
Length of Service Award Program



LOSAP
for Volunteer Firefighters

Program Sponsor: Oregon Fire District Directors Association

Program Provider: VALIC Financial Advisors

Length of Service Award Program (LOSAP)

The Length of Service Award Program (LOSAP) is a tool to help districts and cities retain volunteer firefighters. LOSAP is a benefit that provides volunteers an incentive to continue service and expresses appreciation for the volunteer's years of service.

Program Administration

The LOSAP program is a cooperative effort between the following entities:

Program Sponsor: Oregon Fire District Directors Association (OFDDA)

- ✓ Program oversight provided by the OFDDA LOSAP Board of Trustees.

Program Provider: VALIC Financial Advisors

- ✓ VALIC is the preferred provider for 401(a) plans, 457 Deferred Compensation plans, and payroll based 529 College Savings plans.
- ✓ More than 30 VALIC Financial Advisors live and work in the same Oregon communities as many OFDDA member districts. VALIC Financial Advisors are available to meet with you, your staff and volunteers at your district offices.

Program Objectives

The LOSAP plan meets the following objectives:

- ✓ Encourages participation and longevity of service by providing a financial award for volunteer firefighters.
- ✓ Allows each district or city to custom-design its own formula for determining eligibility.
- ✓ Gives districts and cities complete control over the amount they put into the plan on an annual basis.
- ✓ Allows volunteers to control the direction of their investments, giving them greater ownership in the plan.
- ✓ Defers income taxes on the funds until they are distributed to, and paid by, the participating volunteers.

This program was to meet all of these needs – and more – by structuring LOSAP with a “defined contribution” approach. Defined contribution is better than a “defined benefit” approach because it allows the district or city to plan effectively for its costs, and also allows volunteers to participate in the management of their individual accounts.

The LOSAP plan documents have received the stamp of approval by legal counsel to ensure that the program meets IRS guidelines.

Program Features

- ✓ Benefits of the plan are available to any district or city, regardless of size.
- ✓ The plan does not require a defined level of contribution on the part of the district or city. On a yearly basis, districts and cities can change the amount of money they invest in the plan.
- ✓ Districts and cities design their own incentive program that rewards volunteers for participating in training, responding to calls, and staying active with the district or department.
- ✓ Volunteers can choose investment options ranging from variable funds to fixed interest accounts.
- ✓ Districts and cities can recognize prior service.
- ✓ Benefits can be withdrawn in one lump sum or as an income stream. (Once withdrawn, benefits are taxable income.)
- ✓ Four vesting and four distribution options allow for maximum flexibility.
- ✓ Portability features allow volunteers to transfer vesting credit to another district or department that has adopted the LOSAP plan.

Funding

LOSAP funds are invested through VALIC Financial Advisors.

VALIC Financial Services:

- ✓ VALIC manages nearly \$44 billion in assets, and is in the top 1% of all U.S. and Canadian life insurance companies, based on assets.
- ✓ VALIC manages deferred compensation plans for more than 10,575 state and local government organizations throughout the country. VALIC features a national team of nearly 2,000 financial advisors dedicated to providing unparalleled, personal, face-to-face services.
- ✓ VALIC has been an industry leader for more than 50 years - in providing tax-qualified retirement and investment programs to employees of public sector, education, healthcare and other organizations.

The funding vehicle for LOSAP is VALIC's Portfolio Director, which provides:

- ✓ Tax-deferred growth.
 - ✓ A broad range of top-notch investments.
 - ✓ Fixed account for volunteers who want a guaranteed rate of return.
 - ✓ Variable annuity investment options: More than 36 underlying funds from leading mutual fund providers. Portfolio Director includes equity, bond and asset-allocated funds. Equity funds include small-, mid-, large-cap, international and sector investments. Bond funds include short-, medium, long-term, non-U.S. and hi-yield bond sectors. Principle and earnings of variable options will fluctuate with the changing market value of the underlying mutual fund and variable annuity investments.
 - ✓ No transfer restrictions. Individual volunteers may transfer among variable options in Portfolio Director as often as once per day through telephone or internet access. (Some restrictions may apply on transfers between fixed and variable accounts.)
 - ✓ Account statements are provided quarterly through mail or email delivery. Tollfree telephone or internet account access and transactions available anytime.
 - ✓ Fund managers include: T. Rowe Price, SunAmerica, Credit Suisse, Wellington, Putnam, American Century, INVESCO, Franklin, State Street, and others.
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Fees

✓ VALIC Financial Advisors:

No initial sales charge, no withdrawal charges, and no annual administrative fee. Refer to the prospectus for variable fund expenses that may apply to your investment choices.

✓ Oregon Fire District Directors Association:

For Districts

Number of Participants	Set-up Fee (First plan year only)	Annual Fee (Each plan year)
1-24	\$350	\$200
25-59	\$600	\$300
60 or more	\$850	\$400

For Cities

Number of Participants	Set-up Fee (First plan year only)	Annual Fee (Each plan year)
1-24	\$450	\$250
25-59	\$750	\$375
60 or more	\$1,060	\$500

*Rates and fees may change, please contact OFDDA for current information.

Need more information?

For additional information on LOSAP, contact OFDDA at:

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