

**SOUTH CAROLINA STATE UNIVERSITY
PERSONNEL POLICIES AND PROCEDURES MANUAL**

SECTION: Employee Services and Benefits	Section: V
	Subject: I
SUBJECT: Deferred Compensation	Effective: 06/05/09
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THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND SOUTH CAROLINA STATE UNIVERSITY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE UNIVERSITY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

DEFERRED COMPENSATION

The South Carolina Deferred Compensation Program (SCDCP) is under the specific jurisdiction of the South Carolina Deferred Compensation Commission, composed of several members appointed by the State Budget and Control Board.

Deferred Compensation is technically a State administered program wherein South Carolina public employees may direct their employer to set aside (or defer) a portion of their current earnings and direct that such earnings be held and invested by the State in a special tax sheltered savings and investment plan for their future financial needs. The tax advantages of this plan are designed to help employees in their long-range financial planning and are not available for short-term savings purposes.

For information on the SCDCP, employees may contact the University's Office of Human Resource Management or the Deferred Compensation Commission through ING, the SCDCP's record keeper and administrator, toll free at (866) 826-7283, or visit the SCDCP's Web site at <http://scrs.ingplans.com>.