How and when may money be withdrawn from the plan?

Funds may be withdrawn upon separation from service, attainment of age 59 1/2, death, disability, or severe financial hardship. Payment options include annuitization (a lifetime income) and full or partial cash withdrawals.

You may also borrow from your account, subject to certain restrictions.

May I roll money from other plans into this plan?

Yes. If you are eligible to transfer funds from a previous employer's plan or Individual Retirement Account (IRA), you may roll the money into this plan.

Are there other ways for me to save on a tax-deferred basis?

You may also be eligible to participate in the NYS Deferred Compensation Plan (a section 457 plan) for tax-deferred savings through payroll deduction (www.nysdcp.com, 1-800-422-8463). Because section 457 plans are set up under a different section of the Internal Revenue Code than SUNY's tax-deferred savings program, the amount you can contribute and rules for withdrawal are a bit different. You may choose whether to participate in the Deferred Compensation Plan, in SUNY's tax-deferred savings program, or both. Contact your Human Resources Office for further information.

How do I sign up?

For information on how to enroll, see your Human Resources Office or visit http://www.suny.edu/benefits/vsp/.

SUNY The State University of New York

Office of University Benefits State University Plaza
Albany, New York 12246
www.suny.edu/benefits

SUNY The State University of New York

Tax Deferred Retirement Savings Program

Effective January 2018

SUNY

As an employee of SUNY, you are eligible to participate in SUNY's tax-deferred Retirement Savings Program. This program provides a way for you to save extra money for retirement through payroll deduction; there is no employer contribution.

How much may I contribute?

You choose the amount, within certain limits. You may change your contribution as frequently as you wish. For information on how to enroll, visit http://www.suny.edu/benefits/vsp/ or see your Human Resources Office.

Limit if under age 50
2018 – $18,500

Limit if age 50 or over (by 12/31)
2018 – $24,500

Employees who have at least 15 years of service with SUNY may be eligible to contribute an extra $3,000 per year (lifetime maximum$15,000) in addition to the amounts listed above. If interested, contact a representative from your investment provider and request a calculation to see if you qualify. If eligible and you wish to increase your contribution, send the calculation to your campus Office of Human Resources, and visit http://www.suny.edu/benefits/vsp/ for information on how to change your deferral amount.

This plan is set up under Section 403(b) of the Internal Revenue Code. If, through another employer, you contribute to a 403(b) or 401(k) plan, the limit applies to all contributions combined. Contributions to a 457 (deferred compensation) plan do not affect contributions to this program.

Where is my money invested?

The following providers are available to you:

> **Fidelity Investments (403(b)(7) Mutual Funds)**
> 1-844-FOR-SUNY (844-367-7869)
> or www.netbenefits.com/suny

> **Teachers Insurance Annuity Association (TIAA)**
> 1-800-842-2252 or www.tiaa.org/suny

> **VALIC Retirement**
> 1-888-569-7055 or www.VALIC.com/suny

> **Voya Financial**
> 1-800-584-6001 or
> https://suny.beready2retire.com

You choose the provider(s) you wish to invest with, and which of their funds, including stock funds, bond funds and guaranteed funds. Contributions are always 100% vested.

How does a tax-deferred savings program work?

You do not pay federal or state income tax on the money at the time you contribute it. Your contribution is subtracted from your income before federal and state taxes are computed.

You will be taxed on your contributions, plus earnings, at the time you withdraw the funds. Usually this will be during your retirement, when you may be in a lower tax bracket.

Withdrawals will be subject to federal income tax. If you are under age 59 1/2, you may be subject to an additional 10% tax. This additional tax does not apply if you separated from service at age 55 or older, if you are receiving a lifetime income, or in cases or death, disability, or significant un-reimbursed medical expenses.

Your liability for state income taxes will depend upon the laws of the state in which you live at the time of withdrawal. Current New York State law excludes the first $20,000 of income per year from certain pension and annuity programs, including tax-deferred savings plans, from taxable income if the recipient is at least age 59 1/2.