

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

Enroll in the SUNY Voluntary 403(b) Savings Plan

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

Save more with the SUNY Voluntary 403(b) Savings Plan (VSP)¹

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 Voluntary 403(b) Savings Plan are as follows:

If you are under age 50,	your 2025 contribution limit is	\$23,500
If you are age 50 or over,	your 2025 contribution limit is	\$31,000
If you are age 60-63 as of 12/31,	your 2025 contribution limit is	\$34,750

Resources to help you along the way:

- Visit suny.edu/benefits/vsp/ to learn more about the Voluntary 403(b) Savings Plan.
- Call Customer Service at **866-271-0960** if you need help enrolling.

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

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

If you are already registered, proceed to Part 2 on the next page.

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 verify your identity

You will be sent a one-time passcode or be presented with three to four security questions to answer. Once you reach the **Open and manage your retirement plan** page, proceed to Step 2 in the instructions on the next page.

2 Already registered

1. Visit retirementatwork.org/suny

Click *Already registered* and log in with your credentials. You may be asked to verify your identity through a one-time passcode or security questions.

2. Open and manage your retirement plan

- Click on *Enroll in VSP* under **Save more**.
- 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*

- Click on the *Contributions* tab and enter how much you would like to contribute per pay period.
- Check the box if you wish to allocate between pre-tax (Traditional) and/or after-tax (Roth).
- 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*.

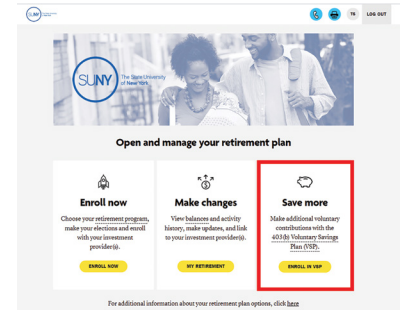
5. Review your contributions

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 the enrollment website of each of the investment provider(s) you selected to open an account (if you do not have one already) and select your investments. Click the name of your selected investment provider(s) to be taken directly to their account enrollment page.

Please note: You will exit Retirement@Work and be taken to each provider's enrollment 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:

Corebridge Financial	corebridgefinancial.com/rs/suny	603-594-8340
Fidelity	netbenefits.com/SUNY	800-343-0860
TIAA	TIAA.org/suny	866-662-7945
Voya	suny.beready2retire.com	800-584-6001

*If you elect to contribute a flat dollar amount that exceeds the amount available in your net pay, a partial deduction will be made equal to the amount of net pay available. This will result in a \$0 net paycheck.

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 Voluntary 403(b) 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 Plans (TRS or ERS), New York Police and Fire Retirement System (PFRS) 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 suny.edu/retirement.

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. If you need to stop contributions, click on the *Stop voluntary contributions* link. Check the box to accept the terms and conditions, then click on the *Stop contributions* button.

5. Let's set up your retirement contributions*

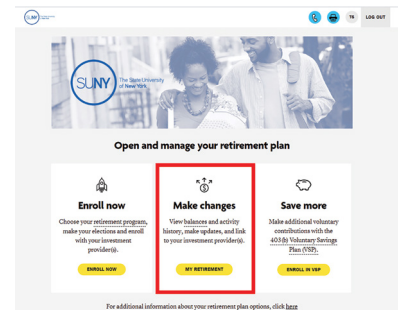
Change your amount per pay period to the desired amount. Check the box if you wish to allocate between pre-tax (Traditional) and/or after-tax (Roth). Select the effective date and click *Next*.

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*.



*If you elect to contribute a flat dollar amount that exceeds the amount available in your net pay, a partial deduction will be made equal to the amount of net pay available. This will result in a \$0 net paycheck.

8. Confirmation: Your elections were submitted

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

Please note: You will exit Retirement@Work and be taken to each provider’s enrollment 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:

Corebridge Financial	corebridgefinancial.com/rs/suny	603-594-8340
Fidelity	netbenefits.com/SUNY	800-343-0860
TIAA	TIAA.org/suny	866-662-7945
Voya	suny.beready2retire.com	800-584-6001

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.

¹ 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 Voluntary 403(b) Savings Plan.

This material is for informational or educational purposes only and is not fiduciary investment advice, or a securities, investment strategy, or insurance product recommendation. This material does not consider an individual’s own objectives or circumstances which should be the basis of any investment decision.

The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

TIAA-CREF Individual & Institutional Services, LLC, Member FINRA, distributes securities products.

©2025 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017