

**Retirement
Plan
for
Lay Teachers**



Diocese of Columbus

January 1, 2008

**Administration Committee
Diocese of Columbus
Retirement Plan For Lay Teachers**

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January 1, 2008

TO: ALL LAY TEACHERS

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The Diocese of Columbus recognizes that financial security is a primary concern for all of us, and while we must provide for our needs and enjoyment during the active years, we must also plan for our years of retirement. Since September 1, 1970, the Diocese has sponsored the Retirement Plan for Lay Teachers in order to provide retirement income to supplement benefits from Social Security and to recognize and reward long service.

This booklet summarizes your benefits under the Diocese of Columbus Retirement Plan for Lay Teachers.

It is our hope that your participation in this Plan will enable you to enjoy your retirement years.

Sincerely,

The Administration Committee

**DIOCESE OF COLUMBUS
RETIREMENT PLAN FOR LAY TEACHERS**

IMPORTANT FEATURES OF THE PLAN

- As a lay teacher employed full-time in the Diocese, you must join the Plan when eligible.
- You become eligible on the first of the month following one year of Continuous Employment if you are employed full-time.
- You are required to contribute to the Plan. The current level of your contributions is 3% of your earnings. Your Employer pays all additional costs as determined by the Plan's independent Actuary.
- After five years of Continuous Service you become vested in the retirement benefit you have earned, even if you leave your employment with the Diocese of Columbus.
- Your Normal Retirement Date is the first day of the month coincident with or next following your 65th birthday, if you have five years of Continuous Employment in the Diocese of Columbus.
- You may retire as early as age 55 if you have completed 10 years of Continuous Employment in the Diocese of Columbus. Upon early retirement you will receive a reduced monthly benefit.
- You continue to increase your retirement benefit as long as you continue to work full-time at a school in the Diocese, even if you work beyond your Normal Retirement Date.
- After you pass your Normal Retirement Date, your retirement date is the first of the month coincident with or next following your termination of service.
- If you terminate your employment before becoming eligible for a retirement benefit, all of your own contributions accumulated with interest are available for refund to you.
- The amount of your pension benefit is based on service as well as pay.
- Benefits from the Plan are in addition to Social Security and any other retirement savings you may have.

FREQUENTLY ASKED QUESTIONS ABOUT THE PLAN

WHO IS ELIGIBLE TO PARTICIPATE?

Any full-time employee who is certified by the Ohio Department of Education as a teacher, principal, assistant principal or librarian who is employed by a school that is accredited by the Ohio Department of Education and operating under the jurisdiction of the Diocese of Columbus. Your major duties must be those of a teacher, principal, assistant principal or librarian.

Note: Full-time means regularly employed for not less than 30 hours per week and not less than 20 weeks per year. Each of these tests must be met.

WHEN DO I BECOME ELIGIBLE?

You become eligible and must begin participation on the first day of the month coincident with or next following completion of one year of Continuous Employment if you are working full-time. (Prior to September 1, 1981 there was a three-year waiting period to enter the Plan.) However, if you were eligible to participate under any other Retirement Plan of the Diocese of Columbus at the time of your employment, you will be eligible to participate in this Plan immediately upon commencement of employment.

If you satisfied the above eligibility requirements during a period of prior employment with the Diocese of Columbus, you become eligible to participate immediately upon your full-time re-employment.

Any other Retirement Plan of the Diocese means the Diocese of Columbus Retirement Plan for Lay Employees and the Diocese of Columbus Retirement Plan for Priests.

Note: Continuous Employment begins with your date of hire and ends with any termination of service, and will not be less than the number of school years you have completed.

IS PARTICIPATION REQUIRED?

Yes, participation is required of all eligible employees. Participation by all eligible employees results in a sharing of the Plan costs to maintain the financial strength and integrity of the Plan.

ARE CONTRIBUTIONS REQUIRED?

Yes, you are currently required to contribute 3% of your gross pay. Your Employer is contributing the additional amount necessary to meet all benefit payments as they come due. The contributions necessary to provide the benefits promised by the Plan are determined annually by the Plan Actuary.

ARE MY CONTRIBUTIONS TO THE PLAN DEDUCTIBLE FOR TAX PURPOSES?

Your contributions are not deductible for income tax purposes. However, when you begin to receive your retirement benefit, the amount of your benefit subject to income tax will not include the amounts you contributed.

WHEN CAN I RETIRE?

Your Normal Retirement Date is the first day of the month coincident with or next following your completion of 5 years of Continuous Employment and attainment of age 65. However, you may retire early after completing 10 years of Continuous Employment and attaining age 55. You must complete both the age and service requirements to be eligible to retire. If you continue to work beyond your Normal Retirement Date, you will retire when you stop working.

WHEN WILL MY PAYMENTS BEGIN?

Payment of your benefit may start on the first of the month coincident with or next following your termination of employment and attainment of the age and service requirements explained above. Furthermore, if you terminate with a vested benefit prior to attaining retirement eligibility, your benefit can begin no later than your Normal Retirement Date. In addition, please note that your benefit will not start until all documents required by the Plan Administrator have been submitted. To allow time for processing, contact the Plan Administrator at least 60 days before your pension is to commence. Information about the Plan Administrator is provided on page 17.

HOW IS MY BENEFIT CALCULATED?

The benefit formula in your Plan is structured so that you add a layer of benefit each year you work and contribute to the Plan. Your monthly retirement benefit will be based on the following formulas in effect during the period in which you have been a contributing participant:

1% of average monthly earnings for each calendar year or portion thereof after September 1, 1970 but before September 1, 1981;

plus

1.3333% of average monthly earnings in each calendar year or portion thereof after August 31, 1981, but before January 1, 1985;

plus

1.6667% of average monthly earnings in each calendar year or portion thereof after December 31, 1984, but before January 1, 1991;

plus

1.85% of your average monthly earnings in each calendar year or portion thereof after December 31, 1990, but before January 1, 2006;

plus

1.65% of your average monthly earnings in each calendar year or portion thereof after December 31, 2005.

Including the following *ad hoc* increases:

- 40.0% of your total accrued benefit on December 31, 1986;
- 10.0% of your total accrued benefit at December 31, 1995;
- 15.7% of your total accrued benefit at December 31, 1996;
- 8.98% of your total accrued benefit at December 31, 1997;
- 14.0% of your total accrued benefit at December 31, 1998;
- 16.24% of your total accrued benefit at December 31, 1999.

Note: The term earnings refers to your gross wages or salary prior to taxes, reduction for tax-sheltered annuity contributions or reduction for participation in a Plan maintained under Section 125 of the Internal Revenue Code. Effective January 1, 2009 salary reported to the Plan at termination of employment will not include amounts received for severance or unused vacation.

Note: Your benefit will never be less than the minimum benefit of \$167.08 per month if you have actively participated in the Plan for ten years (you are active when you are making contributions). The minimum benefit amount will be reduced if you are seeking an early benefit commencement date or qualify for a benefit from any other Retirement Plan of the Diocese.

Note: If you are actively participating in this plan (contributing through your employer) and you are called to serve in the military, it is possible for you to receive credit for your time in the military. To obtain credit you must return to active participation in the Plan after your military service is completed. Details are available from your Plan Administrator.

Let's look at the sample accrued benefit calculation table below. Our sample participant spent his entire career with the Diocese, starting September 1, 1966. He was teaching in the Diocese before this Plan started so he entered the Plan immediately on September 1, 1970. His Normal Retirement Date is January 1, 2007. His average monthly earnings for each year of Plan participation appear in Column 3 of the table, and the benefit rate applicable to each year is shown in Column 4.

Each year average monthly earnings are multiplied by the percentage applicable to that year. The result is the additional monthly benefit accrued for that year. This amount is added to the amounts earned in previous years to produce an Accrued Benefit.

The Accrued Benefit (monthly income payable at Normal Retirement Date) for our sample participant is \$2,743.03. This benefit would be received as a Life Only Annuity. However, other forms of benefit are available. These are explained later under the section titled How Will I Receive My Pension?

Note: If you select one of the other forms of monthly benefit, the amount of benefit would be less because the other forms provide some type of death benefit.

If you were teaching before September 1, 1970, you should be aware of the following: If you participated in the Prior Plan (retirement Plan in effect prior to September 1, 1970), you may have a benefit due from the New York Life Insurance Company. You must contact New York Life Insurance Company to initiate any benefits due from this company. Contact the Plan Administrator if you need assistance.

If you were employed as a teacher in the Diocese on or before September 1, 1970, but were not a participant in the Prior Plan, you elected to be either a contributing or a non-contributing participant. This option was available only at the inception of this Plan. If you elected not to contribute, and you want information about the calculation of your benefit, contact the Plan Administrator.

If you were a participant in the Prior Plan and elected to become a contributing participant in this Plan, your benefit includes your service before this Plan was adopted (past service) in addition to your service after this Plan was adopted (future service). Our sample participant received credit for this past service. If you have questions about the calculation of your past service benefit, please contact the Plan Administrator.

ACCRUED BENEFIT CALCULATION					
Years of Plan Participation	Plan Changes	Average Monthly Earnings	Benefit Rate	Benefit Accrual For Year	Accrued Benefit at End of Year
		<i>Past Service Benefit</i>		23.83	\$23.83
1970		1,082.63	0.010000	10.83	\$34.66
1971		1,136.76	0.010000	11.37	\$46.03
1972		1,193.60	0.010000	11.94	\$57.97
1973		1,253.28	0.010000	12.53	\$70.50
1974		1,315.94	0.010000	13.16	\$83.66
1975		1,381.74	0.010000	13.82	\$97.48
1976		1,450.83	0.010000	14.51	\$111.99
1977		1,523.37	0.010000	15.23	\$127.22
1978		1,599.54	0.010000	16.00	\$143.22
1979		1,679.51	0.010000	16.80	\$160.02
1980		1,763.49	0.010000	17.63	\$177.65
1981a	.01 for % of 1981	617.22	0.010000	6.17	\$183.82
	Benefit Rate Increase				
1981b	.01333 for % of 1981	1,234.44	0.013333	16.46	\$200.28
1982		1,944.25	0.013333	25.92	\$226.20
1983		2,041.46	0.013333	27.22	\$253.42
1984		2,143.53	0.013333	28.58	\$282.00
1985	Benefit Rate Increase	2,250.71	0.016667	37.51	\$319.51
1986		2,363.24	0.016667	39.39	\$358.90
	40% Increase in Accrued Benefit			143.56	\$502.46
1987		2,481.40	0.016667	41.36	\$543.82
1988		2,605.47	0.016667	43.43	\$587.25
1989		2,709.69	0.016667	45.16	\$632.41
1990		2,818.08	0.016667	46.97	\$679.38
1991	Benefit Rate Increase	2,930.80	0.018500	54.22	\$733.60
1992		3,048.04	0.018500	56.39	\$789.99
1993		3,169.96	0.018500	58.64	\$848.63
1994		3,296.75	0.018500	60.99	\$909.62
1995		3,428.63	0.018500	63.43	\$973.05
	10.0% Increase in Accrued Benefit @12-31-1995			97.31	\$1,070.36
1996		3,565.77	0.018500	65.97	\$1,136.33
	15.7% Increase in Accrued Benefit @12-31-1996			178.40	\$1,314.73
1997		3,708.40	0.018500	68.61	\$1,383.34
	8.98% Increase in Accrued Benefit @12-31-1997			124.22	\$1,507.56
1998		3,856.74	0.018500	71.35	\$1,578.91
	14% Increase in Accrued Benefit @12-31-1998			221.05	\$1,799.96
1999		4,011.01	0.018500	74.20	\$1,874.16
	16.24% Increase in Accrued Benefit @12-31-1999			304.36	\$2,178.52
2000		4,111.29	0.018500	76.06	\$2,254.58
2001		4,214.07	0.018500	77.96	\$2,332.54
2002		4,319.42	0.018500	79.91	\$2,412.45
2003		4,427.40	0.018500	81.91	\$2,494.36
2004		4,538.09	0.018500	83.95	\$2,578.31
2005		4,651.54	0.018500	86.05	\$2,664.36
2006	Benefit Rate Decrease	4,767.83	0.016500	78.67	\$2,743.03
Monthly Benefit Payable at Age 65				\$2,743.03	

WHAT EFFECT WILL EARLY RETIREMENT HAVE ON MY BENEFIT?

If you have 10 years of Continuous Service when you leave your employment with the Diocese of Columbus and you have attained age 55, you can elect to receive your retirement benefit on the first of any month, or you can wait until your Normal Retirement Date. If you elect a benefit commencement date that is before your Normal Retirement Date, your benefit amount will be reduced because you will be receiving your retirement benefit over a greater number of years.

The following example illustrates how the early retirement reduction works. Assume that you have 10 years of service and want to retire at age 57. Assume also that you have an accrued monthly benefit of \$935.00.

Note: Your Accrued Benefit as of a certain date is the benefit payable at your Normal Retirement Date. The amount is based on your salary and rate of benefit accrual during each year that you actively participated in the Plan.

If you leave your employment at age 57 but delay taking your pension until you reach age 65, your benefit would be \$935.00 per month. However, if you elect to begin receiving your pension at age 57, the Accrued Benefit would be reduced for the number of months between your early retirement benefit commencement date and your Normal Retirement Date. The table below lists all early retirement factors applicable to the 10-year period between age 55 and age 65.

For example, if you retire and begin to receive your benefit eight years early, you would be receiving your benefit 96 months early. Therefore, the following calculation would be made:
Accrued Benefit x Factor at 96 Months

$$\$935.00 \times .75 = \$701.25$$

The amount of your early retirement benefit starting at age 57 would be \$701.25 per month as a Life Only Annuity. However, other forms of benefit are available. These are explained later under the section titled How Will I Receive My Pension?

Note: If you select one of the other forms of monthly benefit, the amount at early retirement would be less because the other forms provide some type of death benefit.

EARLY RETIREMENT FACTORS

NUMBER OF YEARS EARLY	NUMBER OF MONTHS EARLY	FACTOR	NUMBER OF YEARS EARLY	NUMBER OF MONTHS EARLY	FACTOR
	1	0.9983		61	0.8958
	2	0.9967		62	0.8917
	3	0.9950		63	0.8875
	4	0.9933		64	0.8833
	5	0.9917		65	0.8792
	6	0.9900		66	0.8750
	7	0.9883		67	0.8708
	8	0.9867		68	0.8667
	9	0.9850		69	0.8625
	10	0.9833		70	0.8583
	11	0.9817		71	0.8542
1 YEAR	12	0.9800	6 YEARS	72	0.8500
	13	0.9783		73	0.8458
	14	0.9767		74	0.8417
	15	0.9750		75	0.8375
	16	0.9733		76	0.8333
	17	0.9717		77	0.8292
	18	0.9700		78	0.8250
	19	0.9683		79	0.8208
	20	0.9667		80	0.8167
	21	0.9650		81	0.8125
	22	0.9633		82	0.8083
	23	0.9617		83	0.8042
2 YEARS	24	0.9600	7 YEARS	84	0.8000
	25	0.9583		85	0.7958
	26	0.9567		86	0.7917
	27	0.9550		87	0.7875
	28	0.9533		88	0.7833
	29	0.9517		89	0.7792
	30	0.9500		90	0.7750
	31	0.9483		91	0.7708
	32	0.9467		92	0.7667
	33	0.9450		93	0.7625
	34	0.9433		94	0.7583
	35	0.9417		95	0.7542
3 YEARS	36	0.9400	8 YEARS	96	0.7500
	37	0.9383		97	0.7458
	38	0.9367		98	0.7417
	39	0.9350		99	0.7375
	40	0.9333		100	0.7333
	41	0.9317		101	0.7292
	42	0.9300		102	0.7250
	43	0.9283		103	0.7208
	44	0.9267		104	0.7167
	45	0.9250		105	0.7125
	46	0.9233		106	0.7083
	47	0.9217		107	0.7042
4 YEARS	48	0.9200	9 YEARS	108	0.7000
	49	0.9183		109	0.6958
	50	0.9167		110	0.6917
	51	0.9150		111	0.6875
	52	0.9133		112	0.6833
	53	0.9117		113	0.6792
	54	0.9100		114	0.6750
	55	0.9083		115	0.6708
	56	0.9067		116	0.6667
	57	0.9050		117	0.6625
	58	0.9033		118	0.6583
	59	0.9017		119	0.6542
5 YEARS	60	0.9000	10 YEARS	120	0.6500

HOW WILL I RECEIVE MY PENSION?

Several forms of benefit are available to you, so that you can select the form which best fits your financial circumstances. All forms of benefit are actuarially equivalent in value to the Life Only Annuity, which is the normal form of benefit. Because the Life Only Annuity contains no death benefit, it provides the largest amount of monthly income. Each form of benefit is explained below. Once you start to receive your retirement, no change can be made in the form of payment.

Upon request, the Plan Administrator will determine the amount of pension you can receive under the various forms of payment.

Life Only Annuity

The normal form of benefit is a Life Only Annuity. A Life Only Annuity pays you a monthly benefit for as long as you live. No annuity payments are made after your death. However, because you contributed to the Plan, you and/or your named beneficiary, will receive no less than the balance of your contribution account as of the day before you retired.

Life Annuity with Ten Years Certain

Payments are made to you for life. If you die before receiving 120 monthly payments, your designated beneficiary will continue to receive monthly payments in the same amount until a total of 120 payments have been made by the Plan. If you die after receiving 120 payments, nothing further will be paid by the Plan.

Please note that under this form of payment, you may change your designated beneficiary even after your annuity begins.

Joint and 50% Survivor Annuity

Payments are made to you for life. After your death, your designated beneficiary, if living, will receive a monthly pension payment equal to 50% of the amount you were receiving. Payments continue for the lifetime of your designated beneficiary.

Under this form of payment, your designated beneficiary is named before pension payments begin and cannot be changed. If your designated beneficiary predeceases you, no additional annuity payments will be made after your death.

Level Income Annuity

This option permits you to retire before Social Security benefits begin without leaving a gap in your income. Until your Social Security benefit begins, you receive a monthly annuity that is greater than the Life Only Annuity described earlier (assuming all factors are similar). After Social Security benefits begin, the amount you receive from the Plan decreases to an amount that is less than the Life Only Annuity you would have received under the same circumstances. In effect you are leveling your total retirement income by receiving much of your Plan benefit up front. The increased benefit received from the Plan during your initial years of retirement is paid back by your receiving a smaller Plan benefit after Social Security starts.

The amounts are actuarially determined based on your accrued pension, your commencement date and information you have provided concerning the amount of your Social Security benefit and the date that your Social Security benefit is to commence. After you begin to receive this form of benefit, no changes will be made, even if you change your Social Security commencement date or if the amount of your Social Security benefit is different than you expected.

Lump Sum Amount

You receive the present value of your accrued retirement benefit in a single sum instead of a monthly income for life. The amount received depends upon the amount of your accrued benefit, the interest rate applicable to the calendar quarter in which distribution is made, and your age as of your nearest-birthday at the date of distribution.

The interest rate changes each calendar quarter.

No matter how you decide to receive your retirement benefit, you, or you and your beneficiary, will receive a total amount from the Plan which is not less than the amount of your employee contributions accumulated with interest to your date of retirement.

WHAT HAPPENS IF I DIE?

Death Before Retirement:

If you are not married

Your beneficiary will receive the balance in your contribution account.

If you are married and not vested (i.e. do not have five years of Continuous Employment)

Your beneficiary will receive the balance in your contribution account.

If you are married and vested (i.e. do have five years of Continuous Employment)

Your Spouse will have a choice to make. He/she can elect to receive the balance in your contribution account OR a survivor annuity for his or her life. The amount of this annuity is based on your accrued retirement benefit at the time of your death and the benefit commencement date elected. The annuity represents the survivor portion of a Joint and 50% Survivor Annuity. It can begin on the first of any month following your death. The closer the benefit commencement date is to your normal retirement date, the larger the monthly benefit amount will be.

This means that if you are married and vested in a retirement benefit under the Plan, your spouse automatically becomes the primary beneficiary of record. Any other beneficiary on file assumes a secondary position.

Death After Retirement:

If you die after retirement, any death benefit payable will depend upon the form of retirement benefit you elect. For instance, if you receive a Life Only Annuity, your named beneficiary will receive NO benefit, unless the total amount of benefits you received from the Plan is less than

the balance in your contribution account on the day you retired. Other forms of benefit payment may provide a death benefit. (See section titled How Will I Receive My Pension?)

WHAT IF I BECOME DISABLED?

A permanent severance of employment can occur by reason of disability. If you become disabled and unable to continue working for the Diocese of Columbus, your benefit from the Plan will depend upon how much Continuous Employment you have.

If you have 5 years of Continuous Employment, you will qualify for a benefit at your Normal Retirement Date based on your salary and years of service. If you prefer, you can elect to receive a refund of your personal contributions with interest instead of a future monthly benefit. By forfeiting your future retirement benefit you are losing the employer-paid portion of your benefit.

If you have 10 years of Continuous Employment, you can elect to receive your retirement benefit in a reduced amount as early as age 55 (refer to section above titled What Effect Will Early Retirement Have On My Benefit?).

If you do not have 5 years of Continuous Employment, you can request a refund of your personal contributions with interest.

WHAT HAPPENS IF I TERMINATE EMPLOYMENT BEFORE RETIRING?

If you terminate your employment before completing 5 years of Continuous Employment, you will be entitled only to a refund of your employee contributions with interest.

If you terminate your employment after completing 5 years of Continuous Employment, you will be entitled to a deferred vested benefit provided by your contributions and the contributions made by your Employer on your behalf. This vested benefit will be payable when you reach age 65, or on a reduced basis after age 55, if you had 10 years of Continuous Employment when your employment terminated.

However, if you prefer, you may receive a refund of your personal contributions with interest at the time you terminate employment by giving up your right to a deferred vested monthly benefit. By receiving a refund of your personal contributions, you forfeit the employer-paid portion of your benefit.

Please Note: If you have five years of Continuous Employment when you leave, and decide to defer commencement of your benefit, your spouse will automatically receive the protection of a surviving spouse death benefit as described in the section titled What Happens If I Die?

Please Note: If you are rehired as a full-time employee and previously received a refund of your employee contributions, you have the opportunity to repay your employee contributions with interest to reinstate the accrued benefit you earned prior to your termination of employment. Contact the Plan Administrator for details.

IF I RECEIVE A DISTRIBUTION FROM THE PLAN, WILL I BE ABLE TO ROLL IT INTO ANOTHER RETIREMENT PLAN?

Yes. Whether you receive a refund of contributions or a lump sum retirement payment, you may elect to roll all or a part of your distribution to your Individual Retirement Account (IRA) or other eligible plan.

Because of mandatory federal income tax withholding, interest payments over \$200 will be subject to automatic 20% withholding unless you direct the Plan to roll over at least the taxable portion of your distribution. After-tax contributions, including your employee contributions under the Plan, can only be rolled over to an individual retirement account or annuity or a qualified defined contribution plan that agrees to separately account for the amounts transferred, including separate accounting for the portion of the distribution which is includible in gross income and the portion that is not includible in gross income. Detailed information will be available at the time you are considering withdrawing your contributions.

CAN I STOP PARTICIPATING IN THE PLAN OR WITHDRAW MY CONTRIBUTIONS WHILE CONTINUING TO WORK?

No. Once eligible, you must participate in the Plan for as long as you remain employed. If you become part-time or go on an approved leave of absence, you must continue to participate in the Plan on an inactive basis. As an inactive participant, your accrued benefit becomes frozen because you are not permitted to make new contributions. However, you continue to receive interest on your previous contributions and you continue to earn vesting credit until your employment is terminated. You may not withdraw any of your contributions prior to termination of employment.

OTHER THINGS YOU SHOULD KNOW

HOW DO I RECEIVE MY BENEFITS?

You can contact the Plan Representative at your Employer. You may also contact the Plan Administrator directly to request information about your Plan benefits or to apply for your pension. If you are retiring, you should initiate the retirement process at least 60 days before your requested retirement date.

Mercer has been retained by the Administration Committee to provide regular administrative services to the Plan. After you have completed the appropriate application form, action will be taken in accord with Plan provisions. Any disputed action will be referred to the Administration Committee for their review.

The Plan Administrator maintains all Plan records, and determines your eligibility for benefits in accord with Plan provisions. A copy of the Plan document is available for your inspection upon request. You must apply for your benefits; they are not paid to you automatically.

WHERE ARE THE PLAN ASSETS KEPT?

All Plan assets are held in trust by National City Bank, as Trustee of the Plan. The trust funds are invested by the Trustee as instructed by independent investment counsel to the trust under the direction of the Administration Committee.

CAN THE PLAN BE TERMINATED?

While the Diocese hopes to be able to continue the Plan indefinitely, the possibility always remains that adverse conditions could prevent continuation of the Plan. However, if this should happen, the entire Trust Fund, including employee and employer contributions, will be used to pay the benefits accrued to all participants to the extent that fund assets are adequate as of the date of termination.

OFFICIAL PLAN DOCUMENT

This booklet describes the principal provisions of the Plan as of January 1, 2008, but not every detail or limitation is included. Your rights and benefits are governed solely by the official Plan and Trust documents, which you may examine on request. It is important, therefore, to obtain clarification of any matters that are unclear to you.

EMPLOYMENT RIGHTS NOT IMPLIED

Participation in the Plan does not give any individual the right to be retained in the employ of the Diocese of Columbus. Participation in the Plan may not interfere with the right of the Diocese to discharge an employee at any time, without regard to the effect such discharge or termination may have on rights under the Plan.

IN ADDITION TO SOCIAL SECURITY

Your Social Security benefit is received by you in addition to your benefit under the Plan. If you are married, your spouse is eligible for an additional Social Security benefit, equal to as much as one-half of yours (perhaps more if he or she earned a larger benefit as a worker). Full Social Security benefits currently start after age 65. The earliest age at which reduced Social Security benefits are payable remains age 62. Apply to your local Social Security office for information and benefits.

IS THERE ANYTHING ELSE THAT COULD AFFECT MY BENEFIT?

Benefits Not Assignable

Except for tax withholding or a qualified domestic relations order (both described below), your benefit under the Plan cannot be assigned or taken away for any reason. You may not sell, transfer, pledge or otherwise use your benefits to obtain credit in any form. The Plan is not liable for or subject to, and will not pay, any debt, or obligation of a participant who is eligible for benefits.

Tax Withholding

A portion of your pension is taxable as ordinary income. Because of this you may want to have federal and/or state income tax withheld from your benefits. You will receive more information regarding income tax withholding prior to commencement of your pension.

Qualified Domestic Relations Order

If a qualified domestic relations order is entered against you, the Plan's trust fund will be required to pay all or part of your benefit to someone else. A qualified domestic relations order is a court-ordered judgment or decree under state law that requires payment of child support, alimony or marital property rights to a spouse, former spouse, child or other dependent. To qualify, the order must clearly specify who is to be paid, the amount to be paid, the number of payments and the plan or plans to which the order applies. The form of benefit provided by the Plan cannot be changed. You will be notified if such an order is ever received against you.

Federal Tax Lien

If you ever become delinquent in payment of your federal income tax, the Internal Revenue Service may take part or all of your Plan benefit to pay the delinquent federal income taxes.

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RETIREMENT PLAN FOR LAY TEACHERS
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TRUSTEE

National City Bank

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Tradewinds Global Investors, LLC
Wentworth, Hauser & Violich

INVESTMENT ADVISOR

CapTrust Financial Advisors, LLC

The full terms and conditions of the Plan are contained in a formal Plan Document, a copy of which may be inspected at any reasonable time at the office of the Administrator identified above. If there is any conflict between the preceding explanation and the Plan, the terms and conditions of the Plan will govern.