

WASHINGTON STATE UNIVERSITY

## Washington State University New Employee Retirement Orientation

Faculty and Administrative Professionals

Hosted by Human Resource Services



January 2020

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## What should I be thinking about?

- ❖ How long will I work with WSU or the state of Washington?
- ❖ How much can I afford to contribute? Will that change over my career?
- ❖ What are my plans for retirement?
- ❖ What type of investor am I?

January 2020

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## Two Different Plans to Choose From

- ❖ The Washington State University Retirement Plan (WSURP)
- ❖ Department of Retirement Systems Plan 3
  - Teachers Retirement System (TRS) 3 for Faculty
  - Public Employees Retirement System Plan 3 (PERS) for Administrative Professional employees

**Prior State of Washington retirement service and elections can impact your options**

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### Things to Know

- ❖ 30 day plan selection period, from your date of hire/eligibility date
- ❖ Participation is required
- ❖ Contributions are tax deferred
- ❖ Contributions are retro-active to date of hire
- ❖ Choice election is irrevocable while at WSU
- ❖ Both plans require enrollment forms

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### Washington State University Retirement Plan (WSURP)

- ❖ Currently investment options are through TIAA
- ❖ 403b defined contribution plan
- ❖ 100% match from WSU, even at optional 10% rate
- ❖ Immediate vesting. Account balance, including WSU's contributions, are yours upon separation or retirement.
- ❖ Default plan, if no form is submitted by deadline

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### WSURP Contribution Rates

Age	Contribution Rate
Under 35	5%
35 and Over	7.5%
50 and Over	10%

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## Investment Options

39 Investment options available, ranging from conservative to aggressive, including:

- ❖ Lifecycle Account Options: Managed accounts based on when you want to retire
- ❖ Build Your Own Portfolio: Select and manage your own account
  - ❖ TIAA Traditional Annuity – guaranteed earnings
  - ❖ Vanguard Index Funds
  - ❖ Socially Responsible Fund
- ❖ Change your investment options any time

Visit [tiaa.org/wsu](http://tiaa.org/wsu) to set up allocations and identify beneficiaries

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## Investment Performance and Expense Ratio

NAME	ASSET CLASS	OVERALL MORNINGSTAR RATING (AS OF 7/31/2019) <sup>1</sup>	1 YR	5 YR	10 YR	SINCE INCEP <sup>2</sup>	AS OF DATE	GROSS / NET EXPENSE RATIO
TIAA Traditional Annuity - Retirement Annuity	Guaranteed <sup>3</sup>	N/A	3.84%	3.92%	-4.00%	-	6/30/2019	- / -
CREF Bond Market Account (R3)	Fixed Income	★★★★☆ <small>OUT OF 342 FUNDS</small>	7.99%	3.13%	-4.09%	5.80%	6/30/2019	0.27%
CREF Equity Index Account (R3)	Equities	★★★★☆ <small>OUT OF 127 FUNDS</small>	8.80%	9.94%	14.32%	9.50%	6/30/2019	0.22%
CREF Global Equities Account (R3)	Equities	★★★★☆ <small>OUT OF 728 FUNDS</small>	3.31%	5.96%	10.44%	7.54%	6/30/2019	0.27%
CREF Growth Account (R3)	Equities	★★★★☆ <small>OUT OF 127 FUNDS</small>	9.97%	13.07%	15.90%	9.04%	6/30/2019	0.24%

Fund pricing and prospectuses available under "Research and Performance" on the Investment Options tab.

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## 1. Create/Log in to your TIAA account and complete your personal information.

These retirement plans are available from your employer. To enroll today, select **Choose Investments** below. You can return and make changes at any time.

**Plan 1 - Retirement Plan**

WASHINGTON STATE UNIVERSITY RETIREMENT PLAN

This plan is for faculty and administrative exempt employees only. You may participate in this plan immediately but must participate after one year of service. Contributions are made by WSU and you and vary depending on your age.

Enroll in this plan

**Plan 2 - Supplemental Retirement Plan**

WASHINGTON STATE UNIVERSITY VOLUNTARY INVESTMENT PROGRAM

The WSU Tax-Deferred Investment (TDI) plan is available to all employees. This voluntary plan enables you to save more money for retirement on a before-tax basis. Your contributions reduce your current taxable income. Also, your contributions and any earnings aren't taxed until withdrawal.

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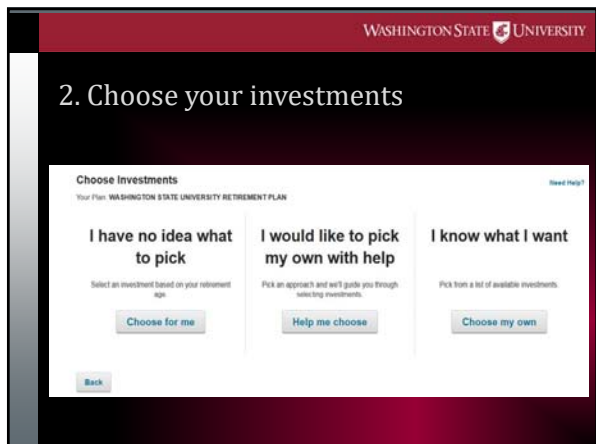
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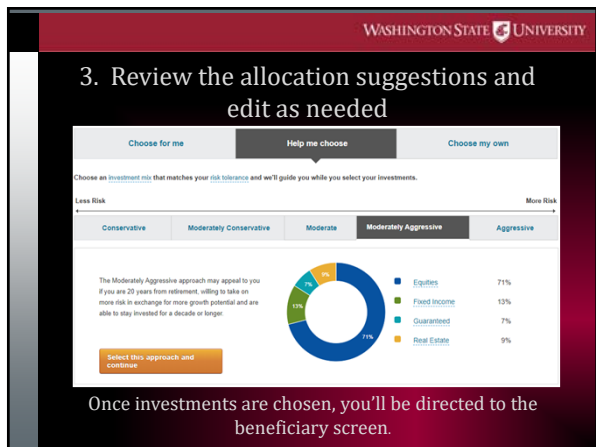
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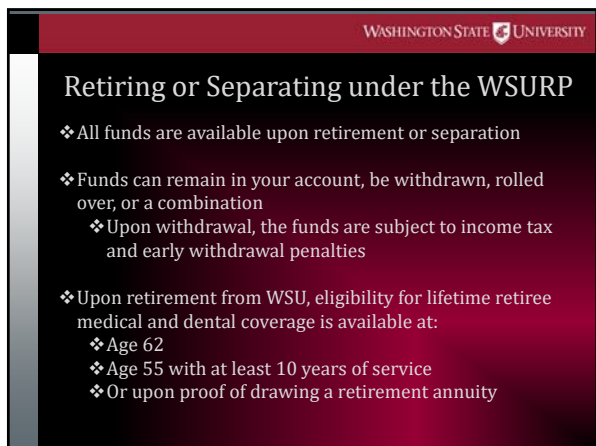
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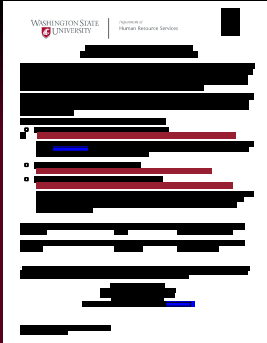
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### Enrollment in the WSURP

- ❖ Form A to Pullman HRS – forms can be emailed, faxed, campus mailed, or scanned by HRS on other campuses
- ❖ Set up online account and allocations at [www.tiaa.org/wsu](http://www.tiaa.org/wsu)




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### Department of Retirement Systems Plan 3

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### Department of Retirement Systems Plan 3

- ❖ Administered by the state of Washington
- ❖ Hybrid Plan: Defined benefit funded by employer, defined contribution funded by employee
- ❖ Contribution rates locked in while with WSU
- ❖ 5-10 year vesting period

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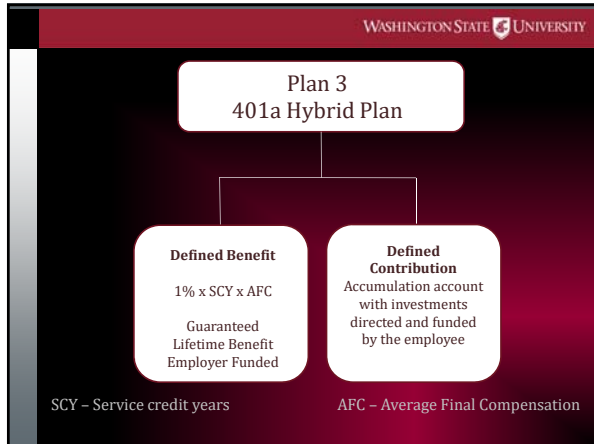
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Employee Defined Contributions	
Option A:	5% at all ages
Option B:	5% until age 35 6% for ages 35 - 44 7.5% at age 45 & over
Option C:	6% until age 35 7.5% for ages 35 - 44 8.5% at age 45 & over
Option D:	7% at all ages
Option E:	10% at all ages
Option F:	15% at all ages

- ❖ Tax Deferred Contributions
- ❖ Immediately vested in defined contribution portion
- ❖ Contribution rate is irrevocable unless changing employers
- ❖ Plan is available at other state of Washington agencies, school districts, etc.

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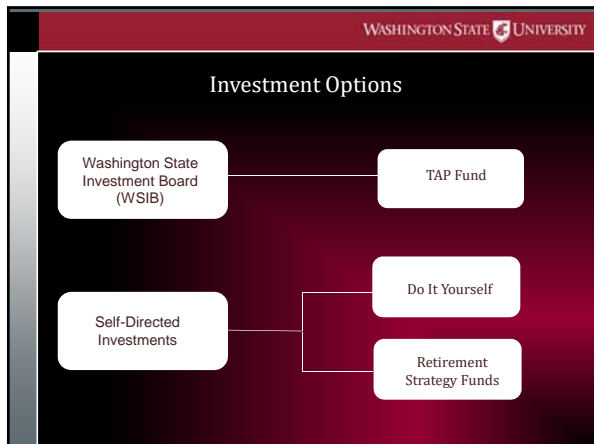
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### Do It Yourself

You select, monitor, and adjust your own investments

Fund name	Fund manager
Short-Term Investment Fund	BlackRock
Washington State Bond	Washington State Investment Board
Socially Responsible Balanced	Walden Asset Management
U.S. Large Cap Equity Index	BlackRock
Global Equity Index	BlackRock
U.S. Small Cap Value Equity Index	BlackRock
Emerging Market Equity Index	BlackRock

Conservative

Aggressive

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### One-Step Investing

Automatically managed for you

Retirement Strategy Funds		
Listed from lowest risk to highest		
Maturity Strategy		
2005	2010	2015
2020	2025	2030
2035	2040	2045
2050	2055	2060

The Retirement Maturity Strategy Fund is for investors who have been retired for 15 years or more.

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### Washington State Investment Board

Total Allocation Portfolio (TAP Fund)

- ❖ Actively managed by the WSIB: diversified mix of investments.
- ❖ Investment strategy: Generate a maximum return in the long term at a prudent level of risk
- ❖ Includes some asset classes not available in the Self-Directed Investment Program

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### Do it Yourself Investment Expense Ratio

Plan 3 Funds	Total
Short-Term Investment Fund	0.1958%
Washington State Bond Fund	0.1253%
Socially Responsible Balanced Fund	0.4551%
U.S. Large Cap Equity Index Fund	0.1181%
Global Equity Index Fund	0.1707%
U.S. Small Cap Value Equity Index Fund	0.1376%
Emerging Market Equity Index Fund	0.2351%

Fees comprised of manager fee, administrative fee, WSIB fee and recordkeeping fee

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### Investment Performance Example

Plan 3 Funds	Manager fee	Manager administrative fee	WSIB fee	Recordkeeping fee	Total
2030 Retirement Strategy Fund	0.1648%	0.0000%	0.0226%	0.0625%	0.2499%
2035 Retirement Strategy Fund	0.1482%	0.0000%	0.0226%	0.0625%	0.2333%
2040 Retirement Strategy Fund	0.1596%	0.0000%	0.0226%	0.0625%	0.2447%
2045 Retirement Strategy Fund	0.1466%	0.0000%	0.0226%	0.0625%	0.2317%
2050 Retirement Strategy Fund	0.1466%	0.0000%	0.0226%	0.0625%	0.2317%
2055 Retirement Strategy Fund	0.1466%	0.0000%	0.0226%	0.0625%	0.2317%
2060 Retirement Strategy Fund	0.1466%	0.0000%	0.0226%	0.0625%	0.2317%

Plan 3 Funds	Total
Short-Term Investment Fund	0.1958%
Washington State Bond Fund	0.1253%
Socially Responsible Balanced Fund	0.4551%
U.S. Large Cap Equity Index Fund	0.1181%
Global Equity Index Fund	0.1707%
U.S. Small Cap Value Equity Index Fund	0.1376%
Emerging Market Equity Index Fund	0.2351%

Visit [drs.wa.gov/plan3](http://drs.wa.gov/plan3) for investment details, prospectus, costs and limitations  
Fees comprised of manager fee, administrative fee, WSIB fee and recordkeeping fee

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### Separating From Plan 3

- ❖ All defined contribution funds are available upon retirement or separation
- ❖ Funds can remain in account, be withdrawn, rolled over, or a combination
  - ❖ Upon withdrawal, the funds are subject to income tax, and 10% penalty tax for early withdrawal if accessed before 59 ½.
- ❖ If you separate with 20+ years of service, pension benefit grows approximately 3% per year that you delay receiving benefits until age 65.

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## Retiring Under Plan 3

- ❖ All defined contributions funds are available at retirement
- ❖ Early retirement available at age 55+, with 10 years of service, full retirement age 65 and vested
- ❖ Upon retirement from WSU, eligibility for lifetime retiree medical and dental coverage is available at:
  - ❖ Age 55 with 10+ years of service
  - ❖ Or age 65 and vested
  - ❖ No retirement draw required.

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## Enrollment and Online Tools

- ❖ Form A and B to HRS
- ❖ Confirmation email with beneficiary form from HRS
- ❖ After you receive a welcome letter from DRS, create online account at [www.drs.wa.gov](http://www.drs.wa.gov)
  - Change some investment options, review account balance, beneficiaries

Contact Voya Financial for detailed investment questions.

**DRS Higher Education Employee Plan 3 Investment Program**

**Section 1: System and Personal Information**

Traditional Retirement System (RDB)  FERS (FICA) Traditional Retirement System (RDB)  Other

**Section 2: Plan 3 Contribution Rate and Investment Program Selection**

Option	Age	Contribution Rate
<input type="checkbox"/> Option A	18 to age 20	0.0%
<input type="checkbox"/> Option B	Age 21 to 24	0.5%
<input type="checkbox"/> Option C	Age 25 to 29	1.0%
<input type="checkbox"/> Option D	Age 30 to 34	1.5%
<input type="checkbox"/> Option E	Age 35 to 39	2.0%
<input type="checkbox"/> Option F	Age 40 to 44	2.5%
<input type="checkbox"/> Option G	Age 45 to 49	3.0%
<input type="checkbox"/> Option H	Age 50 to 54	3.5%
<input type="checkbox"/> Option I	Age 55 to 59	4.0%
<input type="checkbox"/> Option J	Age 60 to 64	4.5%
<input type="checkbox"/> Option K	Age 65 to 69	5.0%
<input type="checkbox"/> Option L	Age 70 to 74	5.5%
<input type="checkbox"/> Option M	Age 75 to 79	6.0%
<input type="checkbox"/> Option N	Age 80 to 84	6.5%
<input type="checkbox"/> Option O	Age 85 to 89	7.0%
<input type="checkbox"/> Option P	Age 90 to 94	7.5%
<input type="checkbox"/> Option Q	Age 95 to 99	8.0%
<input type="checkbox"/> Option R	Age 100 to 104	8.5%
<input type="checkbox"/> Option S	Age 105 to 109	9.0%
<input type="checkbox"/> Option T	Age 110 to 114	9.5%
<input type="checkbox"/> Option U	Age 115 to 119	10.0%
<input type="checkbox"/> Option V	Age 120 to 124	10.5%
<input type="checkbox"/> Option W	Age 125 to 129	11.0%
<input type="checkbox"/> Option X	Age 130 to 134	11.5%
<input type="checkbox"/> Option Y	Age 135 to 139	12.0%
<input type="checkbox"/> Option Z	Age 140 to 144	12.5%
<input type="checkbox"/> Option AA	Age 145 to 149	13.0%
<input type="checkbox"/> Option AB	Age 150 to 154	13.5%
<input type="checkbox"/> Option AC	Age 155 to 159	14.0%
<input type="checkbox"/> Option AD	Age 160 to 164	14.5%
<input type="checkbox"/> Option AE	Age 165 to 169	15.0%
<input type="checkbox"/> Option AF	Age 170 to 174	15.5%
<input type="checkbox"/> Option AG	Age 175 to 179	16.0%
<input type="checkbox"/> Option AH	Age 180 to 184	16.5%
<input type="checkbox"/> Option AI	Age 185 to 189	17.0%
<input type="checkbox"/> Option AJ	Age 190 to 194	17.5%
<input type="checkbox"/> Option AK	Age 195 to 199	18.0%
<input type="checkbox"/> Option AL	Age 200 to 204	18.5%
<input type="checkbox"/> Option AM	Age 205 to 209	19.0%
<input type="checkbox"/> Option AN	Age 210 to 214	19.5%
<input type="checkbox"/> Option AO	Age 215 to 219	20.0%
<input type="checkbox"/> Option AP	Age 220 to 224	20.5%
<input type="checkbox"/> Option AQ	Age 225 to 229	21.0%
<input type="checkbox"/> Option AR	Age 230 to 234	21.5%
<input type="checkbox"/> Option AS	Age 235 to 239	22.0%
<input type="checkbox"/> Option AT	Age 240 to 244	22.5%
<input type="checkbox"/> Option AU	Age 245 to 249	23.0%
<input type="checkbox"/> Option AV	Age 250 to 254	23.5%
<input type="checkbox"/> Option AW	Age 255 to 259	24.0%
<input type="checkbox"/> Option AX	Age 260 to 264	24.5%
<input type="checkbox"/> Option AY	Age 265 to 269	25.0%
<input type="checkbox"/> Option AZ	Age 270 to 274	25.5%
<input type="checkbox"/> Option BA	Age 275 to 279	26.0%
<input type="checkbox"/> Option BB	Age 280 to 284	26.5%
<input type="checkbox"/> Option BC	Age 285 to 289	27.0%
<input type="checkbox"/> Option BD	Age 290 to 294	27.5%
<input type="checkbox"/> Option BE	Age 295 to 299	28.0%
<input type="checkbox"/> Option BF	Age 300 to 304	28.5%
<input type="checkbox"/> Option BG	Age 305 to 309	29.0%
<input type="checkbox"/> Option BH	Age 310 to 314	29.5%
<input type="checkbox"/> Option BI	Age 315 to 319	30.0%
<input type="checkbox"/> Option BJ	Age 320 to 324	30.5%
<input type="checkbox"/> Option BK	Age 325 to 329	31.0%
<input type="checkbox"/> Option BL	Age 330 to 334	31.5%
<input type="checkbox"/> Option BM	Age 335 to 339	32.0%
<input type="checkbox"/> Option BN	Age 340 to 344	32.5%
<input type="checkbox"/> Option BO	Age 345 to 349	33.0%
<input type="checkbox"/> Option BP	Age 350 to 354	33.5%
<input type="checkbox"/> Option BQ	Age 355 to 359	34.0%
<input type="checkbox"/> Option BR	Age 360 to 364	34.5%
<input type="checkbox"/> Option BS	Age 365 to 369	35.0%
<input type="checkbox"/> Option BT	Age 370 to 374	35.5%
<input type="checkbox"/> Option BU	Age 375 to 379	36.0%
<input type="checkbox"/> Option BV	Age 380 to 384	36.5%
<input type="checkbox"/> Option BW	Age 385 to 389	37.0%
<input type="checkbox"/> Option BX	Age 390 to 394	37.5%
<input type="checkbox"/> Option BY	Age 395 to 399	38.0%
<input type="checkbox"/> Option BZ	Age 400 to 404	38.5%
<input type="checkbox"/> Option CA	Age 405 to 409	39.0%
<input type="checkbox"/> Option CB	Age 410 to 414	39.5%
<input type="checkbox"/> Option CC	Age 415 to 419	40.0%
<input type="checkbox"/> Option CD	Age 420 to 424	40.5%
<input type="checkbox"/> Option CE	Age 425 to 429	41.0%
<input type="checkbox"/> Option CF	Age 430 to 434	41.5%
<input type="checkbox"/> Option CG	Age 435 to 439	42.0%
<input type="checkbox"/> Option CH	Age 440 to 444	42.5%
<input type="checkbox"/> Option CI	Age 445 to 449	43.0%
<input type="checkbox"/> Option CJ	Age 450 to 454	43.5%
<input type="checkbox"/> Option CK	Age 455 to 459	44.0%
<input type="checkbox"/> Option CL	Age 460 to 464	44.5%
<input type="checkbox"/> Option CM	Age 465 to 469	45.0%
<input type="checkbox"/> Option CN	Age 470 to 474	45.5%
<input type="checkbox"/> Option CO	Age 475 to 479	46.0%
<input type="checkbox"/> Option CP	Age 480 to 484	46.5%
<input type="checkbox"/> Option CQ	Age 485 to 489	47.0%
<input type="checkbox"/> Option CR	Age 490 to 494	47.5%
<input type="checkbox"/> Option CS	Age 495 to 499	48.0%
<input type="checkbox"/> Option CT	Age 500 to 504	48.5%
<input type="checkbox"/> Option CU	Age 505 to 509	49.0%
<input type="checkbox"/> Option CV	Age 510 to 514	49.5%
<input type="checkbox"/> Option CW	Age 515 to 519	50.0%
<input type="checkbox"/> Option CX	Age 520 to 524	50.5%
<input type="checkbox"/> Option CY	Age 525 to 529	51.0%
<input type="checkbox"/> Option CZ	Age 530 to 534	51.5%
<input type="checkbox"/> Option DA	Age 535 to 539	52.0%
<input type="checkbox"/> Option DB	Age 540 to 544	52.5%
<input type="checkbox"/> Option DC	Age 545 to 549	53.0%
<input type="checkbox"/> Option DD	Age 550 to 554	53.5%
<input type="checkbox"/> Option DE	Age 555 to 559	54.0%
<input type="checkbox"/> Option DF	Age 560 to 564	54.5%
<input type="checkbox"/> Option DG	Age 565 to 569	55.0%
<input type="checkbox"/> Option DH	Age 570 to 574	55.5%
<input type="checkbox"/> Option DI	Age 575 to 579	56.0%
<input type="checkbox"/> Option DJ	Age 580 to 584	56.5%
<input type="checkbox"/> Option DK	Age 585 to 589	57.0%
<input type="checkbox"/> Option DL	Age 590 to 594	57.5%
<input type="checkbox"/> Option DM	Age 595 to 599	58.0%
<input type="checkbox"/> Option DN	Age 600 to 604	58.5%
<input type="checkbox"/> Option DO	Age 605 to 609	59.0%
<input type="checkbox"/> Option DP	Age 610 to 614	59.5%
<input type="checkbox"/> Option DQ	Age 615 to 619	60.0%
<input type="checkbox"/> Option DR	Age 620 to 624	60.5%
<input type="checkbox"/> Option DS	Age 625 to 629	61.0%
<input type="checkbox"/> Option DT	Age 630 to 634	61.5%
<input type="checkbox"/> Option DU	Age 635 to 639	62.0%
<input type="checkbox"/> Option DV	Age 640 to 644	62.5%
<input type="checkbox"/> Option DW	Age 645 to 649	63.0%
<input type="checkbox"/> Option DX	Age 650 to 654	63.5%
<input type="checkbox"/> Option DY	Age 655 to 659	64.0%
<input type="checkbox"/> Option DZ	Age 660 to 664	64.5%
<input type="checkbox"/> Option EA	Age 665 to 669	65.0%
<input type="checkbox"/> Option EB	Age 670 to 674	65.5%
<input type="checkbox"/> Option EC	Age 675 to 679	66.0%
<input type="checkbox"/> Option ED	Age 680 to 684	66.5%
<input type="checkbox"/> Option EE	Age 685 to 689	67.0%
<input type="checkbox"/> Option EF	Age 690 to 694	67.5%
<input type="checkbox"/> Option EG	Age 695 to 699	68.0%
<input type="checkbox"/> Option EH	Age 700 to 704	68.5%
<input type="checkbox"/> Option EI	Age 705 to 709	69.0%
<input type="checkbox"/> Option EJ	Age 710 to 714	69.5%
<input type="checkbox"/> Option EK	Age 715 to 719	70.0%
<input type="checkbox"/> Option EL	Age 720 to 724	70.5%
<input type="checkbox"/> Option EM	Age 725 to 729	71.0%
<input type="checkbox"/> Option EN	Age 730 to 734	71.5%
<input type="checkbox"/> Option EO	Age 735 to 739	72.0%
<input type="checkbox"/> Option EP	Age 740 to 744	72.5%
<input type="checkbox"/> Option EQ	Age 745 to 749	73.0%
<input type="checkbox"/> Option ER	Age 750 to 754	73.5%
<input type="checkbox"/> Option ES	Age 755 to 759	74.0%
<input type="checkbox"/> Option ET	Age 760 to 764	74.5%
<input type="checkbox"/> Option EU	Age 765 to 769	75.0%
<input type="checkbox"/> Option EV	Age 770 to 774	75.5%
<input type="checkbox"/> Option EW	Age 775 to 779	76.0%
<input type="checkbox"/> Option EX	Age 780 to 784	76.5%
<input type="checkbox"/> Option EY	Age 785 to 789	77.0%
<input type="checkbox"/> Option EZ	Age 790 to 794	77.5%
<input type="checkbox"/> Option FA	Age 795 to 799	78.0%
<input type="checkbox"/> Option FB	Age 800 to 804	78.5%
<input type="checkbox"/> Option FC	Age 805 to 809	79.0%
<input type="checkbox"/> Option FD	Age 810 to 814	79.5%
<input type="checkbox"/> Option FE	Age 815 to 819	80.0%
<input type="checkbox"/> Option FF	Age 820 to 824	80.5%
<input type="checkbox"/> Option FG	Age 825 to 829	81.0%
<input type="checkbox"/> Option FH	Age 830 to 834	81.5%
<input type="checkbox"/> Option FI	Age 835 to 839	82.0%
<input type="checkbox"/> Option FJ	Age 840 to 844	82.5%
<input type="checkbox"/> Option FK	Age 845 to 849	83.0%
<input type="checkbox"/> Option FL	Age 850 to 854	83.5%
<input type="checkbox"/> Option FM	Age 855 to 859	84.0%
<input type="checkbox"/> Option FN	Age 860 to 864	84.5%
<input type="checkbox"/> Option FO	Age 865 to 869	85.0%
<input type="checkbox"/> Option FP	Age 870 to 874	85.5%
<input type="checkbox"/> Option FQ	Age 875 to 879	86.0%
<input type="checkbox"/> Option FR	Age 880 to 884	86.5%
<input type="checkbox"/> Option FS	Age 885 to 889	87.0%
<input type="checkbox"/> Option FT	Age 890 to 894	87.5%
<input type="checkbox"/> Option FU	Age 895 to 899	88.0%
<input type="checkbox"/> Option FV	Age 900 to 904	88.5%
<input type="checkbox"/> Option FW	Age 905 to 909	89.0%
<input type="checkbox"/> Option FX	Age 910 to 914	89.5%
<input type="checkbox"/> Option FY	Age 915 to 919	90.0%
<input type="checkbox"/> Option FZ	Age 920 to 924	90.5%
<input type="checkbox"/> Option GA	Age 925 to 929	91.0%
<input type="checkbox"/> Option GB	Age 930 to 934	91.5%
<input type="checkbox"/> Option GC	Age 935 to 939	92.0%
<input type="checkbox"/> Option GD	Age 940 to 944	92.5%
<input type="checkbox"/> Option GE	Age 945 to 949	93.0%
<input type="checkbox"/> Option GF	Age 950 to 954	93.5%
<input type="checkbox"/> Option GG	Age 955 to 959	94.0%
<input type="checkbox"/> Option GH	Age 960 to 964	94.5%
<input type="checkbox"/> Option GI	Age 965 to 969	95.0%
<input type="checkbox"/> Option GJ	Age 970 to 974	95.5%
<input type="checkbox"/> Option GK	Age 975 to 979	96.0%
<input type="checkbox"/> Option GL	Age 980 to 984	96.5%
<input type="checkbox"/> Option GM	Age 985 to 989	97.0%
<input type="checkbox"/> Option GN	Age 990 to 994	97.5%
<input type="checkbox"/> Option GO	Age 995 to 999	98.0%
<input type="checkbox"/> Option GP	Age 1000 to 1004	98.5%
<input type="checkbox"/> Option GQ	Age 1005 to 1009	99.0%
<input type="checkbox"/> Option GR	Age 1010 to 1014	99.5%
<input type="checkbox"/> Option GS	Age 1015 to 1019	100.0%
<input type="checkbox"/> Option GT	Age 1020 to 1024	100.5%
<input type="checkbox"/> Option GU	Age 1025 to 1029	101.0%
<input type="checkbox"/> Option GV	Age 1030 to 1034	101.5%
<input type="checkbox"/> Option GW	Age 1035 to 1039	102.0%
<input type="checkbox"/> Option GX	Age 1040 to 1044	102.5%
<input type="checkbox"/> Option GY	Age 1045 to 1049	103.0%
<input type="checkbox"/> Option GZ	Age 1050 to 1054	103.5%
<input type="checkbox"/> Option HA	Age 1055 to 1059	104.0%
<input type="checkbox"/> Option HB	Age 1060 to 1064	104.5%
<input type="checkbox"/> Option HC	Age 1065 to 1069	105.0%
<input type="checkbox"/> Option HD	Age 1070 to 1074	105.5%
<input type="checkbox"/> Option HE	Age 1075 to 1079	106.0%
<input type="checkbox"/> Option HF	Age 1080 to 1084	106.5%
<input type="checkbox"/> Option HG	Age 1085 to 1089	107.0%
<input type="checkbox"/> Option HH	Age 1090 to 1094	107.5%
<input type="checkbox"/> Option HI	Age 1095 to 1099	108.0%
<input type="checkbox"/> Option HJ	Age 1100 to 1104	108.5%
<input type="checkbox"/> Option HK	Age 1105 to 1109	109.0%
<input type="checkbox"/> Option HL	Age 1110 to 1114	109.5%
<input type="checkbox"/> Option HM	Age 1115 to 1119	110.0%
<input type="checkbox"/> Option HN	Age 1120 to 1124	110.5%
<input type="checkbox"/> Option HO	Age 1125 to 1129	111.0%
<input type="checkbox"/> Option HP	Age 1130 to 1134	111.5%
<input type="checkbox"/> Option HQ	Age 1135 to 1139	112.0%
<input type="checkbox"/> Option HR	Age 1140 to 1144	112.5%
<input type="checkbox"/> Option HS	Age 1145 to 1149	113.0%
<input type="checkbox"/> Option HT	Age 1150 to 1154	113.5%
<input type="checkbox"/> Option HU	Age 1155 to 1159	114.0%
<input type="checkbox"/> Option HV	Age 1160 to 1164	114.5%
<input type="checkbox"/> Option HW	Age 1165 to 1169	115.0%
<input type="checkbox"/> Option HX	Age 1170 to 1174	115.5%
<input type="checkbox"/> Option HY	Age 1175 to 1179	116.0%
<input type="checkbox"/> Option HZ	Age 1180 to 1184	116.5%
<input type="checkbox"/> Option IA	Age 1185 to 1189	117.0%
<input type="checkbox"/> Option IB	Age 1190 to 1194	117.5%
<input type="checkbox"/> Option IC	Age 1195 to 1199	118.0%
<input type="checkbox"/> Option ID	Age 1200 to 1204	118.5%
<input type="checkbox"/> Option IE	Age 1205 to 1209	119.0%
<input type="checkbox"/> Option IF	Age 1210 to 1214	119.5%
<input type="checkbox"/> Option IG	Age 1215 to 1219	120.0%
<input type="checkbox"/> Option IH	Age 1220 to 1224	120.5%
<input type="checkbox"/> Option II	Age 1225 to 1229	121.0%
<input type="checkbox"/> Option IJ	Age 1230 to 1234	121.5%
<input type="checkbox"/> Option IK	Age 1235 to 1239	122.0%
<input type="checkbox"/> Option IL	Age 1240 to 1244	122.5%
<input type="checkbox"/> Option IM	Age 1245 to 1249	123.0%
<input type="checkbox"/> Option IN	Age 1250 to 1254	123.5%
<input type="checkbox"/> Option IO	Age 1255 to 1259	124.0%
<input type="checkbox"/> Option IP	Age 1260 to 1264	124.5%
<input type="checkbox"/> Option IQ	Age 1265 to 1269	

WASHINGTON STATE UNIVERSITY

### Voluntary Investment Programs

- ❖ Pre-tax and post-tax contribution options available
- ❖ Minimum contribution of \$15 per pay period, up to maximum of \$19,500 if under age 50 or \$26,000 if 50 or older
- ❖ Flexible-Can enroll/change/stop contributions at any time
- ❖ Can accept roll-overs from qualified retirement plans
- ❖ Both plans available to you, no matter what retirement plan you choose

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### Deferred Compensation Program (DCP)

- ❖ Pre-tax only
- ❖ IRS tax code 457b plan
- ❖ Administered by the Department of Retirement Systems
- ❖ Same investment options as Plan 3
- ❖ No early withdrawal penalty
- ❖ Auto enroll

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WASHINGTON STATE UNIVERSITY

Automatic Enrollment - New full time employees\* hired on or after January 1, 2017 will be automatically enrolled

### New Hire Timeline

Within 30 days of hire WSU reports you to DCP	A packet will be sent to you by DCP.	You'll have 30 days from that mailing to opt out.	90 days after your hire date 3% contributions will begin if you did not opt out	Within 90 days of 1 <sup>st</sup> contribution you can withdraw funds with no penalty
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\*Part-time employees can voluntarily participate at any time, but will not be enrolled automatically

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### Voluntary Investment Plan (VIP)

- ❖ Pre-tax and/or post-tax contributions
- ❖ IRS tax code 403b plan
- ❖ Administered by TIAA
  - ❖ Select investments online
  - ❖ Select contribution amount with HRS
- ❖ Same investment options as WSURP
- ❖ If funds are withdrawn after separation, an early withdrawal penalty will apply if you are under age 59 1/2

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### Resources

Human Resource Services  
hrs.wsu.edu | (509)335-4521 | hrs@wsu.edu

TIAA  
www.tiaa.org/wsu | (800) 732-8353 In-person consultations  
(800)842-2776 Telephone consultations

DRS  
www.drs.wa.gov | (800)547-6657 | recep@drs.wa.gov

Voya Financial  
www.drs.wa.gov/plan3 | (888)327-5596

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