



Announcing a New Way to Monitor and Change the Beneficiary of Your Deferred Compensation Plan Account

You've worked hard to accumulate the assets in your Plan account. You want to ensure that your Plan benefits will be paid to the individual or people you intended.

Effective July 1, 2009, ING started to collect and maintain beneficiary information for the San José Deferred Compensation Plan. Every employee is encouraged to input current beneficiary information by following the instructions given below. Since beneficiary information from Deferred Compensation has not been downloaded into the ING database, you will need to enter beneficiary information through your ING account in order to ensure that ING has your beneficiary data. After you have updated your information through ING, you will be able to view and change your information online through the ING website. Deferred Compensation in the Human Resources Department will still have previous records of your beneficiary information, which will remain in effect until you update this information through ING. However, you will no longer make updates through Deferred Compensation or eWay and you will no longer be able to view your beneficiary information through eWay.

In order to designate your beneficiary information, simply log on to your account at <http://www.ingretirementplans.com/custom/sanjose> and click on Beneficiary Information. Beneficiary designations you make with ING will supersede any prior designation you have made under the Plan. You can then view and change your beneficiary information online, and any previous records you had on file with Deferred Compensation will be obsolete.

It is important to choose a Plan beneficiary who would receive your benefits in the event of your death. In certain situations, if you haven't named a beneficiary, there could be a delay in payment of your Plan benefits or other complications for someone you care about. If you do not name a beneficiary, benefits will be paid to your estate, in accordance with the San José 457(b) Deferred Compensation Plan.

Look at your beneficiary information periodically. It may be appropriate to review it once a year, or sooner, if there are changes in your family or relationships, laws or your health. You may change the beneficiary named for your account any time to reflect your current wishes.

If you need help logging into your account, you can call ING's local office at (408) 881-0110 or ING's National Service Center at 1-800-584-6001. The local office is the best resource to help you through the process of using the ING website for the first time and updating your beneficiary information.

