

Firefighters' Supplemental Share Plan

Summary Plan Description

The following is a summary of the provisions of the Share Plan:

- Only current active and future active Firefighters as of 10/1/02 are eligible to participate.
- A separate Board of Trustees –five (5) -member boards per Florida Statutes.
- Firefighters will be 100% vested in the Share Plan and eligible for shares after 5 years of service.
- Share account is available for disbursement after separation from service/employment, even if the Firefighter is not retiring.
- Firefighters can leave Share account balance until age 72.
- Share accounts will be set-up as self-directed investment accounts (similar to current MAP/RSVP investments).
- Share accounts will be tax deferred.
- You must be an active Firefighter as of September 30 each year to be eligible for shares.
- Share Plan allocation (number of shares) to each eligible Firefighter will be as follows:

Years of credited service	Number of Shares
Less than 5 years	0
5 or more, but less than 10	1
10 or more, but less than 15	2
15 or more, but less than 20	3
20 or more, but less than 31	4
31 years or more	0

Each account has been set up in the Stable Value Fund. You have the ability to reallocate your funds in the supplemental share plan to other investment options through Empower Retirement. If you would prefer to consult with someone about the reallocation of your funds, please contact JayNix at (850) 891-8543 or (850) 294-4911.

Note: For more detailed information please see the City Code of Ordinances, Chapter 14