

How to change your contribution rate online in just 3 easy steps*

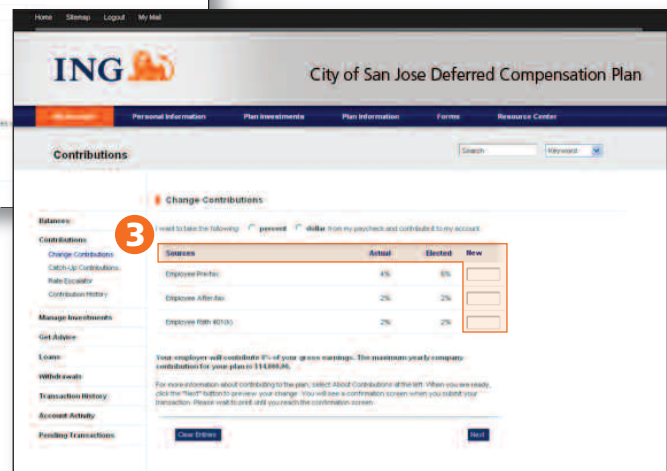
Effective April 29, 2011 all Deferred Compensation payroll contribution changes will be made directly with ING.

Step 1

Go to ingretirementplans.com and login to your account, then select "Go to My Account"

Step 2

In the left hand menu, select "Contributions" then "Change Contributions"



Step 3

Select your new contribution amount.

You will then select "next" to review your changes and "submit" to process these changes.

PLEASE NOTE: Your contribution rate change will take effect in either the 1st or 2nd pay period of the month following your request.

*You can also make contribution changes by calling the Customer Service Center toll-free at (800) 584-6001. If you have questions on this new process, or on how to access your account online, call the ING San Jose Office at (408) 881-0110 or toll-free at (877) 464-4748.

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