

SAVING FOR RETIREMENT!

The Virginia General Assembly deemed employee saving so important it passed legislation to encourage new employees to start saving for retirement as soon as possible.

How? On January 1, 2008, higher education institutions (like VCU) started automatically enrolling new faculty and classified staff in the Tax-Deferred Annuity (TDA) program at \$20 each pay period – **unless they opt out of participating within 60 days of their hire date** by completing the **TDA Auto-Enroll Opt-Out Form** at www.hr.vcu.edu/about/forms.html#benefits.

FREE Money! Just for participating in the TDA at \$20* each pay period, you may qualify to receive an additional \$10 every pay period from VCU that goes to your retirement savings. **That's right – VCU can pay you to save!** That's an additional \$240 (**FREE money!**) in retirement contributions every year while you are employed at VCU. **NOTE:** That amount can increase to \$480 annually (or \$20 each pay period) if you increase your TDA deduction to \$40 or more each pay day. To qualify for the VCU Cash Match, you must already be making the maximum voluntary contribution to the VRS Hybrid Plan, or you must be covered by VRS Plan 1, VRS Plan 2 or the VCU Optional Retirement Plan (ORP) for Faculty.

It's easy! With auto-enrollment, a **total** of \$30 goes to your retirement savings every payday. Here's how that breaks down:

- \$20 will be deducted from your paycheck each payday for your TDA with TIAA-CREF.
More good news! Because your \$20 contribution is deducted from your paycheck before taxes, your take-home pay won't be reduced by as much.
- \$10 will be contributed by VCU every payday to a separate retirement savings account (Cash Match Plan) in your name with TIAA-CREF if you qualify.

Watch your investment grow over time!

It can make a difference in retiring like this...



And potentially retiring like this...



Get this! You take advantage of a great savings opportunity. And your retirement savings grow (tax free!) until you need it at retirement.

Questions? Contact VCU Human Resources at (804) 827-1723 or benefits@vcu.edu.

* If you wish to direct more (or less) money to your TDA, you can make that change *at any time* by completing a Salary Reduction Agreement at www.hr.vcu.edu/about/forms.html#benefits. (**NOTE:** VCU's contribution is based on your participating at \$20 or more each pay period.) You also can stop contributing *at any time*. For more information, visit www.hr.vcu.edu/benefits/tda.html.