There’s never been a better time to save more for retirement.

Enroll in the SUNY 403(b) Voluntary Savings Plan

This guide has been designed to assist employees with enrolling or making changes in the SUNY 403(b) Voluntary Savings Plan (VSP).

Save more with the SUNY 403(b) Voluntary Savings Plan (VSP)*

The VSP provides you an opportunity to save for retirement on a pre-tax (Traditional) and after-tax (Roth) basis. With the pre-tax (Traditional) option, your contributions plus any earnings are not taxed until you withdraw the funds, allowing for even greater potential savings through tax-deferred growth.

Money invested in the after-tax (Roth) option is taxed when it is deducted from your paycheck and it provides the potential to withdraw earnings on a tax-free basis in retirement with a qualifying distribution. (Minimum of five years from year of initial after-tax (Roth) contribution.)

Taxable amounts received prior to age 59½ may be subject to a 10% penalty in addition to ordinary income, for pre-tax (Traditional) or unqualified after-tax (Roth) distributions.

You are allowed to split your 403(b) contributions between pre-tax (Traditional) and after-tax (Roth) options, although the combination of those contributions cannot exceed the maximum allowed by the IRS.

The current IRS limits for the 403(b) Voluntary Savings Plan is as follows:

<table>
<thead>
<tr>
<th>If you are under age 50</th>
<th>Your 2021 contribution limit is</th>
<th>$19,500</th>
</tr>
</thead>
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<tr>
<td>If you are age 50 or over</td>
<td>Your 2021 contribution limit is</td>
<td>$26,000</td>
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Resources to help you along the way:

- Visit fitnyc.edu/hr/benefits to learn more about the 403(b) Voluntary Savings Plan.
- Call customer service at 866-271-0960 if you need help enrolling.

Take steps to enroll in the SUNY 403(b) Voluntary Savings Plan now!

1. For first-time users, register and set up your retirement account

   If you are already registered, proceed to part 2 below.

   1. Visit retirementatwork.org/suny
      Click Register Now.

   2. Personal information
      Enter your Social Security number and date of birth. Click Next.

   3. Register for online access
      Provide the requested personal information and set up your user ID and password. Click Next.

   4. We need to ask a few questions to verify your identity
      You will be presented with three to four security questions to answer. Continue to answer the questions and click Next until you reach the Open and manage your retirement plan page. Proceed to step 2 in the instructions below.

Need help? Call the Customer Service Center at 866-271-0960.
2. **Complete your retirement program election**

1. Visit [retirementatwork.org/suny](http://retirementatwork.org/suny)
   
   Click *Already registered* and log in with your credentials.

2. **Open and manage your retirement plan**
   
   a. Click on *Enroll in VSP* under *Save more*.
   
   b. Click on *Choose employer* and select your employer from the list, then click *Continue*. The next screen will review your selection. Click *Confirm*.

3. **Let’s set up your retirement contributions**
   
   a. On the *Contributions* tab, enter how much you would like to contribute per pay period.
   
   b. Check the box if you wish to allocate between pre-tax (Traditional) and/or after-tax (Roth).
   
   c. Select the effective date and click *Next*.

4. **Who would you like to handle your retirement investments?**

   Enter the percentage of your pre-tax (Traditional) and/or after-tax (Roth) contributions that you wish to allocate to each investment provider. Click *Next*.

5. **Review your contributions**

   Review the terms and conditions of the Salary Deferral Agreement and check the box to accept. Click *Confirm*.

6. **Confirmation: Your elections were submitted**

   You will now be prompted to visit each website of the investment provider(s) you selected to open an account (if you do not have one already) and select your investments.

   Please note: You will exit Retirement@Work and be taken to each provider’s website to complete this task. If you selected more than one provider, you must return to this page and click each provider’s name to complete the process.

If you have questions about investment options and services, contact the investment provider(s) directly:

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Need help? Call the Customer Service Center at **866-271-0960**.
Making retirement account changes with Retirement@Work

Retirement@Work is the online enrollment and management system for the State University of New York Retirement Plan. You can return to Retirement@Work anytime to:

• Change your investment providers for your Optional Retirement Program (ORP) and 403(b) Voluntary Savings Plan (VSP) accounts.
• Manage (start, stop, restart, increase or decrease) your 403(b) salary deferral elections online.
  - If you are starting new contributions, click on the Set up contributions button.
• Enroll in the pre-tax (Traditional) and/or after-tax (Roth) option.
• View your VSP account balance.
• Make informed decisions with consolidated views of your current and historical account information—including account balances, contributions and distributions across all providers.

Employees may only view and manage their ORP and 403(b) accounts with Retirement@Work. The Defined Benefit Plan—NYS Retirement Plan (TRS), as well as the NYS Deferred Compensation Plan—are not administered by Retirement@Work. For additional information on these benefit programs, and individual advisors available for your campus, please refer to fitnyc.edu/hr/benefits.

Make changes

1. Visit retirementatwork.org/suny
   Click Already registered and log in with your credentials.

2. Open and manage your retirement plan
   Click on My retirement under Make Changes.

3. Location
   Select your location by clicking Continue.

4. Contributions
   On the Contributions tab, if you are starting new contributions, click on the Set up contributions button. If you are changing your contributions, click on the Manage contributions button.

5. Let’s set up your retirement contributions
   Change your amount per pay period to the desired amount. Check the box if you wish to allocate between pre-tax (Traditional) and/or after-tax (Roth). Select the effective date and click Next.

6. Who would you like to handle your retirement investments?
   If needed, update the amount of your pre-tax (Traditional) and/or after-tax (Roth) contributions that you wish to allocate to each investment provider. Click Next.

7. Review your contributions
   Review the terms and conditions of the Salary Deferral Agreement and check the box to accept. Click Confirm.

8. Confirmation: Your elections were submitted
   You will now be prompted to visit each website of the investment provider(s) you selected to open an account (if you do not have one already) and select your investments.
   Please note: You will exit Retirement@Work and be taken to each provider’s website to complete this task. If you selected more than one provider, you must return to this page and click each provider’s name to complete the process.
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**Need help?**

If you need assistance with the Retirement@Work system, call 866-271-0960, weekdays, 8 a.m. to 10 p.m. (ET). You will be connected with one of our experienced Retirement@Work consultants.

If you have questions regarding SUNY retirement benefits, please contact your campus benefits administrator.

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*Employees of Roswell Park Cancer Institute, the New York State Education Department (NYSED), the SUNY Contract Colleges@Cornell, or the NYS VDC Program are not eligible to participate in the SUNY 403(b) Voluntary Savings Plan.*

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