



ING Retirement Choice

A flexible retirement option for the Tempe Tri-District 403(b) and 457(b) Programs



Your future. Made easier.SM

ING Retirement Choice

A flexible retirement option for the Tempe Tri-District 403(b) and 457(b) Programs

ING, a leading provider of retirement programs to public schools, is pleased to offer ING Retirement Choice to employees of Tempe Elementary School District, Tempe Union High School District, and Kyrene School District (Tempe Tri-District). With this program you can build a portfolio from a diverse menu of investment options managed by well-known mutual fund companies. There are target-date maturity funds available along with a separate fixed interest option. The program offers a variety of employee services to assist you from enrollment to retirement. As always, your local representative is available to help build a retirement strategy to help meet your objectives.

Investment Options

- Mutual funds from well-known fund families including American Funds, ING Funds and Vanguard
- Target-date maturity funds, which offer you a simple approach to investing
- ING Fixed Plus III Account, offered through a group annuity contract issued by ING Life Insurance and Annuity Company, provides principal and minimum interest rate guarantees (guarantees are based on the claims-paying ability of ING Life Insurance and Annuity Company and do not apply to the investment return or principal value of the mutual funds offered under a 403(b)(7) custodial agreement)

You can customize your portfolio to match your individual needs and diversify or spread contributions over different options, thereby potentially reducing investment risk.

Contract Charges

- No annual maintenance fee
- An annual asset based service fee of 0.45% will be assessed on the mutual fund options only
- Fund management fees will apply

- No Contract Withdrawal Charge – this allows full portability at separation from service or retirement (withdrawals from the 403(b) plan prior to age 59½ may be subject to an IRS 10% premature distribution penalty tax)

Certain restrictions may apply for withdrawals from the fixed account.

One-on-One Service from Your Representative

To help you plan your retirement strategy and enroll in the plan, we have local representatives who are available to meet with you one-on-one. The representatives assigned to Tempe Tri-District's new 403(b) and 457(b) programs are highly experienced in the financial services industry. They truly understand the unique needs of today's educators, and will work with you to design an investment strategy suited to your goals and objectives.

Educational Seminars

At ING, we believe in the importance of providing financial education to our participants. That is why we offer a series of seminars throughout the year on various educational topics.

Comprehensive Employee Education and Services

- Enrollment support information materials and on-site enrollment meeting assistance
- Asset allocation assistance
- Participant newsletter
- Comprehensive quarterly reports
- Distribution assistance for departing/retiring employees
- One-on-one enrollment assistance
- Electronic delivery of documents
- Morningstar® Retirement ManagerSM (additional fees may apply)¹

¹ Morningstar Retirement Manager is provided by Morningstar Associates, LLC ("Morningstar Associates"), a registered investment advisor and a wholly owned subsidiary of Morningstar, Inc., and is intended for citizens and legal residents of the United States and its territories. Morningstar Associates' advisory service relates solely to the investment options offered under the plan. Retirement plan funding products are offered through ING Financial Advisers, LLC (member SIPC) or other broker dealers with which it has selling agreements. ING provides Morningstar Associates with the plan's investment options and information about participants but the decisions regarding the advice provided are made by Morningstar Associates. ING and its companies are not affiliated with Morningstar Associates or its affiliates, and receive no fee or other direct financial benefits from Morningstar Associates in connection with the use of its services. The Morningstar name and trademarks are used under license from Morningstar Associates.

ING Financial Advisers, LLC
Attn: Tempe Tri-District Representatives
7720 North 16th Street, Suite 150
Phoenix, AZ 85020
(602) 328-8641

ING and the Tempe Tri-District 403(b) and 457(b) Programs: At a Glance

- More than 20 investment options from well-known fund families
- No annual maintenance fee
- 0.45% asset based fee on mutual funds
- Fixed interest option available
- Local representatives available to help you make choices regarding your retirement plan

Additional Account Services

- Access to accounts 24 hours a day via a secure Internet site and toll-free telephone service – allows you to make investment inquiries and allocation changes, get investment option performance history, and more
- Toll-Free account access by calling 1-800-584-6001
- Internet account access by visiting www.ingretirementplans.com

E-Delivery

You can elect to receive the regulatory documents associated with your retirement investment electronically. With ING's e-Delivery service, you can access account statements (including the newsletter), plan and fund-level prospectuses, prospectus supplements, and annual and semiannual reports through a secure website. When documents are available, you will receive an email notification. You can opt for e-Delivery when you log into your account on www.ingretirementplans.com.

Fund Transfers

No restrictions for transfers among mutual fund options. Certain restrictions apply for transfers from the fixed interest account. Subject to ING's policy on market timing and excessive trading.

Loans

The Tempe Tri-District plan documents do not permit loans.

Distribution Options

A variety of distribution options to choose from including:

- Lump-sum withdrawal
- Partial withdrawal
- Systematic payout options

Distributions will be taxed as ordinary income when received. Withdrawals from the 403(b) plan may be subject to an IRS 10% premature distribution penalty tax if received prior to age 59½ unless another exception applies.

You should consider the investment objectives, risks, and charges and expenses of mutual funds offered through a retirement plan carefully before investing. The disclosure booklet and fund fact sheets contain this and other information. You may obtain this information by contacting your ING representative or the Company at the address listed on the next page. Please read the information carefully before investing.

Important Note:

Mutual funds under a 403(b) custodial account agreement are intended as long-term investments designed for retirement purposes. Money distributed will be taxed as ordinary income in the year the money is distributed. Account values fluctuate with market conditions, and when surrendered, the principal may be worth more or less than the original amount invested. A group fixed annuity is a long-term insurance contract designed for investing for retirement purposes. The guarantee of the fixed account is based on the claims-paying ability of the issuing insurance company. Although it is possible to have guaranteed income for life with a fixed annuity, there is no assurance that this income will keep up with inflation. Early withdrawals may be subject to a deferred sales charge and, if taken prior to age 59½ may be subject to an IRS 10% premature distribution penalty tax. Money distributed will be taxed as ordinary income in the year the money is received. An annuity does not provide any additional tax benefit, as tax deferral is provided by the Plan. Annuities may be subject to additional fees and expenses, to which other tax-deferred funding vehicles may not be subject. However, an annuity does offer other features and benefits, such as lifetime income payments and death benefits, which may be valuable to you.

Neither ING nor its affiliated companies or representatives provide tax or legal advice. Please consult a tax adviser or attorney before making a tax-related investment/insurance decision.

For 403(b)(1) annuities, employee deferrals (including earnings) may generally be distributed only upon your: attainment of age 59½, severance from employment, death, disability, or hardship. Note: Hardship withdrawals are limited to employee deferrals made after 12/31/88.

Exceptions to the distribution rules: No Internal Revenue Code withdrawal restrictions apply to '88 cash value (employee deferrals (including earnings) as of 12/31/88) and employer contributions (including earnings). However, employer contributions made to an annuity contract issued after December 31, 2008 may not be paid or made available before a distributable event occurs. Such amounts may be distributed to a participant or if applicable, the beneficiary: upon the participant's severance from employment or upon the occurrence of an event, such as after a fixed number of years, the attainment of a stated age, or disability. For 403(b)(7) custodial accounts, Employee deferrals and employer contributions (including earnings) may only be distributed upon your: attainment of age 59½, severance from employment, death, disability, or hardship. Note: hardship withdrawals are limited to: employee deferrals and '88 cash value (earnings on employee deferrals and employer contributions (including earnings) as of 12/31/88)

ING RETIREMENT CHOICE

Enrolling in the new Tempe Tri-District 403(b) and 457(b) Programs with ING. You're just a few SIMPLE STEPS AWAY!

At ING, we want to make it as simple as possible for you to enroll in the new Tempe Tri-District 403(b) and 457(b) programs. That's why we've provided you with two enrollment options. You can choose to enroll with an ING representative or you can enroll online.

Enroll by Representative:

Step 1: Attend a group meeting. ING materials and representatives will be available during and after group meetings.

OR

Step 1: Set up an appointment to meet with an ING representative. An ING representative will provide you with the ING enrollment kit for the Tempe Tri-District programs. ING representatives will be available to meet with you at a time and place that is convenient to you.

Call us to set up an appointment:

Tempe Elementary School District: (602) 283-5873

Tempe Union High School District: (623) 341-4923

Kyrene School District: (623) 847-1220

Step 2: Complete the necessary paperwork, including an ING enrollment form, a Salary Reduction Agreement for your district, a Client Account Form and possible transfer paperwork.

Step 3: To ensure you do not miss any payroll deductions, turn ALL completed paperwork into an ING representative.

Enroll by Internet:

Step 1: Log on to www.ingretirementplans.com/enrollment and click "Login"

Step 2: Type in your 9-digit Social Security Number and click "Continue"

Step 3: Type in your 6-digit Plan Number and click "Continue" (to find your Plan Number please refer to the table below)

Step 4: Enter your 6-digit Kit Number 023471 and click "Continue"

Step 5: Enter your 4-digit Location Code 0001 and click "Continue"

| Plan Name | 403(b) | 457(b) |
|----------------------------------|--------|--------|
| Tempe Elementary School District | VFZ262 | VFZ263 |
| Tempe Union High School District | VFZ264 | VFZ265 |
| Kyrene School District | VFZ266 | VFZ267 |

About ING

At ING, we have the privilege of helping educators prepare for their retirement future. For nearly 40 years, we have been providing retirement programs and planning to hundreds of thousands of educators across the country. In a recent survey of 42 major companies, ING ranks #1 in K-12 sales.* We are committed to helping education employees like you plan for the retirement you deserve.

*Source: LIMRA International, Not-For-Profit Sales and Assets Survey, Q3 2008 results. ING has determined the ranking.

ING Retirement Choice: Customize Your Portfolio to Help Meet Your Needs



American Funds®
Vanguard®²
ING
PIMCO²
RiverSource InvestmentsSM
PAX World Mutual Funds
BARON FUNDS²

² Sub-adviser of funds included in ING Partners, Inc. Directed Services, LLC is the investment adviser of these funds.

www.ingretirementplans.com

Insurance products, annuities and retirement plan funding issued by (third party administrative services may also be provided by) ING Life Insurance and Annuity Company. Securities are distributed by ING Financial Advisers, LLC (member SIPC), One Orange Way, Windsor, CT 06095-4774. These companies are wholly owned, indirect subsidiaries of ING Groep N.V. Securities may also be distributed through other broker-dealers with which ING Financial Advisers, LLC has selling agreements. Insurance obligations are the responsibility of each individual company. Products and services may not be available in all states.

© 2008 ING North America Insurance Corporation. C08-1204-023 (12/08)



WWW.ING.COM/US