

Retirement Savings Plan

Eligible employees may participate in the optional Retirement Savings Plan of the Presbyterian Church (U.S.A.) (“the RSP”), a 403(b)(9) plan administered by Fidelity Investments®. Saving for retirement on a tax-deferred basis through the RSP can provide the foundation for a more secure future.

Eligibility

All employees who work for a PC(USA) employing organization are eligible to participate in the plan.

For organizations, the plan:

- is easy to set up and administer
- offers quality service
- helps attract and retain employees

For employees, the plan:

- offers a range of investment choices, including socially responsible investment options
- provides the experience and resources of Fidelity Investments
- includes helpful educational materials
- allows convenient account access via the Internet and phone

Employee and Employer Contributions

If you are an eligible employee, you may contribute all of your taxable salary, excluding your housing allowance, subject to the annual IRS dollar limit of \$17,000 for the year 2012. You may voluntarily contribute on a pre-tax basis, regardless of whether your employing organization is matching your contributions.

Total employee and employer contributions cannot exceed \$50,000 or 100% of cash salary, whichever is lower.

There are two possible exceptions to this contribution limit: long-service church employees and those age 50 or older. Long-service church employees may be eligible to contribute an additional church plan catch-up of \$3,000 for 2012, subject to a lifetime maximum of \$15,000. In addition, participants age 50 or older may make an additional catch-up contribution of up to \$5,500 for 2012. Refer to the document *Retirement Saving Plan (ORS-100)* for details about the interplay between these catch-ups.

Note: Employer matching contributions to the RSP are not included in your effective salary.

Vesting

You are immediately 100% vested in all employer and employee contributions made to your account. *Vesting* is a term used to describe the portion of your account balance that is non-forfeitable, even upon termination.

Investment Choice and Flexibility

The plan offers various investment options to help eligible employees diversify their retirement portfolios. To learn more about these options, visit the Retirement Savings Plan page on Pensions.org, where you can also access a savings calculator and more.

You can change your investment allocation and make exchanges among the investment options offered through the plan by visiting Fidelity’s website through the Retirement Savings Plan page on Pensions.org or by calling Fidelity Investments toll-free at 800-343-0860 Monday through Friday from 8:00 a.m. to midnight ET. Bilingual and translation services are also available through Fidelity’s Call Center. In addition, employees with hearing or speech impediments can access TTY service at 800-259-9743 Monday through Friday from 8:00 a.m. to midnight ET.

If any discrepancy exists between this product sheet and the official Retirement Savings plan document, the official plan document governs. Visit Pensions.org or call the Board of Pensions at 800-773-7752 (800-PRESPLAN) for a copy of this official document.

Investment Options

A comprehensive list of investment options for the Retirement Savings Plan of the Presbyterian Church (U.S.A.). For up-to-date performance information and other fund specifics, go to www.fidelity.com/atwork.

Investment Options

Investment options to the left have potentially more inflation risk and less investment risk

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CONSERVATIVE			AGGRESSIVE			
SHORT TERM INVESTMENTS	BONDS		STOCKS			
Money Market	Bond		Domestic Equity		International/ Global	Specialty
Fidelity® Money Market Trust Retirement Money Market Portfolio	Diversified Spartan® U.S. Bond Index Fund - Institutional Class	Large Value T. Rowe Price Equity Income Fund Advisor Class Small Value Royce Opportunity Fund Service Class	Large Blend PC(USA) Socially Responsible Balanced Fund PC(USA) Socially Responsible U.S. Equity Fund Spartan® 500 Index Fund - Institutional Class Mid Blend Spartan® Extended Market Index Fund - Fidelity Advantage Class	Large Growth Fidelity® Growth Company Fund	Diversified Fidelity® Diversified International Fund	Fidelity® Real Estate Investment Portfolio

This spectrum, with the exception of the Domestic Equity category, is based on Fidelity's analysis of the characteristics of the general investment categories of the investment options and not on the actual security holdings, which can change frequently. Investment options in the Domestic Equity category are based on the options' Morningstar categories as of 11/30/2011. Morningstar categories are based on a fund's style as measured by its underlying portfolio holdings over the past three years and may change at any time.

These style calculations do not represent the investment options' objectives and do not predict the investment options' future styles. Investment options are listed in alphabetical order within each investment category. Risk associated with the investment options can vary significantly within each particular investment category, and the relative risk of categories may change under certain economic conditions. For a more complete discussion of risk associated with the mutual fund options, please read the prospectuses before making your investment decision. The spectrum does not represent actual or implied performance.

Account Information

You can get immediate information about your account by phone or online. Through Fidelity's automated website and phone service, you can obtain account information and initiate most transactions directly with Fidelity when it is convenient for you. You will also receive quarterly account statements detailing your account activity and personal rate of return. Contact Fidelity at 800-343-0860 or access NetBenefits through the Retirement Savings Plan page on Pensions.org.

Withdrawals

You may request distributions from the plan by calling Fidelity if you:

- are age 59½ or older
- are retired (after age 55)
- are disabled
- have terminated employment with your PC(USA) employer
- incur a severe financial hardship (subject to Board approval)

Fees

A fee of \$3.75 is deducted from each participant's account quarterly.

Rollover Contributions

You may consolidate eligible assets from another employer-sponsored retirement plan (403(b), 401(k), etc.) into your Retirement Savings Plan account. Call Fidelity Investments at 800-343-0860 for additional information.

For Employers

To get started:

- introduce the plan to your eligible employees
- call the Board of Pensions at 800-773-7752 (800-PRESPLAN) to request an Enrollment Guide

If you have invoice-related questions, call Fidelity's church treasurers assistance line at 800-917-4369.