



ING Custom Choice 403(b)

Flexible retirement options for Minnesota Public School Districts

ING Custom Choice is available to you through your school district's retirement plan. With variable annuities, issued by ING Life Insurance and Annuity Company, you can build a portfolio from an extensive menu of variable investment options managed by some of the nation's leading portfolio managers. There are also separate fixed interest options available. The program offers a variety of employee services to assist you from enrollment to retirement and beyond. As always, your local ING representative is available to help build a retirement strategy to help meet your objectives.

Contract Charges

0.75% mortality & expense risk charge (investment management fees will also apply).

Annual Maintenance Fee

There is no maintenance fee.

Withdrawal Charge

There is no withdrawal charge.

Investment Options

The variable annuity offers a variety of investment options, managed by some of the country's leading portfolio managers, as well as fixed interest options with a guarantee of principal (guarantee based on the claims-paying ability of ING Life Insurance and Annuity Company). You can customize your portfolio to match your individual needs and diversify or spread contributions over different options, thereby potentially reducing investment risk. Note, guarantees do not apply to the investment return or principal value of the separate account.

Fund Transfers

No restrictions for transfers among variable investment options. Certain restrictions apply for transfers from the fixed interest account. Subject to ING's policy on market timing and excessive trading.

Account Rebalancing

The Account Rebalancing Program is elective and offered at no cost. With this program, your account values are reallocated to predetermined percentages – pre-specified by you – on a scheduled basis (or quarterly). This program can help you keep your portfolio in line with your financial goals and risk/reward tolerance. Account rebalancing is not available if you elect to participate in the dollar cost averaging program.

Rollovers

Rollovers are allowed.

Dollar Cost Averaging

Dollar cost averaging is a system for investing a fixed amount of money at regular intervals over a period of time, in an effort to reduce market timing risk. It means investing smaller amounts of money in the market at regular intervals rather than large amounts all at once. Dollar cost averaging does not ensure a profit or guarantee against loss in declining markets. Investors should consider their financial ability to continue their purchases through periods of low price levels.

Loans

Loans are available. Please note: loans may impact your withdrawal value and limit participation in future growth potential. Not available for Roth 403(b).

Distribution Options

A variety of distribution options to choose from including:

- Lump sum
- Systematic distribution options
- Variety of fixed and/or variable lifetime-based or period certain payout options (if electing a variable payout option, the mortality & expense risk charge is 1.25%)

Distributions will be taxed as ordinary income when received. Withdrawals may be subject to an IRS 10% premature distribution penalty tax if received prior to 59½ unless another exception applies.

Roth 403(b)

If offered by your employer, a Roth 403(b) allows you to make after-tax contributions to the Roth 403(b) under your employer's 403(b) program. Distributions from the Roth 403(b) will be tax free for federal income tax purposes if they are Qualified Distributions.

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Your future. Made easier.SM

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Distributed earnings from the Roth 403(b) before the Qualified Distribution provisions are satisfied are subject to taxation. For complete details regarding the Qualified Distribution, refer to the Contract Prospectus Summary.

Comprehensive Employee Education and Services

- Enrollment support information materials and on-site enrollment meeting assistance
- Asset allocation assistance
- Participant newsletter
- Comprehensive quarterly reports
- Distribution assistance for departing/retiring employees
- One-on-one enrollment assistance
- Electronic delivery of documents

Account Services

- Access to accounts 24 hours a day via a secure Internet site and toll-free telephone service – allows you to make investment inquiries

and allocation changes, get investment option performance history, and more

- Toll-Free account access by calling 1-800-262-3862
- Internet account access by visiting www.ingretirementplans.com

You should consider the investment objectives, risks, and charges and expenses of the variable product and its underlying fund options carefully before investing. The prospectus/ prospectus summaries contain this and other information, and can be obtained by contacting your local representative. Please read the information carefully before investing.

Important Notes

Variable annuities are intended to be long-term investments for retirement. Account values fluctuate with market conditions, and when surrendered the principal may be worth more or less than the original amount invested. Tax deferral is provided by your employer's plan and

the annuity does not provide any additional tax deferral benefit. Annuities may be subject to additional fees and expenses to which other tax-qualified plan funding vehicles may not be subject. However, annuities provide features and benefits such as lifetime income payments and death benefits which may be valuable to you.

The Internal Revenue Code generally prohibits withdrawals of 403(b) salary reduction contributions and earnings on such contributions prior to death, disability, age 59½, severance of employment, or financial hardship (The amount available for hardship is limited to the lesser of the amount necessary to relieve the hardship, or the account value as of 12/31/1988 plus the amount of any salary reduction contributions made after 12/31/1988 (exclusive of any earnings)). Amounts held as of 12/31/1988 are "grandfathered" and are not subject to these withdrawal restrictions.

Electronic Delivery of Regulatory Documents

A flexible, convenient choice for you.



ING offers an alternative to paper:

Electronic delivery (e-Delivery) of regulatory documents associated with your retirement investment, including:

- Account Statements
- Prospectuses – plan and fund level
- Prospectus supplements
- Annual and Semi-Annual Reports

Why e-Delivery?

- **It's easier!**
- **It cuts clutter.** e-Delivery means less paper to manage.
- **It's convenient.** Documents are stored in an easy-to-find on-line location... literally right at your fingertips.
- **It's timely.** Plan documents are available on-line faster than via U.S. Mail.
- **It's secure.** Account access and other important information is password-protected, which makes e-Delivery a secure way to manage and store important financial information.

How it Works

You can sign up to take advantage of ING's e-Delivery service online with just a few simple clicks, by following the "Stop" link when you log in to www.ingretirementplans.com

www.ing.com/us www.ingretirementplans.com

Insurance products, annuities and retirement plan funding that are issued by (third party administrative services may also be provided by) ING Life Insurance and Annuity Company, One Orange Way, Windsor, CT 06095-4774. Securities are distributed by ING Financial Advisers, LLC (member SIPC). These companies are wholly owned subsidiaries of ING Groep N.V. Securities may also be distributed through other broker dealers with which ING has selling agreements. Insurance obligations are the responsibility of each individual company. Products and services may not be available in all states. C08-0805-010 (8/08)