

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.

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.”
- ◆ Once a year, TIAA-CREF and Fidelity representatives are available for walk-up counseling. Look for their tables at the **Benefits Fair, Tuesday, November 1, 2011.**

More information: see over →→→→→→→

✘ **The maximum amount you can contribute to an SRA for calendar year 2012:**

- ◆ 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 2011 maximum limits (see below.)

Everyone can contribute at least:	\$17,000
If you will be over age 50 by 12/31/11, add \$5,500 for a total maximum of:	\$22,000

✘ **If you want to contribute the maximum for 2012:**

During Open Enrollment Online, you can change your SRA amount for 2012. Divide your annual maximum by the number of paychecks you get, and that is your 2012 deduction.

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

Change your amount in Open Enrollment online. Effective for your first paycheck after January 1, 2010, we will change your deduction to whatever you have requested.

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

You can. SRA changes are not restricted to Open Enrollment time; we have included this feature as part of Open Enrollment for your convenience. Contact Benefits at ext. 5850 or benefits@vassar.edu any time you wish to change your contribution amount.

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