



## Do you need to fix your mix?

You have probably heard that experts say you should choose a mix of investments for your retirement savings. But do you know why?

Keeping too much money in options that invest in just one of the main asset classes — stocks, bonds or cash equivalents — could increase risk.

For example, a portfolio with only conservative investments may expose you to the risk of outliving your assets. With a portfolio that's too aggressively invested for growth, the value of your investments might decline sharply just at the moment you need income in retirement.

As you invest for retirement, it's important to remember:

- All investments involve some degree of risk.
- Investments in the main asset classes offer different risk and return potential. Generally, investments with higher risk tend to offer higher potential for return.
- Asset classes respond differently to market volatility. Typically, when stock funds fare well, bond funds typically do not, and vice versa.

Once you accept that risk is a normal part of investing, you may feel more confident that you can find the right balance between risk and return for your situation. Two strategies can help: diversification and asset allocation.

**Diversification** involves spreading your account balance among investments in more than one asset class and owning different types of investments within an asset class.

**Asset allocation** is deciding what percentage to invest in an asset class and how to divide it within an asset class.

Having a mix of asset classes may help manage risk by increasing the possibility that at least one asset class is performing if others are not. Strong returns in one asset class could also offset weak performance in another. In fact, broad diversification could potentially enhance your portfolio's total return without adding more risk.

*continued on page 2* 

## Changes in the new year

Changes to the Pension Plus retirement plan effective in mid-January 2014 will benefit participants through:

- New, lower-cost investment options
- A flat participation fee
- Loan privilege available for 457 Plan balances

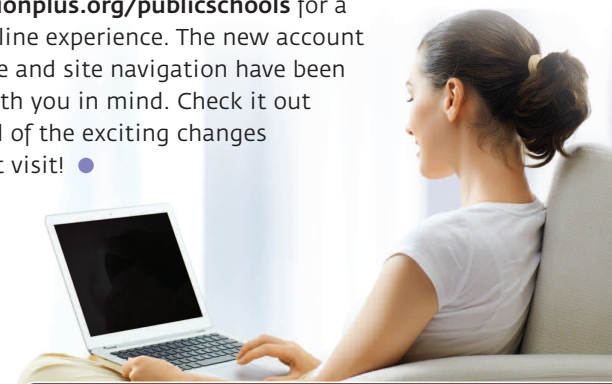
Rainier Large Cap Growth Fund and SSgA Emerging Markets Fund had underperformed their benchmarks and their peer groups on a consistent basis, leading to the changes to the fund lineup as shown below.

Money invested in or allocated to this fund as of January 10, 2014	Old investment fee	...was invested in or redirected to this fund as of January 13, 2014	New investment fee
Rainier Large Cap Growth Fund — Tier II	0.90%	Jennison Large Cap Growth Fund — Tier II	0.33%
SSgA Emerging Markets Fund — Tier II	1.25%	Vanguard Emerging Markets Index Fund — Tier I	0.10%

Before making investing decisions, you should carefully review all fund information. Fund fact sheets are available at [www.mipensionplus.org/publicschools](http://www.mipensionplus.org/publicschools) or by calling (800) 748-6128. ●

## A new online experience

Log into your retirement investment account at [www.mipensionplus.org/publicschools](http://www.mipensionplus.org/publicschools) for a brand new online experience. The new account summary page and site navigation have been redesigned with you in mind. Check it out soon to see all of the exciting changes since your last visit! ●



(continued from page 1)

## Do you need to fix your mix?

Of course, diversification and asset allocation cannot guarantee a profit or protect against loss in declining markets. However, both strategies could help you balance out the various risks you take as you aim for better returns.

The asset allocation you think is right for you will be based on your objectives, how you feel about market volatility, and the amount of time left for investing before you start using the assets in retirement.

Pension Plus offers three ways to diversify the investments in your retirement investment account.

**Stick with a target retirement fund** if you prefer to leave the diversification and asset allocation decisions to professionals. When you became a member of the Pension Plus retirement plan, your contributions to your retirement investment account were automatically invested in the target retirement fund for the year you are likely to begin withdrawing money at retirement.

The fund provides a diversified mix of investment options and automatically shifts to a more conservative mix as the target date draws closer. Like all investments, these funds are subject to risk and do not guarantee a return of principal, even on the specified target date.

**Pick your own mix of funds** from the variety of choices available across the asset classes. If you want investment and retirement planning advice at no additional cost, use the Personal Online Advisor service anytime. Go to [www.mipensionplus.org/publicschools](http://www.mipensionplus.org/publicschools) and select Investment Account Login. After you have logged in, click on the **ING Advisor** link.

**Let a professional manage your portfolio for you.** Enroll in the Professional Account Manager service for a fee to receive ongoing personalized investment and retirement planning advice from a professional investment advisor. For information and an initial no-cost retirement assessment by an ING Investment Advisor Representative, call **(800) 748-6128**.

You can review or change the investments or asset allocation for your Pension Plus retirement investment account anytime, anywhere, using the ING Retirement Plan Account mobile application on your iPhone®, iPod touch® and Android™ devices. Sign into your account at least once before you access ING's mobile app, then use your smart device to download the app directly at no charge from the App Store<sup>SM</sup> or through the Google Play Store for Android™ devices (keywords: **ING Retire**). For information, visit [mobile.ingplans.com](http://mobile.ingplans.com).

Before making investment decisions, you should carefully read all fund information. To review fund fact sheets, log into your retirement investment account or call **(800) 748-6128** to request fund fact sheets. ●

*Advisor Services provided by ING Investment Advisors, LLC for which Financial Engines® Advisors, LLC acts as sub advisor. ING Investment Advisors does not give tax or legal advice. If you need tax advice, consult your accountant or lawyer; if you need legal advice, consult your lawyer. For more information about the ING Advisor Service, please read the ING Investment Advisors Disclosure Statement. A Disclosure Statement may be viewed online by accessing the ING Advisor Service link at [stateofmi.ingplans.com](http://stateofmi.ingplans.com). You may also request a Disclosure Statement from an ING Investment Advisor by calling the Plan Information Line at (800) 748-6128. Financial Engines® Advisors, LLC is not a corporate affiliate of ING Investment Advisors, LLC or ING Institutional Plan Services, LLC, which are members of the ING family of companies in the U.S.*

*iPhone and iPod touch are trademarks of Apple Inc., registered in the U.S. and other countries. App Store is a service mark of Apple Inc. Android is a trademark of Google Inc.*

## 2014 contribution limits for retirement investment accounts

You are allowed to set aside more than the 2 percent of your pay that is automatically contributed to your retirement investment account. If you wish, you may contribute up to these limits in 2014.

<b>Maximum Annual Contribution</b>	\$17,500
<b>Maximum including Age 50+ Catch-Up</b>	\$23,000
<b>457 Three-Year Traditional Catch-Up</b>	Up to \$35,000

Beginning in the year in which you will reach age 50, you are allowed to contribute an extra \$5,500 with the Age 50+ Catch-Up option, for a total of up to \$23,000. If eligible, you may be able to contribute up to \$35,000 for three years with the Three-Year Traditional Catch-Up. Since this catch-up option takes into account your prior contributions, call **(800) 748-6128** for help with calculating the amount available to you under the Special Three-Year Catch-Up. **You may not use both catch-up options in the 457 Plan in the same year.** ●



*Information from registered Plan Service Representatives is for educational purposes only and is not legal, tax or investment advice. Local Plan Service Representatives are registered representatives of ING Investment Advisors, LLC (member SIPC).*

*This newsletter is not intended to provide legal, tax or investment advice. For such advice, participants should contact their legal, tax or investment advisers. © 2013 ING U.S. All Rights Reserved.*



### Quarterly calendar

Transactions made on these dates when the New York Stock Exchange (NYSE) is closed will be processed the following business day that the NYSE is open.

- **Monday, January 20, 2014**
- **Monday, February 17, 2014**