# Loan Guide for the 457 & 401(k) Plan









New York City Deferred Compensation Plan



#### Frequently Asked Questions About Loans

#### Who is eligible for a Plan loan?

Any employee who is in active status on payroll who is participating in either the pre-tax 457 or pre-tax 401(k) plan is eligible to apply for a loan if the plan for which the loan is taken has an account balance of \$5,000 or more at time of application. Funds in the Roth 457 or 401(k) are included in the determination of loan availability.

## How does taking out a loan impact my Plan investments?

Your loan is funded directly from a cash-out of your pre-tax contributions in your 457/401(k) Plan accounts. The withdrawal will be deducted proportionately from all the pre-tax funds in your account. When you repay your loan, your loan payment is in after-tax dollars and is applied to the interest and finally to the principal, thereby reducing the balance owed. Payments received on your loan will be directed to your current investment allocation in the applicable Plan and will be reflected on your statement.

#### What is the minimum amount of a loan?

The minimum loan amount available from either the 457 or the 401(k) Plan is \$2,500.

#### What is the Maximum Loan Amount I can borrow?

The Maximum Loan Amount a participant may obtain is the lesser of:

- 1. One-half of the available balance in the 457 or 401(k) Plan (account balance minus current outstanding 457 or 401(k) loan balance);
- 2. \$50,000 reduced by the highest outstanding balance of loans from all qualified employer plans of the same employer during the 1-year period ending on the day before the date on which such loan is going to be made.

## Who are qualified employer plans of the same employer?

With regard to the City of New York, qualified employer plans of the same employer refers to all of the different defined benefit plans and defined contribution plans available to City employees:

- NYCERS
- NYC Firefighter Pension Fund
- NYC Police Pension Fund
- Board of Education Retirement System

- Teachers' Retirement System and 403(b) Tax Deferred Annuity
- NYC H+H 403(b) Tax Deferred Annuity
- New York City Deferred Compensation 401(k)/457 Plan

## Why do the loan applications require that the participant obtain loan balance information from the other qualified employer plans of the same employer?

The Maximum Loan Amount a participant may borrow is the lesser of one-half of their account value in the 457 or 401(k) Plan or \$50,000. The \$50,000 figure represents the maximum amount that can be taken for all loans from qualified employer plans of the same employer. The participant is required to obtain loan balance information from the other qualified employer plans of the same employer as a representation that he or she is aware of the Maximum Loan Amount and that the receipt of a loan from the Plan will not cause the participant to exceed the Maximum Loan Amount. The Plan Administrator shall not be liable for any adverse tax consequences. The participant is strongly advised to address any questions regarding the tax consequences of loans or loan limits to a qualified, independent tax advisor before submitting an application for a loan.

## Do I have to put up collateral and qualify for a loan in the same way I would at a bank?

No.

#### How are loans treated for tax purposes?

Funds borrowed from the Plan under these conditions are not treated as distributions, provided they are repaid in accordance with the terms of the loan. Therefore, no taxes are withheld or due when a loan is received.

## May I deduct the interest I pay on the loan from my taxable income if I itemize deductions?

No. Under federal tax law, no deduction is permitted for interest paid on a loan from the plan, regardless of the purpose of loan.

#### How is the interest rate determined for Plan loans?

The interest rates for Plan loans will be based on the prime rate published in The Wall Street Journal on the first business day of each month, plus 1%, and such rate is fixed for the life of the loan.

#### What are the loan initiation and processing fees?

A loan origination fee in the amount of \$50.00 shall be deducted from the participant's account when the loan is processed and a quarterly maintenance fee of \$8.75 shall be deducted from the account.

#### What are the loan repayment rules?

You are required to repay your loan in full. Loans are due and payable upon the expiration of the loan term or your severance from employment with the City, whichever occurs first. When you authorize your loan application, you must agree to a specific loan term. While you are actively employed, regular loan repayments must be made through payroll deduction. Your repayments will be deducted from each paycheck, beginning in the month following the month in which you receive the loan proceeds. If you wish to prepay your loan, you may pay off your loan with a certified check or money order made payable to the City of New York Deferred Compensation indicating either 457 or 401(k) Plan. Contact the Plan Administrator prior to submitting any prepayment to confirm the total amount due. You may also receive loan prepayment information on the Plan's web site at nyc.gov/deferredcomp.

#### Can I change the term of my loan?

No. Once the loan is issued the terms cannot be changed to extend the length of the loan. However, you can always request to pay off the loan in full (partial payments are not accepted).

#### What if I take a leave of absence?

Participants who take a leave of absence without pay for a period of greater than one month, but not exceeding one-year may request that his or her loan repayments be suspended during the leave of absence through the submission of a Loan Change Form. Interest will continue to accrue during the suspension period. The loan repayment term will not be extended but the remaining loan balance may be re-amortized at the end of the participant's loan suspension period. Another Loan Change Form must be submitted upon completion of the leave of absence to resume loan payroll deductions.

Participants who take a leave of absence without pay for a period of one-year or greater must continue to make loan payments, in accordance with the original loan repayment schedule, by submitting them directly to the Plan Administrator. Upon submission of the Loan Change Form, the Plan Administrator shall send a request for loan payment directly to the participant's address on file with the Plan. Participants can make loan payments to the Plan via personal check, bank check or money order. Failure to submit a Loan Change Form or make timely loan payments may result in loan default.

#### What if I fail to make a required loan payment?

A participant's loan shall be delinquent if any loan payment is not made on the date it is due and the Plan Administrator does not receive the payment by the last day of the calendar quarter in which it was due.

If the loan is delinquent, the Plan Administrator will send the participant a Loan Late Letter (the "Late Letter") notifying him or her of the delinquency and the ability to cure the delinquency and avoid default. To cure the delinquency, the participant must submit the amount due, via personal check, bank check or money order, directly, to the Plan Administrator in accordance with the cure period as set forth in the Late Letter.

#### What are the consequences of a loan default?

If the Plan Administrator has not received the delinquent loan payment(s) by the date set forth in the Late Letter (see definition in the answer to the question above), the loan is defaulted and the participant shall receive a Loan Defaulted Letter (the "Default Letter"). The Default Letter is a confirmation to the participant that the Plan Administrator did not receive the past due loan payment(s) to cure the default by the specified date and, therefore, the following have taken place:

- The entire outstanding balance of the loan, including accrued, but unpaid, interest up to the date of default will be a taxable distribution and reported on Form 1099-R. That amount will be included in the participant's gross income for the calendar year in which the cure period ended.
- If the participant is on City payroll, the defaulted loan will continue to exist until expiration of the loan term, and loan payments will continue to be deducted until the defaulted loan is fully repaid or the participant experiences a distributable event (see below).

• The participant will be precluded from applying for future loans from his or her 457 or 401(k) account, even if the defaulted loan is fully paid off.

Note: The defaulted loan (including unpaid interest accrued after default) is considered outstanding and is applied to determine the available loan amount from all qualified employer plans of the same employer.

#### When are you eligible to offset a Plan loan?

Participants who experience a distributable event are eligible to offset their Plan loan. A distributable event occurs when a 457 Plan or a 401(k) Plan participant experiences a severance from City service, attainment of age 59½, total disability or death. A Plan loan can be offset by submitting a 457/401(k) Loan Offset Form. A Form 1099-R will be issued to you for the total outstanding loan balance for the year in which the 457/401(k) Loan Offset Form was received. A 401(k) loan offset taken by a participant prior to age 59½ is subject to a 10% early withdrawal penalty. Any subsequent payment received after receipt of the 457/401(k) Loan Offset Form will be refunded to you.

## May I take another loan from my 457 or 401(k) Plan account?

In each Plan, a participant may have up to two loans outstanding at any time. To qualify for the second loan from the same Plan, repayments on the previous loan must be in good standing and loans must be issued at least 12 months apart. Loans cannot be consolidated.

#### Where do I go to get a loan repayment estimate?

You can calculate loan projections to estimate your loan repayment amount on the Plan's website at nyc.gov/deferredcomp, or by calling (212) 306-7760. These projections will not take into account any outstanding pension or TDA loans you may have.

#### How do I apply for a loan?

To apply for a loan, complete the attached applicable Loan Application and submit it to the Plan's Administrative Office.

#### How will I receive my loan disbursement?

You will receive your loan disbursement via Direct Deposit. Direct Deposit provides quicker access to your funds. You must complete the Direct Deposit section of the Loan Application Form and provide a *voided* pre-printed check or letter from your financial institution with your account information. Funds will be made available to your bank account 3-5 business days after the date the funds are withdrawn from your Deferred Compensation Plan account. There is no fee for Direct Deposit. If we do not have valid Direct Deposit information on file when your loan is processed, a paper check will be sent to your address on file.

#### What is the sequence of events in the loan process?

- 1. A completed 457 or 401(k) Plan loan application is received by the Plan Administrator;
- 2. The Plan Administrator verifies the participant's eligibility for a loan and the amount of the loan;
- 3. Once verified, the Plan's recordkeeper makes a bank account deposit using the Direct Deposit-banking information to the participant. A truth and lending statement is mailed to the participant which details the terms of the loan;
- Approximately one month following the month the loan was taken, the first loan payment will be deducted from the participant's paycheck. Notify the plan if your loan payroll deductions did not start.

#### Wait...have you considered everything?

Before deciding to take a loan from your Deferred Compensation Plan account, make sure you understand how taking a loan can affect your retirement savings. Taking a loan from your Deferred Compensation Plan account can greatly impact your future account balance. Therefore, you should consider other ways to cover your unexpected expenses.

Please Note: This booklet does not constitute the offering of investment, financial, tax or legal advice or other expert advice. The material contained in this booklet is for informational purposes only. You may wish to consult a professional financial planner, investment advisor, legal counsel or other expert before reaching any decisions. In addition, the material in this booklet is subject to the terms of the 401(k) Plan for Employees of the City of New York and Related Agencies and Instrumentalities and any other applicable federal, state and local laws and regulations. In the event of any conflict between the 401(k) Plan for Employees of the City of New York and Related Agencies and Instrumentalities or the Deferred Compensation Plan for Employees of the City of New York and Related Agencies and Instrumentalities or the Deferred Compensation Plan for Employees of the City of New York and Related Agencies and Instrumentalities and applicable law or regulations, then the applicable laws and regulations shall govern.

The "Plan" refers to the New York City Deferred Compensation Plan. Loans taken from either the pre-tax 457 or pre-tax 401(k) Plans (funds in the Roth 457 or Roth 401(k) are included in the determination of loan availability) must independently comply with the Deferred Compensation Plan provisions.

A. Participant Eligibility – Only Plan participants who are on active payroll status are eligible to receive a loan.

- B. Cost A loan origination fee in the amount of \$50.00 shall be deducted from the participant's account when the loan is processed and a quarterly maintenance fee of \$8.75 shall be deducted from the account for the term of the loan. Each approved loan is subject to a separate origination and maintenance fee.
- C. Frequency and Availability In each Plan, the participant may be approved for only one loan in any 12-month period and may have no more than two loans outstanding at any time in each Plan. Loans shall be denied to individuals who are currently delinquent on a Plan loan or who have previously defaulted on a Plan loan.
- D. Amount of Loan The minimum loan amount a participant can request is \$2,500. The maximum loan amount ("Maximum Loan Amount") a participant may obtain is the lesser of:
- 1. One-half of the participant's available balance in the 457 or 401(k) Plan (account balance minus current outstanding 457 or 401(k) loan balance); or
- 2. \$50,000; reduced by the highest outstanding balance of loans from all qualified employer plans of the same employer (such as pension loans, 403(b) and Deferred Compensation 457 or 401(k) Plan loans) during the 12-month period ending on the day before the date on which such loan is going to be made.

The participant acknowledges and understands that if he or she applies and receives loan proceeds from another qualified employer plan of the same employer during the same time period the participant is applying for a loan from the Plan then this could result in an adverse tax consequence and loan default.

TAX CONSEQUENCES: The participant represents that he or she is aware of the Maximum Loan Amount and that the receipt of a loan from the Plan will not cause the participant to exceed the Maximum Loan Amount. The participant further acknowledges that any adverse tax consequences that result from the participant's receipt of a loan that exceeds the Maximum Loan Amount are solely the responsibility of the participant. The Participant has independently weighed that risk and has determined that requesting a loan is in his or her best interests. The participant is strongly advised to address any questions regarding the tax consequences of loans or loan limits to a qualified, independent tax advisor before submitting an application for a loan. The Plan Administrator shall not be liable for any adverse tax consequences.

- E. Interest Rate Determination For loans originating in any given month, interest due will be the prime rate published in The Wall Street Journal on the first business day of each month, plus 1%, and such rate is fixed for the life of the loan. Determined rates of interest shall be in accordance with Section 5-501 of the New York State General Obligations Law.
- F. Loan Cancellation A participant may cancel a loan if the Plan Administrator receives a written request no later than five (5) days from the date the loan application was submitted and the loan has not yet been processed.
- G. Repayment Payments of principal and interest on the loan will be made in equal installments. The first repayment will be due approximately thirty (30) days from the date of the loan. All loan repayments will be made through payroll deductions. If loan payments do not start or they stop, it is the participant's responsibility to immediately notify the Plan Administration. In addition, if a participant transfers to a different agency within the City of New York, it is the participant's responsibility to inform the Plan, via a Loan Change Form, to continue proper loan repayment. Failure to inform the Plan could result in repayments not being deducted and loan default.

Principal repayments and interest payments shall be reinvested in the participant's account in accordance with the participant's investment election in effect at the time payments are received by the Plan. If the participant is not currently contributing to his/her Plan account, the most current investment election on file will be used.

H. Loan Prepayment – Prepayments will only be accepted for the entire outstanding balance of the loan, including any accrued interest. The Plan will not accept any partial payments. All prepayments must be made by certified check, bank check or postal money order (personal checks will not be accepted). If you intend to prepay your loan, please contact the Plan Administrator to determine your payoff amount or access your account through the Plan's web site at nyc.gov/deferredcomp.

I. Leave of Absence – Notwithstanding the above, participants who take a leave of absence without pay for a period of greater than one month but not exceeding one year may, through the submission of a Loan Change Form, request that his or her loan repayments be suspended during the leave of absence. Interest will continue to accrue during the suspension period. The loan repayment period may not be extended but the remaining loan balance may be re-amortized at the end of the participant's loan suspension period. Upon completion of the leave of absence, the participant must submit another Loan Change Form to resume loan payroll deductions.

Loan payments can only be suspended for up to 12 months, consecutive or nonconsecutive, during the life of the loan. If the leave of absence without pay exceeds 12 months, the participant must continue to make loan payments, in accordance with the original loan repayment schedule, by submitting them directly to the Plan Administrator. Upon submission of the Loan Change Form, the Plan Administrator shall send a request for loan payment directly to the participant's address on file with the Plan. Participants can make loan payments to the Plan via personal check, bank check or money order. Failure to submit a Loan Change Form or make timely loan payments may result in loan default.

If a Participant takes a leave of absence from the City of New York because of service in the military, and does not receive a distribution of his/her account, such time period shall not be taken into account as part of the loan period even if the length of military service is greater than the original term of the loan. Upon completion of military service, the loan shall be re-amortized and repaid over the

original term of the loan. Notwithstanding the above, during the military service period, the rate of interest shall not be greater than 6% compounded annually. Please submit a Loan Change Form prior to commencement of military leave and upon return.

J. Default – A participant's loan shall be delinquent if any loan payment is not made on the date it is due and the Plan Administrator does not receive the payment by the last day of the calendar quarter in which it was due.

If the loan is delinquent, the Plan Administrator will send the participant a Loan Late Letter (the "Late Letter") notifying him or her of the delinquency and how to cure the delinquency and avoid default. To cure the delinquency, the participant must submit the amount due, via personal check, bank check or money order, so that it is received no later than five business days before the last day of the quarter in which the Late Letter was sent ("Cure Period").

If the Plan Administrator has not received the delinquent loan payment(s) prior to the expiration of the Cure Period, the loan is defaulted and the participant shall receive a Loan Defaulted Letter (the "Default Letter"). The Default Letter is a confirmation to the participant that the Plan Administrator did not receive the past due loan payment(s) prior to the expiration of the Cure Period and therefore the following have taken place:

- The entire loan, including any accrued interest, is immediately due and payable.
- The entire amount outstanding (remaining principal and accrued interest) will be reported on Form 1099-R, as a deemed distribution as required by law.
- The defaulted loan (including unpaid interest accrued after default) is considered outstanding and is applied to determine the available loan amount from all qualified employer plans of the same employer.
- The participant will be precluded from applying for future loans from his or her 457 or 401(k) account, even if the defaulted loan is fully paid off.

The defaulted loan will continue to exist and interest on the loan will continue to accrue until the loan is fully repaid or the participant experiences a distributable event. Any attempts to recover on a delinquent loan or a loan in default shall be in accordance with applicable federal and state bankruptcy laws.

#### K. Loan Offset

- 1. If a Participants experiences a distributable event he/she is eligible to offset his/her Plan loan.
- 2. A distributable event occurs when a 401(k) Plan participant experiences a severance from City service, attainment of age 59½, total disability or death. A distributable event occurs when a 457 Plan participant experiences a severance from City service, attainment of age 59½, total disability or death.
- 3. A Plan loan can be offset by submitting a Loan Offset Form. A Form 1099-R will be issued to the Participant for the total outstanding loan balance for the year in which the Loan Offset Form was received. A 401(k) loan offset taken by a participant prior to age 59½ is subject to a 10% early withdrawal penalty. Any subsequent payment received after receipt of the Loan Offset Form will be refunded to the Participant.
- 4. In the event of a participant's death, all outstanding loan principal and accrued interest shall be treated as an offset amount on the date of death. The loan cannot be transferred to, or assumed by, the participant's beneficiary. If the loan was not repaid prior to the date of death, any distribution will be made net of any outstanding loan obligation. In addition, the amount of the outstanding loan will be reported as a distribution to the participant's estate.
- L. Waiver Any extension of the time for repayment (or any modification of the repayment schedule) granted by the Plan Administrator will not release the participant from his or her liability, or any of his or her obligations hereunder. Any forbearance by the Plan Administrator in exercising any right or remedy shall not be considered a waiver of any of its rights hereunder, or preclude it from exercising any of its rights or remedies hereunder at a later time.
- M. Domestic Relations Orders A loan application will not be processed if the Plan Administrator is in receipt of a draft Domestic Relations Order or

if required to do so by a court order. The Plan will automatically place a restriction on the Participant's account(s).

- N. Severance from City Service Upon severance from City service, loans become immediately due and payable. The loan may be repaid by certified check, bank check or postal money order (personal checks will not be accepted) or the participant can authorize the Plan Administrator to offset the loan as a deemed distribution by completing the Loan Offset Form.
- O. Distributions Active Plan participants age 59½ or older can request a full or partial withdrawal without offsetting their loan. All outstanding loan balances must be paid in full, including any accrued interest, or treated as an offset amount before or at the same time a participant can request a periodic payment (installments) option setup.
- P. Source and application of funds Loan disbursements and fees will be made on a prorated basis from pre-tax portions of the Participant's current investment funds with a balance.

ACCELERATION: THE PLAN SHALL HAVE THE RIGHT TO ACCELERATE ANY AND ALL AMOUNT(S) DUE HEREUNDER IN THE EVENT OF ANY BREACH OF ANY COVENANT OR PROMISE MADE BY THE PARTICIPANT UNDER THE TERMS OF THESE LOAN PROVISIONS.



#### **DEFERRED COMPENSATION PLAN LOAN APPLICATION**

	(212) 306-7760 • 1-888-DCP-31	113 (outsideNYC) • Website: nyc.gov/deferred	comp	AGENCY PAYROLL CODE
New York	Please print in ball	point pen (black ink preferred	).	
1. CHECK ONLY ONE:	⊒ 457 Plan Loan OR ⊒ 401(k	() Plan Loan		
	NOTE: If loans are being requested fro	,	s must be submitted.	
2. PARTICIPANT INFORM	MATION:			
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4. LOAN AMOUNT (Please	allow up to 10 business days for your loan	to be processed.)		
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Minimum Loan Amount: \$2,500				
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	fee. There is also a maintenance fee of \$8.75 w	•		e life of the loan.
5. REPAYMENT SCHEDU	ILE (All payments are made through payre	oll deductions over a period not to excee	ed five years. The length of the lo	oan cannot be changed.)
wish to pay back my loan over (chec	ck one): 🔲 1 Year 🔲 2 Years 🗀	3 Years 🔲 4 Years 🔲 5 Years	;	
<b>IOTE:</b> Access your account to calculate keet take into account any outstanding pensions.	oan projections to estimate your loan repayment sion or TDA loans you may have.	amount on the Plan's Web site at nyc.gov/de	ferredcomp, or by calling (212) 306-	7760. These projections will
6. RETIREMENT SYSTEM	M OUTSTANDING LOAN STATU	S (Check all that apply.)		
Ouring the last 12 months I have had	an outstanding loan balance with my retirer	ment system:   Yes  No		
Check all that apply:   NYCERS	□ Police* □ Fire □	TRS □ BERS** □ 457	□ 401(k) □ 4	03(b)***
	on 7 to be completed by a pension representative			
* If you checked Yes to BERS above, Sec ** NYC H+H must complete Section 7.	ction 7 must be completed by an authorized repr	esentative from the retirement system prior to	submitting this application to the P	lan.
7. RETIREMENT SYSTEM	M/403(b) AUTHORIZED SIGNAT	TURE (To be completed by Pension	Plan/403(b) Representative.)	
	ease provide the highest outstanding baland outstanding loan, please indicate the total		th period ending on the date in	which you sign this
A. City of New York Pension System	n (Check one): BERS* Police - a	all applications must be submitted to the Plan direct to be processed.	y from an authorized representative of the	e Police Pension Fund in order
Retirement system total highest outsta	anding loan balance: \$ ,	. *Attach Loan Paym	ent Detail - # of Pages	
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Page 1 of 2 - Please sign Section 9 on the reverse side of this form and have the form notarized before submitting it for processing.



DO NOT WRITE IN THIS

LAST FOUR DIGITS OF PARTICIPANT SSN							ge 2 of 2
8. Payment Method						1 4	ge 2 01 2
☐ Direct Deposit - Attach a vo	nided prepi	inted check					
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Note: You must be a named person Deposit on file with the Plan at a tin		nt. You may not designate	e a business account, b	rokerage account, or an IRA.`	You can only	have one accour	t for Direct
☐ Checking Account (include	a voided pre-	orinted check with this for	m)				
☐ Savings Account (include a	letter from yo	ur financial institution with	n this form)				
Please note that if you do not provi	ide Direct Depor	sit information or your Direct	Deposit rejects, a check v	rill be mailed automatically to the a	address you ha	ve on file with the F	Plan.
United States Bank/Financial Institution			Account Number		Routing/ABA Nur	nber	
9. AUTHORIZED SIGNATU	JRE (Sign ar	and date in the presence of	f Notary Public)		J		
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TAX CONSEQUENCES:							
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I acknowledge receipt and fully unders tion Plan 457 & 401(k) Plan Loan Prov	,		•	· ,	The City of N	lew York Deferre	d Compensa-
I hereby affirm, under penalty of perjur understand that my application may be							spicious, I
Signature:					Date*:	/	/
10. STATEMENT OF NOTAR	RY (To be cor	npleted by Notary Public.	Notary seal must be vi	sible/legible.)			
Please Note: Completion by onlin	ne and virtual f	Notary Public are currentl	y not permitted.				
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County of		)					
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Signature and office of individual taking	acknowledgm	ent					
* The date you sign the form must match the	e date on which	the signature is notarized.					

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The City of New York Deferred Compensation Plan A Division of Tax-Favored Benefits & Citywide Programs within the Mayor's Office of Labor Relations' Employee Benefits Program

Customer Service Center - 22 Cortlandt Street, 18th floor, NY, NY 10007 (212) 306-7760, 1-888-DCP-3113 (Outside NYC) nyc.gov/deferredcomp

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