403(b) plan or other 457(b) plan) with a previous employer may roll those funds into this 457(b) Plan. You can make a rollover in either of two ways:

Direct rollover - the money is transferred directly between plans. There is no federal or state income tax withholding. One hundred percent of the rollover amount is transferred to this 457(b) Plan.

Traditional rollover - you contribute to this 457(b) Plan money paid directly to you from an eligible plan or IRA within 60 days of receipt. Federal law requires that 20% of the taxable portion of the rollover amount be withheld for income taxes. State income tax withholding may apply as well.

Rollovers from 403(b) and 401(k) plans to a 457(b) plan retain their 10% early withdrawal penalty for distributions prior to age 59 ½.

To make a rollover, contact a Retirement Plan Consultant at Great-West Retirement Services SM at 1-877-816-0548 (select option 2) or by email at educatorsmoney@gwrs.com.

Rollover contributions do not count toward the IRS limits mentioned above unless the rollover consists, in whole or part, of 457(b) contributions and then only to the extent those 457(b) contributions were made to the other plan in the year you are making the rollover to this Plan.

Investing Your Account

As a Plan participant, separate sub-accounts will be established for you to hold the value of

- Your before-tax contributions
- Your rollover contributions from 457(b) plans
- Your rollover contributions from all other eligible tax-deferred retirement plans

You decide how your contributions are invested by choosing among different investment funds. You can invest in any or all of the funds in multiples of 1 percent. Your selections must add up to 100%.

Investment Choices

Effective July 1, 2007 the Plan has seven investment options which are listed below with a brief description. Information on each fund and its performance as well as additional information to assist you in making investment decisions is available on the Great-West web site, www.educatorsmoney.com, or by contacting a Retirement Plan Consultant toll free at 1-877-816-0548 (select option 2), Monday through Friday, from 9 a.m. to 8 p.m. Eastern time. Investment option information available online includes:

List of available investment options
Past and current investment performance
Fact Sheets for each investment option
Online prospectus

Please consider the investment objectives, risks, fees and expenses carefully before investing. For this and other important information you may obtain mutual fund prospectuses and disclosure documents at www.educatorsmoney.com

Fixed Annuity (Great-West Portfolio Fund)

The fixed annuity fund provides a guarantee of principal and a guaranteed quarterly interest rate. The guarantees are backed by the general account assets of Great-West Life & Annuity Insurance Company. These assets are primarily investment grade quality, fixed income bonds. An interest rate is determined each quarter and it applies to all assets, regardless of when deposited. There are no restrictions or penalties on participant asset transfers out of the fund.

Bond Fund (PIMCO Total Return Admin Fund – PTRAX)

The bond fund's objective is to achieve a total return consistent with preservation of capital by investing at least 65% of assets in fixed income securities. Fixed income holdings include corporate debt, US government securities, mortgage-related securities, as well as up to 20% of fund assets in securities denominated in foreign currencies. Portfolio duration, a measure of price sensitivity to interest rate movements, generally ranges from three to six years.

Large Capitalization Fund (Davis NY Venture A Fund – NYVTX)

The large capitalization fund seeks high-quality, well-managed businesses that can be purchased at value prices and held for the long term. The Fund also focuses on managing risk as the key to delivering reliable long-term investment results.

Large Capitalization Index Fund (Barclays Global Investors Equity Index Fund -WFSPX) (as of 7-1-07)

This is an index fund that seeks to match the performance of the S & P 500 Index by investing in stocks that make up the index. The S & P 500 Index, considered a large-capitalization benchmark, is comprised of a sample of leading US companies in leading industries, and accounts for more than 75% of the market value of all publicly traded stocks in the US.

Mid Capitalization Fund (Columbia Mid Cap Index A- NTIAX)

The Fund seeks investment results that correspond to the total return of the Standard & Poor's MidCap 400 Stock Price Index. Under normal circumstances, the Fund will invest at least 80% of its assets in common stocks that are included in the S&P MidCap 400. The S&P MidCap 400 is unmanaged index of 400 domestic stocks chosen for their market size, liquidity and industry representation. The S&P MidCap 400 Index is an unmanaged, market-weighted index that consists of 400 U.S. companies that have market capitalization from \$1 billion to \$5 billion 0.47% representing about 7% of the total U.S. equities market.

Small Capitalization Fund (Baron Growth Fund – BGRFX)

The small capitalization fund's objective is to seek capital appreciation. The Fund invests primarily in common stocks but may also invest in other equity securities such as convertible bonds and debentures, preferred stocks, warrants and convertible preferred stocks. It typically invests in small sized companies with market values under \$2.5 billion.

International Fund (Artisan International Fund– ARTIX)

The international fund normally invests at least 65% of assets in equities of foreign issuers, ordinarily maintaining investments in at least three foreign countries. The Fund places equal emphasis on country selection and stock selection, avoiding markets it believes to be overvalued and focusing on companies that have dominant or increasing market share in strong industries. The Fund may invest in emerging markets. Not more than 5% of assets may be invested in convertible securities or debt rated below BBB.

* * * * *

Keep in mind that it is your responsibility to make the investment elections that fit your needs. FCPS is not responsible for any investment elections or results. The Plan is intended to satisfy the requirements of Section 404(c) of the Employee Retirement Income Security Act of 1974 (ERISA), as amended, and the related regulations. No fiduciary under the Plan is liable for any loss, or with respect to any breach of Part 4 of Title I of ERISA that is the result of your exercise of control.

The investment choices may change. You will be notified of any changes so you can make informed investment choices.

Changing Your Investment Choices

You may change how your future contributions are invested or transfer accumulated balances between funds as often as daily by contacting Great-West.

To make an investment change, you have three options; access your account online at www.educatorsmoney.com, or by phone using Key Talk®, the voice response system, or by speaking directly to a Retirement Plan Consultant. The toll free telephone number is 1-877-816-0548.

All changes received on a business day prior to the close of the New York Stock Exchange, typically 4 p.m. Eastern time, will be effective that day.

Limitations on Participant Investment Direction

Limits on your ability to make changes in your investment choices may be imposed by the Plan Administrator or by a manager of an investment fund. Any limits or restrictions, including redemption fees, imposed by a fund manager are described in the prospectus for the fund and include restrictions intended to prevent "market timing" (i.e., rapid trading in and out of a fund). In addition to the limits and restrictions described in the prospectus, the Plan Administrator may impose other administrative limitations on your ability to switch investment choices. If the Plan Administrator applies additional limits, those limits will be described in a separate document that will be provided to you.

Obtaining Information About Your Account

You will receive a detailed quarterly statement showing the value of your account soon after the end of each calendar quarter. However, the value of your account is updated each business day. Changes in share value, interest, dividends and capital gains, expenses, as well as transfers between funds, loans and withdrawals may all be factors in determining your account value.

For information, you may access your account online at www.educatorsmoney.com, or by phone using Key Talk®, the voice response system, or by speaking directly to a Retirement Plan Consultant. The toll free telephone number is 1-877-816-0548.

In-Service Plan Withdrawals, Loans and Transfers

While you are employed with FCPS, you may withdraw money from your account due to an “unforeseeable emergency” and/or borrow from you account.

Federal law requires that 20% of the taxable portion of a withdrawal be withheld for income taxes. State income tax withholding may apply as well. Amounts withdrawn from your rollover sub-account may also be subject to early withdrawal penalties.

Amounts you borrow and repay on a timely basis are not taxable.

Unforeseeable Emergency Withdrawals

Subject to IRS guidelines, unforeseeable emergency withdrawals are permitted. Contact the Great-West Retirement Plan Consultant Center for more information and to request forms.

An “unforeseeable emergency” is a severe financial hardship to the participant or beneficiary resulting from one of the following:

- An illness or accident of the participant or beneficiary, the participant’s or beneficiary’s spouse or the participant’s or beneficiary’s dependent (as defined in the Internal Revenue Code);
- Loss of the participant’s or beneficiary’s property due to casualty; or
- Other extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant or the beneficiary, such as:
 - The imminent foreclosure of or eviction from the participant’s or beneficiary’s primary residence;
 - The need to pay for medical expenses, including nonrefundable deductibles, as well as the cost of prescription drug medication;
 - The need to pay the funeral expenses of a family member (spouse or dependent as defined in the Internal Revenue Code); or
 - Lost wages of the participant or beneficiary.

Except in extraordinary circumstances, the following are examples of situations that are not considered eligible for an emergency withdrawal:

- Payment of college tuition;
- Purchase of real estate;
- Nonpayment of ordinary living expenses such as mortgage, auto payment and utilities;
- Nonpayment of loans;
- Payment of income taxes, interest or penalties;

- Personal bankruptcy, unless it results directly and solely from illness, casualty loss or other similar extraordinary and unforeseeable circumstance; and
- Marital separation or divorce.

Further, an unforeseeable emergency withdrawal shall not be paid to the extent that the financial hardship is or may be relieved through reimbursement or compensation by insurance or otherwise, by borrowing from commercial sources on reasonable commercial terms to the extent that this borrowing would not itself cause severe financial hardship, by cessation of deferrals under the Plan, by liquidation of other assets (including the assets of the participant's spouse and minor children that are reasonably available to the participant) to the extent that this liquidation would not itself cause severe financial hardship, or by any other means available to the participant or the beneficiary. The amount that may be distributed from the Plan is limited to the amount reasonably needed to meet the unforeseeable emergency after all other available financial means available to you are taken into consideration.

If you take an unforeseeable emergency withdrawal, you will not be permitted to make payroll deductions to the 457(b) Plan for a period of six months following the distribution. To restart contributions, you must contact Great-West directly.

“Beneficiary” in this section means an individual who has an account under the Plan either as the result of the death of a participant or a qualified domestic relations order.

Loans

Loans are available to active employees. You may borrow up to 50 percent of your account balance but the maximum loan amount you can have outstanding at any time is \$50,000. The minimum amount you can borrow is \$1,000. If you have taken a loan from the Plan previously, the \$50,000 figure is reduced by the difference (if any) between your highest aggregate outstanding loan balance during the one-year period ending on the day before the new loan is made and the outstanding loan balance on the date the new loan is made.

Example: Jane Doe borrowed \$10,000 from her Plan account on December 1, 2004. On June 1, 2005, she wanted to take out an additional loan. She had \$25,000 in her account. Her outstanding loan balance was \$8,000 on June 1. The maximum loan amount Cindy can have outstanding is the lesser of

- \$12,500 (50 percent of her \$25,000 account balance) or
- \$48,000 (\$50,000 minus \$2,000 - the difference between her highest outstanding loan balance in the previous 12 months (\$10,000) and her loan balance on the day of her new loan (\$8,000).

The maximum amount of Jane Doe's new loan is \$4,500 (\$12,500 minus \$8,000, the balance of the outstanding loan).

You may have up to three loans outstanding at one time.

To apply for a loan, contact Great-West. Great-West will process your request. Once you endorse the loan check, you cannot change your mind. You should carefully examine the documents sent to you with the check. It is your responsibility to ensure that you understand and are comfortable with the terms of the loan and the repayment schedule.

Loans are repaid monthly to your account, with interest, via cashier's check or money order that you send directly to Great-West.

Your account balance is reduced by the amount of your loan. Your loan amount will be taken on a prorated basis from the investment funds you are contributing to and your sub-accounts. Your loan repayments will be invested in the same way as your allocation for ongoing contributions at the time the repayment is made.

The interest rate charged on your loan is the prime interest rate (published in the Wall Street Journal) on the first day of the month in which your loan originates, plus two percent. This will be the rate for the duration of your loan. Loan interest is generally not deductible for federal income tax purposes.

All loans other than those used to purchase your principal residence may have terms from 1 year to 5 years at your option. Loans used to acquire your principal residence may be repaid over a maximum of 15 years. You may prepay the loan in full or make partial prepayments.

A \$50.00 fee will be assessed to your account for processing the loan and there is a \$50.00 annual maintenance fee, assessed quarterly at \$12.50.

If you are on an unpaid leave of absence to serve in the uniformed services of the United States, you may request that your loan repayments be suspended until you return from service (or the military leave of absence period expires). Your loan will be reamortized at the end of the suspension period over the remaining period of your loan extended by the number of months repayments were suspended. If your leave of absence ends or you do not return to employment after your release from uniformed service, your employment will be considered terminated.

If you are on an unpaid leave of absence or on a leave of absence and receiving a rate of pay that is less than the amount of the payments required under the terms of the loan, and your leave is for a reason other than military service, you may request that your loan repayments be suspended for up to twelve months of such leave. Upon return to active employment (or the end of the suspension period) missed payments will be recaptured by an increase to each successive payment until all missed payments have been made, but all payments must be made no later than the end of the original repayment period.

Except in the circumstances described above for certain leaves of absence, if you fail to make a loan payment, your loan will be in default if such payment is not made by the last day of the calendar quarter following the calendar quarter in which the missed payment was due. If a loan is in default, your outstanding loan balance will be reported as income to you for income tax purposes. This does not relieve you of your obligation to repay the loan. Any payment of principal or interest you make that has previously been tax reported to you on a 1099-R as income will increase your after-tax cost basis for tax purposes. This means that you will not be taxed twice on the amount you repay, if any, after a default. Any amount not repaid as of the time you terminate employment will be offset against your account balance.

Transfers

While employed at FCPS, you may transfer money from your account to buy service under the VRS, ERFC or FCERS plans. To do so, contact a Retirement Plan Consultant at Great-West Retirement Services SM at 1-877-816-0548 (select option 2) or by email at educatorsmoney@gwrs.com.

When Your Account Is Payable

The value of your account is payable to you when you terminate employment or retire from FCPS, or to your beneficiary if you die while employed with FCPS.

Termination/Retirement

You may elect to receive the value of your account at the time you leave FCPS, or you may delay payment until the April 1st of the calendar year following the calendar year in which you reach age 70-1/2.

If the value of your account is \$1,000 or less, it will be automatically paid to you in a lump sum when your employment with FCPS ends. If the value of your account is over \$1,000, several payment options are available:

- a lump sum;
- a partial lump sum with the balance paid in installments;
- periodic payments (monthly, quarterly, semi-annually or annually) over a number of years; and
- annuity payments over your lifetime or over the lifetimes of you and a beneficiary you selected.

You may be able to rollover or directly transfer a lump sum distribution from this Plan to an Individual Retirement Account (IRA) or to another employer's eligible tax-deferred retirement plan. If you do not elect to rollover the taxable portion of a lump sum distribution, Great-West is required to withhold 20 percent of the payment for federal tax purposes and to take state withholding, if applicable.

Contact Great-West to discuss payment options and any rollover questions you may have.

Death

In the event of your death, your account is paid out in the following manner:

- If you die before the distribution of your account has been made or commenced, and you have not elected a form of distribution, then your beneficiary may elect to receive the value of your account in a lump sum, a partial lump sum and installments, periodic payments or as an annuity. Payments will begin not later than December 31 of the calendar year immediately following the calendar year in which you die, except that your spouse may delay payment until December 31 of the calendar year in which you would have reached age 70-1/2.
- If you die after the distribution of your account has commenced
 - under a partial lump sum and installments or periodic payment arrangement, the rest of those payments, if any, will be made to your beneficiary
 - as an annuity, payments may continue to a beneficiary or joint annuitant, depending on the terms of the annuity.

If you or your beneficiary chooses to delay the distribution of your account, you or your beneficiary, as the case may be, continue to direct the investment of the account.

If you have an outstanding loan at the time of your death, your beneficiary's distribution will be net of that loan amount.

Beneficiary

When you enroll you will be asked to designate a beneficiary. You may change your beneficiary at any time by accessing your account online or contacting Great-West. If you do not select a beneficiary or if your beneficiary does not survive you by 30 days, your beneficiary will be your surviving spouse, if any. If you do not have a surviving spouse, your beneficiary will be your estate.

About Taxes

The money in your account is not subject to taxation until it is paid out to you from the Plan.

Claims and Appeal Procedure

Your claim for a benefit will be processed according to the procedures set forth below.

The Plan Administrator has the full and exclusive authority to make final determinations as to all issues concerning Plan administration except where that authority has been expressly delegated to another party. This includes (but is not limited to) discretionary and final authority to determine coverage and eligibility for benefits under the Plan, to interpret and

explain the terms of the Plan, and to make rules and regulations to carry out the Plan. Among other things, this means that the Plan Administrator has full discretion and final authority to decide appeals of claim denials and to determine the amount and kind of information required for you to prove that you should receive benefits under the Plan. These actions of the Plan Administrator are final and binding on all participants under the Plan and all persons claiming an interest under the Plan.

This summary contains important information about your rights and the procedures to follow if you have made a claim for benefits under the Plan and that claim is denied.

Initial Questions

All initial inquiries regarding benefits under the Plan and questions about transactions involving your account or the amount of your benefit payments should be made directly to Great-West.

Great-West will provide you with any appropriate forms and procedures for submitting these inquiries.

Great-West will provide you with a written response to your inquiries, including an explanation of Great-West's resolution.

Formal Claim

If you are not satisfied with Great-West's resolution, you may file a written formal claim for benefits to the Coordinator, Office of Benefit Services. Your claim should set forth the issues and comments relating to Great-West's resolution about which you are making your formal claim. Your claim should be addressed to:

FCPS
Office of Benefit Services
8115 Gatehouse Road, Suite 2700
Falls Church, VA 22042
Attn: Coordinator, Office of Benefit Services

You will receive a written response advising you whether your claim has been granted or denied within 90 days after FCPS receives your formal claim. If FCPS needs additional time to make a decision, you will be notified in writing of the reasons for an extension. You will receive a written response to your claim no later than 180 days after FCPS receives your claim.

If a claim is denied in whole or in part, you will receive a written explanation of the specific reasons for the denial, a specific reference to applicable Plan provisions on which the denial is based, a description of any additional information required for you to complete your claim, including why such information is necessary, and an explanation of the procedure for appeal.

Appeal

If you are not satisfied with the resolution of your claim and you feel your claim for benefits has been improperly denied, you (or in the event of your death, your beneficiary or estate) may appeal the denied claim. You may submit in writing the issues and comments relating to your claim denial that you are appealing.

Send your written appeal to the FCPS 457(b) Plan Committee. The address is:

FCPS
Office of Benefit Services
8115 Gatehouse Road, Suite 2700
Falls Church, VA 22042
Attn: FCPS 457(b) Plan Committee

You must submit your claim within 60 days after you are notified that your claim was denied.

You will receive a written response within 60 days after FCPS receives your appeal. If FCPS needs additional time to make a decision, you will be notified in writing of the reasons for an extension. You will receive a final decision no later than 120 days after FCPS receives your appeal.

Plan Administration

The Fairfax County Public Schools 457(b) Plan is sponsored by Fairfax County Public Schools. The Plan is an eligible deferred-compensation plan within the meaning of Section 457(b) of the Internal Revenue Code. The Plan is administered by Fairfax County Public Schools acting through the Assistant Superintendent of Human Resources.

The Plan Administrator's address is:

FCPS
Office of Benefit Services
8115 Gatehouse Road, Suite 2700
Falls Church, VA 22042
Attn: Coordinator, Office of Benefit Services

Great-West Retirement ServicesSM is charged with day-to-day administration of the Plan. Great-West's mailing address, telephone number, email and web site are:

Great-West Retirement ServicesSM
P.O. Box 46533-RSC
Denver, CO 80201-9508
1 877 816-0548
educatorsmoney@gwrs.com
www.educatorsmoney.com

Plan Fees

Effective July 1, 2007 there will no longer be an annual administrative fee of \$30.00 per account. There are fees associated with a loan. See the Loan section for details.

There are no front-end or back-end sales charges, surrender charges, distribution penalties or other transaction fees.

Assignment of Benefits

Benefits can be paid only to you or your beneficiary. Except as required by law, benefits cannot be assigned, attached, pledged or encumbered. A court order based on a state domestic relations law for child support, alimony payments or marital property rights may provide for payment of a portion of your benefits to another person.