

SUPPLEMENTAL RETIREMENT ACCOUNT (SRA)

If you currently have a tax-deferred Supplemental Retirement Account (SRA,) congratulations on making the important decision to **save for your retirement!** If not, we strongly recommend your starting an SRA. The earlier you start, the more your funds will earn. An SRA also helps you **save on taxes.** Money you deduct from your paycheck into an SRA is not Federal/State taxed until you withdraw it from the account in retirement. We also offer a Roth SRA, with taxable contributions now and tax-free withdrawals in retirement. (See the separate document, “Roth SRA.”)

As a convenience, we offer the option during Open Enrollment of **starting** or **changing** your SRA.

☒ **Notice of Qualified Default Investment Allocation:**

If you do not select specific Fidelity or TIAA-CREF funds for your investment, your contributions will be defaulted by both providers into a lifecycle (or “target date”) fund best suited to your age. These funds’ investment mixes are set according to the amount of time you will have before retirement, and the investment mix automatically rebalances as time goes by.

☒ **Your Choice of Investments:**

Vassar offers two investment companies, TIAA-CREF and Fidelity Investments, as a savings options for your SRA. You can have a TIAA-CREF SRA, a Fidelity SRA, or both. In all cases, it is important that you understand your choices of fund options, and that you periodically review your investments: your portfolio should be varied enough not to concentrate all of your savings in just one or two types of investments, and the “mix” of investments should be appropriate to your age and risk tolerance.

- ◆ TIAA-CREF and Fidelity counselors regularly visit Vassar, so that you can meet one-on-one to discuss your investments.
- ◆ To schedule time with a counselor, watch your email for notices from Leslie Power of campus appointments, or reserve a space by phone for TIAA-CREF at (800)732-8343 and online at www.fidelity.com/atwork/reservations for Fidelity.
- ◆ You can also review the fund options on-line. To review TIAA-CREF’s funds, go to www.tiaa-cref.org/vassar and look under “variable annuity accounts.” For Fidelity, go to www.fidelity.com and click on “investment products,” then “mutual funds.” This spring, you can link to both sites through one secure portal.
- ◆ Once a year, TIAA-CREF and Fidelity representatives are available for walk-up counseling. Look for their tables at the **Benefits Fair, Wednesday, November 2nd, 2016.**

☒ **2017: Change to Percentages from Dollars**

The new portal coming this spring is built for percentage-based SRAs and Roths, so before then you’ll need to change your SRA to a percentage. Percentage options are included in Banner OnLine Open Enrollment, and there is a calculator on our website: www.humanresources.vassar.edu/benefits .

More information: see over →→→→→→→→

☒ **The maximum amount you can contribute to an SRA for calendar year 2017:**

- ◆ Every year, the IRS sets limits on the amount you can contribute to your SRA. If you are “maximizing” your SRA, the amount you tax-defer to TIAA-CREF and the amount you tax-defer to Fidelity, *added together*, cannot exceed your 2013 maximum limits (see below.)

Everyone can contribute at least:	\$18,000
If you will be over age 50 by 12/31/15, add \$5,500 for a total maximum of:	\$24,000

☒ **If you want to contribute the maximum for 2017:**

During Open Enrollment Online, you can change your SRA amount for 2017. We are converting dollar-based SRAs to percentages: there is a percentage maximizer calculator on our website: www.humanresources.vassar.edu/benefits .

☒ **If you want to change your SRA deduction amount, but not maximize:**

Change your percentage in Open Enrollment online effective January 1, 2017.

☒ **If you want to change your amount at some other time during the year:**

This spring, we will open the secure on-line portal where you can view and change your Vassar retirement plans any time. First quarter, contact Benefits if you’d like to change your percentage.

- ☒ **If you have any questions, please contact Benefits at ext. 5850 or benefits@vassar.edu** ☒