

**The Public Employees' Retirement Association of Colorado
Deferred Compensation Plan ("Plan")
Interpretation of Definition of Compensation
Pursuant to Section 2.6 of the Plan**

Effective January 1, 2018, for purposes of determining the amount of Deferrals made to the Plan, compensation under Section 2.6 of the Plan means Box 1 W-2 wages (including differential wage payments) *and shall include*

any contributions which are picked up by the Employer under Code Section 414(h)(2);

amounts that would be cash remuneration for services to the Employer and includable in the Participant's gross income for the calendar year but for any elections under Code Sections 125, 132(f)(4), 401(k), 402(e)(3), 402(g)(3), 403(b), 414(v), or 457(b);

regular pay paid following Severance from Employment as described in Treasury Regulation §1.415(c)-2(e)(3)(ii); and

payments for unused accrued bona fide sick, vacation, or other leave made by the later of two and one half months following Severance from Employment or the end of the calendar year that contains the Severance from Employment;

but shall exclude

back pay, and any payment made pursuant to a settlement agreement, court order, administrative agency award or arbitration award.

ARAPAHOE COUNTY SCHOOL DISTRICT NO. 6
D/B/A LITTLETON PUBLIC SCHOOLS

By: _____



Michael D. Jones
Assistant Superintendent of Human Resources

Date: MAY 1, 2018