

How and when may money be withdrawn from the plan?

Pre-tax contributions may be withdrawn upon separation from service, attainment of age 59 1/2, death, disability, or severe financial hardship. You may also borrow from your account, subject to restrictions.

Post-tax contributions may be withdrawn as a Qualified Distribution once five taxable years have passed since the initial contribution and attainment of age 59 1/2, death, disability, or separation from service.

A 10% penalty may apply on distributions made prior to age 59 1/2 unless an exception applies. Payment options include annuitization (a lifetime income) and full or partial cash withdrawals.

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 for retirement?

You may also be eligible to participate in the NYS Deferred Compensation Plan (NYSDCP, a section 457 plan) for pre-tax and post-tax savings through payroll deduction (www.nysdcp.com, 800-422-8463).

Because section 457 plans are set up under a different section of the IRS code than SUNY's 403(b) program, the amount you can contribute and withdrawal rules are separate and distinct.

You may choose whether to participate in NYSDCP, SUNY's 403(b) 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/>.



Office of University Benefits
H. Carl McCall SUNY Building
Albany, New York 12246
www.suny.edu/benefits



The State University
of New York

403(b) Retirement Savings Program

Effective January 2021

The SUNY logo consists of the word "SUNY" in a bold, sans-serif font, enclosed within a white circle.

As an employee of SUNY, you are eligible to participate in SUNY's 403(b) 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.

2021 Limit if under age 50 – \$19,500

2021 Limit if age 50 or over (by 12/31) – \$26,000

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?

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. The following providers are available to you:

➤AIG Retirement Services

1-888-448-2542 or <https://suny.aigrs.com/home>

➤Fidelity Investments (403(b)(7) Mutual Funds)

1-844-FOR-SUNY (844-367-7869) or

www.netbenefits.com/suny

➤Teachers Insurance Annuity Association (TIAA)

1-866-662-7945 or www.tiaa.org/suny

➤Voya Financial

1-800-584-6001 or <https://suny.beready2retire.com>

How does SUNY's 403(b) savings program work?

SUNY's 403(b) program offers both pre-tax and post-tax savings options.

Pre-tax 403(b) Option

You do not pay federal or state income tax on the contributions when they are made. Contributions are subtracted from your income before federal and state taxes are computed.

Contributions (plus earnings) are taxed at the time you withdraw the funds. Usually this will be during your retirement, when you may be in a lower tax bracket.

Withdrawals are 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 of death, disability, or significant unreimbursed 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 NYS law excludes the first \$20,000 of income aggregated per year from certain pension and annuity programs, including 403(b) savings plans, from taxable income if the recipient is at least age 59 1/2.

Post-tax 403(b) Option (Roth)

Federal and State income taxes apply to the contributions at the time they are made.

Qualified Distributions of contributions and earnings are tax-free, which can help you balance against tax rates that increase over time.

Distributions available as noted for pre-tax, but taxes apply to earnings distributed prior to five taxable years since initial contribution.