

VRS HYBRID RETIREMENT PLAN

HYBRID CONTRIBUTIONS ILLUSTRATION



Hybrid Retirement Plan

Defined Benefit (DB) Component
Provides a lifetime monthly benefit based on a formula

Mandatory *Employee* Contribution
4%

***Employer* Contribution**
Actuarially determined rate

Defined Contribution (DC) Component
Provides a balance to draw from in retirement based on contributions and investment performance

Mandatory *Employee* 401(a) Contribution
1%

Voluntary *Employee* 457 Contribution
0–4%

Mandatory *Employer* 401(a) Contribution
1%

***Employer* Matching 401(a) Contribution**
0–2.5%

Employee contributions are placed into the Member Contribution Account and are used to provide a monthly retirement benefit.

The employer makes a separate contribution to VRS for all covered employees (not individuals).

VRS invests these contributions to provide a monthly retirement benefit once the member meets eligibility requirements.

All mandatory contributions, along with any employer matching contributions, are placed into the Hybrid 401(a) Cash Match Plan. All voluntary contributions are placed into the Hybrid 457 Deferred Compensation Plan.

The employee should consider investment objectives, risks, fees and expenses carefully before investing.

This flyer provides general information regarding your retirement benefits, with a high-level overview of plan contributions. For further details, please refer to your VRS Hybrid Retirement Plan Handbook and additional resources at varetire.org/hybrid.

For help with defined benefit component hybrid questions:

- Call VRS at 888-827-3847
- Contact VRS: varetire.org/contact

For help with defined contribution component hybrid questions:

- Call Participant Services at 877-327-5261, option 1

Visit dcp.varetire.org/hybrid for more resources.