NAGDCA 2025

Art Caple President's Award

Using Plan Design
to Improve Retirement Outcomes

Plan Profiles

SURS Retirement Savings Plan

Members starting their careers with a SURS-covered employer are required to participate in one of three qualified 401(a) retirement plans, either the:

- Traditional Pension Plan (defined benefit plan),
- Portable Pension Plan (defined benefit plan) or
- Retirement Savings Plan (defined contribution plan).

The SURS Retirement Savings Plan (RSP) contains both required member contributions and employer contributions.

SURS Deferred Compensation Plan

The SURS Deferred Compensation Plan (DCP) is a voluntary 457(b) plan created in accordance with Illinois Public Act 100-769, to provide members an avenue to save more and generate additional income in retirement. Most active SURS members employed by a state university, community college or other affiliated agencies throughout the state of Illinois can participate.

The DCP was made available on March 1, 2021, to all 58 eligible employers who were required to adopt the plan before members could begin participating. The last eligible employer was added on April 1, 2023.

The recordkeeping responsibilities of the SURS DCP are contracted to a third party, Voya Financial®, who works in partnership with SURS staff to administer the plan.

Project Background and Goals

Beginning in 2020, SURS began a multi-year revamp of their retirement plans:

September 1, 2020

Redesign of the SURS Retirement Savings Plan (RSP): New name, new fund lineup, new default investment option: "the SURS Lifetime Income Strategy (LIS) which allows members to secure guaranteed income during retirement", and a new recordkeeping partner with enhanced tools and services.

March 1, 2021

Introduction of a **new 457(b) plan**, the **SURS Deferred Compensation Plan (DCP)**.

July 1, 2023

Addition of **automatic enrollment** to the SURS DCP.

July 1, 2024

Addition of **automatic contribution escalation** to the SURS DCP.

Goals

- Offer a new, flexible default investment option that would allow members to remain in the plan, receive lifetime income benefits at retirement, and still qualify for retiree healthcare (if eligible) without giving up access to their entire account balance.
- Help members better prepare for retirement while reducing market and point-in-time risk by offering the option of securing guaranteed lifetime income over time through the new Lifetime Income Strategy.
- Improve the investment lineup by reducing fund overlap and providing access to more functional asset classes.
- Streamline plan administration to improve operations and lower fees.
- Improve communications and enhance the overall member experience.

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Retirement Savings Plan Redesign

September 1, 2020

The RSP was redesigned and reintroduced to members with new features and improved offerings, including options to better assist with the accumulation and decumulation of their retirement assets.

Prior to the changes, the plan was named the Self-Managed Plan (SMP) and was managed by two different recordkeepers.

SURS recognized a few critical issues with the SMP plan design after reviewing the plan and interacting with members:

- At retirement, members were required to either:
    - use 100% of the assets in their account to purchase an annuity from the available providers to qualify for retiree healthcare benefits (if eligible), or
    - forfeit the healthcare benefit and take a lump-sum distribution.
  - Both options posed problems for SURS members and resulted in members being required to leave the plan at retirement.
- Due in large part to the 100% annuitization requirement, most members failed to annuitize and thus forfeited any retiree healthcare benefit they had earned. The 100% annuitization requirement likely had a greater impact on those members with limited supplemental or emergency savings.
- Members who took a lump-sum distribution where then required to either manage their own investments or find someone they could trust to provide them the assistance that they need.
- The risk of members outliving their savings was compounded by the forfeiture of retiree health benefits and the fact that SURS members do not contribute to Social Security.

Due in part to these issues and SURS' analysis of industry best practices for providing income in retirement, SURS recognized the benefits of offering a new, flexible default investment option that would allow members to remain in the plan, receive lifetime income in retirement, and still qualify for retiree healthcare benefits at retirement (if eligible) without giving up access to their entire account balance.

Retirement Savings Plan Redesign

Project Description

SURS renamed the SMP the SURS Retirement Savings Plan (RSP) to make clear that members were are not required to manage their own investments and also consolidated the recordkeeping of the RSP under one provider, Voya Financial, for ease of administration. SURS then partnered with AllianceBernstein L.P. to create a custom default investment solution named the SURS Lifetime Income Strategy ("SURS LIS"). With the focus to provide a solution to help members generate enough income in retirement to maintain their standard of living, SURS elected to re-enroll members' current account balances and future contributions into the SURS LIS. This was an outcome-focused strategy designed to improve retirement security and ensure members were properly allocated to an investment strategy customized to their retirement age and desired level of income protection.

The SURS LIS:

- Serves as the default option enabling members to build retirement wealth and providing members an opportunity to secure guaranteed lifetime income without surrendering access to their account balances.
- Addresses interest rate risks and market risks by providing members an option to secure retirement income over a period of 15 years prior to retirement.
- The gradual phase into guaranteed lifetime income is intended to mitigate the risk of point-in-time annuitization and help protect against short-term market volatility. The solution is also designed to capture market growth so members can benefit from gains in rising markets.
- Provides a guaranteed retirement income stream while going beyond that of a typical annuity by providing members with the flexibility to access and control their assets.
- Members who convert at least 50% of their account balance into monthly lifetime income at retirement are not forced to forfeit their earned retiree health benefits.
- Gives members who die before activation the ability to pass the value of their account balance to a beneficiary.
- Uses customizable inputs to create an asset allocation strategy unique to each member based on their desired retirement age and level of income protection.

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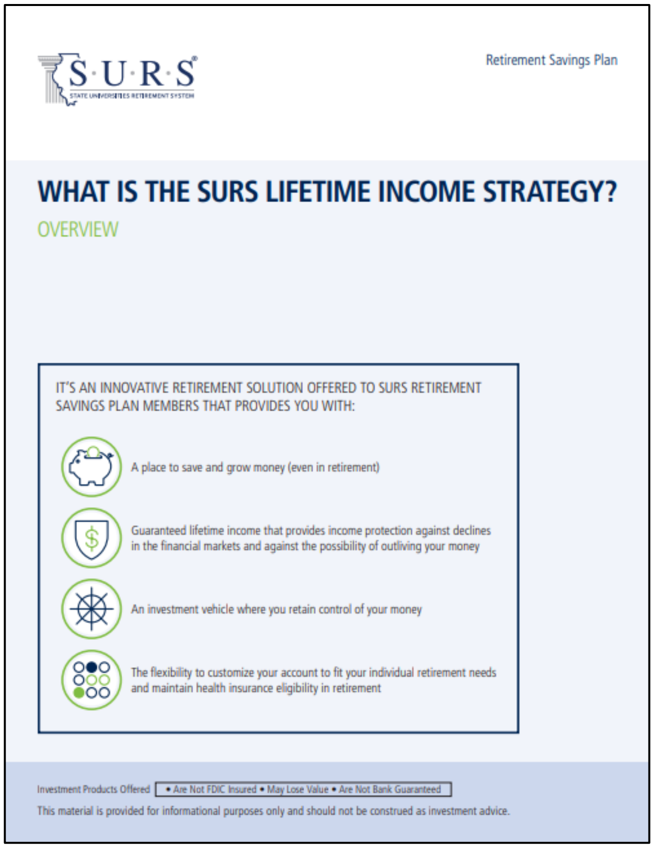
Communications

SURS recognized that change can be daunting and unsettling for members, so they sought to create a robust communication and education program:

- Members received introductory announcements via email and mail with newly created materials using the theme, "Your Road to a Healthy Retirement."
- Webinars covering the recordkeeper transition and asset mapping were held in July 2020 to communicate the investment changes and present a forum for members to ask questions.
- Frequently Asked Questions (FAQs) were posted on the website to help improve customer service by answering common questions.
- Content specifically focused on explaining the SURS LIS and educating members on the benefits and flexibility of the product were created, including brochures, videos, website content, training materials and mailers.
- A SURS LIS website was developed to provide members the real-time ability to see their projected income amount and allow them to adjust features such as contributions, retirement age and their secure income level.
- Members were encouraged to set up appointments with SURS staff or contact the SURS call center with questions or concerns:
    - The field team completed 703 appointments with members spanning across 51 SURS employer locations.
    - 29 webinars were held:
        - 27 webinars open to all members had a total of 2,052 unique attendees.
        - 2 location-specific webinars were open Q&A sessions where members had an opportunity to ask plan-related questions.

LIS Information Samples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Retirement Savings Plan

WHAT IS THE SURS LIFETIME INCOME STRATEGY?

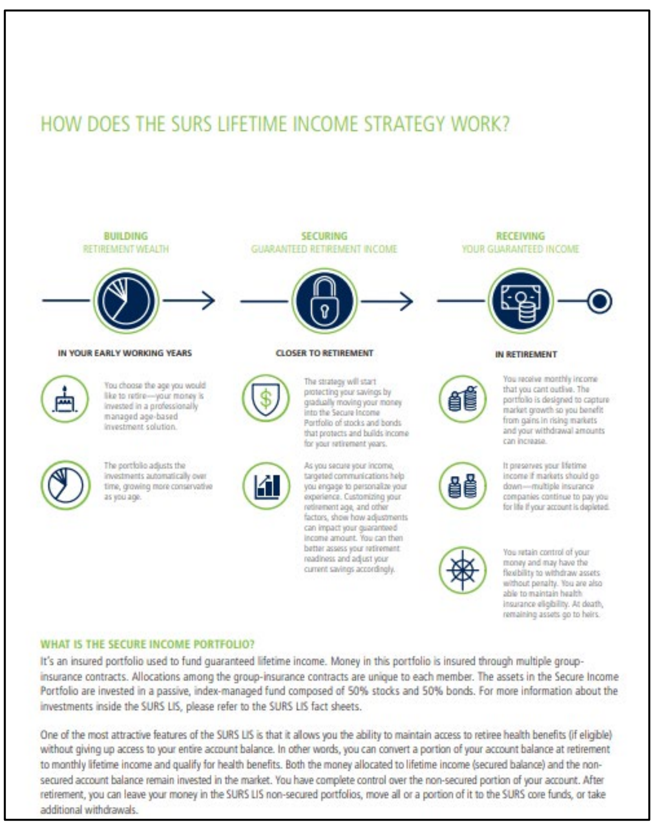
OVERVIEW

IT'S AN INNOVATIVE RETIREMENT SOLUTION OFFERED TO SURS RETIREMENT SAVINGS PLAN MEMBERS THAT PROVIDES YOU WITH:

- A place to save and grow money (even in retirement)
- Guaranteed lifetime income that provides income protection against declines in the financial markets and against the possibility of outliving your money
- An investment vehicle where you retain control of your money
- The flexibility to customize your account to fit your individual retirement needs and maintain health insurance eligibility in retirement

Investment Products Offered • Are Not FDIC Insured • May Lose Value • Are Not Bank Guaranteed

This material is provided for informational purposes only and should not be construed as investment advice.


HOW DOES THE SURS LIFETIME INCOME STRATEGY WORK?

BUILDING RETIREMENT WEALTH — **IN YOUR EARLY WORKING YEARS**

- You choose the age you would like to retire—your money is invested in a professionally managed age-based investment solution.
- The portfolio adjusts the investments automatically over time, growing more conservative as you age.

SECURING GUARANTEED RETIREMENT INCOME — **CLOSER TO RETIREMENT**

- The strategy will start protecting your savings by gradually moving your money into the Secure Income Portfolio of stocks and bonds that protects and builds income for your retirement years.
- As you secure your income, targeted communications help you engage to personalize your experience. Customizing your retirement age, and other factors, show how adjustments can impact your guaranteed income amount. You can then better assess your retirement readiness and adjust your current savings accordingly.

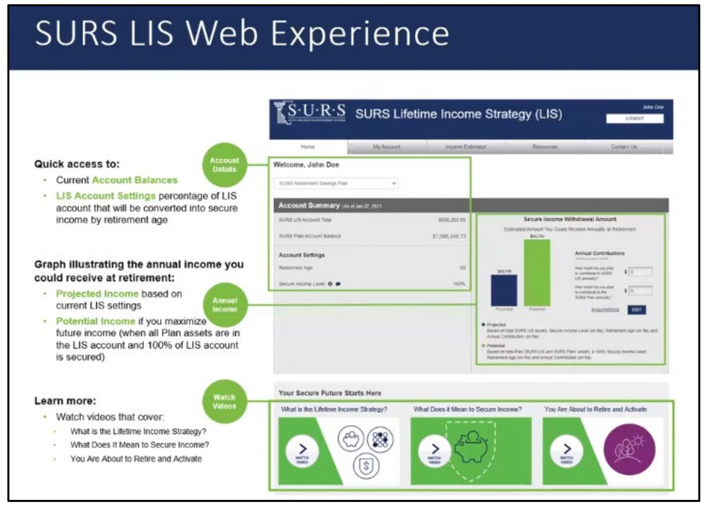
RECEIVING YOUR GUARANTEED INCOME — **IN RETIREMENT**

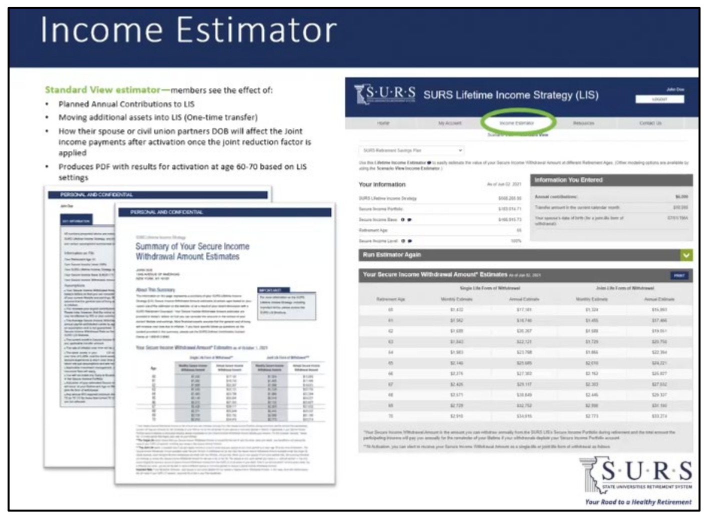
- You receive monthly income that you cant outlive. The portfolio is designed to capture market growth so you benefit from gains in rising markets and your withdrawal amounts can increase.
- It preserves your lifetime income if markets should go down—multiple insurance companies continue to pay you for life if your account is depleted.
- You retain control of your money and may have the flexibility to withdraw assets without penalty. You are also able to maintain health insurance eligibility. At death, remaining assets go to heirs.

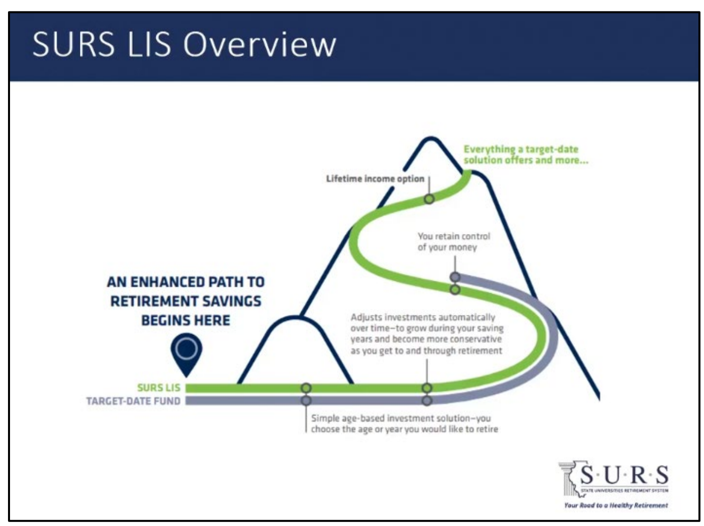
WHAT IS THE SECURE INCOME PORTFOLIO?

It's an insured portfolio used to fund guaranteed lifetime income. Money in this portfolio is insured through multiple group-insurance contracts. Allocations among the group-insurance contracts are unique to each member. The assets in the Secure Income Portfolio are invested in a passive, index-managed fund composed of 50% stocks and 50% bonds. For more information about the investments inside the SURS LIS, please refer to the SURS LIS fact sheets.

One of the most attractive features of the SURS LIS is that it allows you the ability to maintain access to retiree health benefits (if eligible) without giving up access to your entire account balance. In other words, you can convert a portion of your account balance at retirement to monthly lifetime income and qualify for health benefits. Both the money allocated to lifetime income (secured balance) and the non-secured account balance remain invested in the market. You have complete control over the non-secured portion of your account. After retirement, you can leave your money in the SURS LIS non-secured portfolios, move all or a portion of it to the SURS core funds, or take additional withdrawals.







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Communication Samples

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Your Road to a Healthy Retirement

July 2020

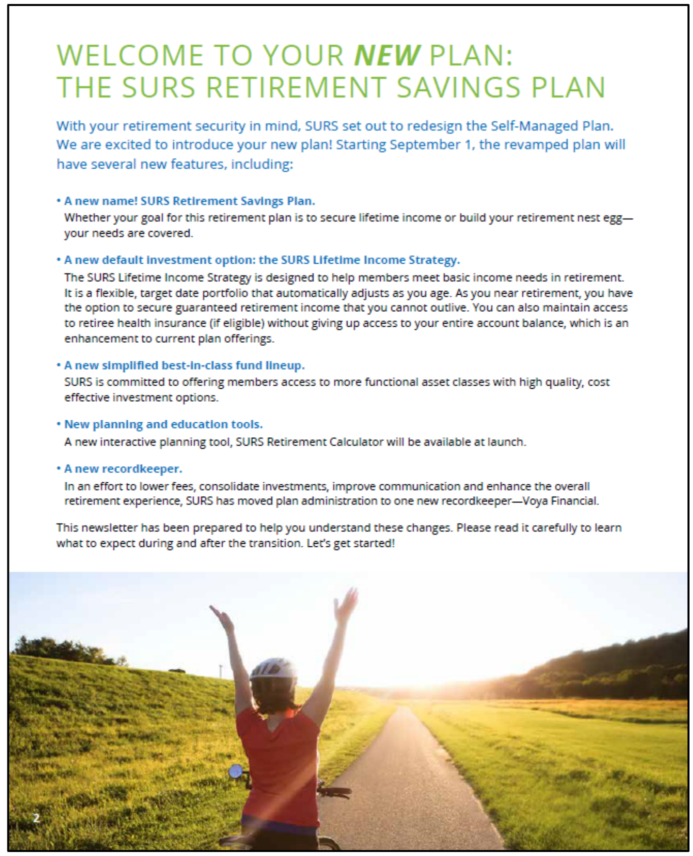
GET READY! YOUR PLAN IS ON THE MOVE!

We are pleased to announce that the SURS Self-Managed Plan is moving to a new recordkeeper, Voya Financial® in September 2020.

Table of Contents

Exciting enhancements are coming September 1, 2020, including:

In order to complete the transition to the new recordkeeper, there will be a blackout period from August 14 to August 31, 2020. During this time, you will have limited access to your account. You will not be able to make changes to your account during this period.



WELCOME TO YOUR *NEW* PLAN: THE SURS RETIREMENT SAVINGS PLAN

With your retirement security in mind, SURS set out to redesign the Self-Managed Plan. We are excited to introduce your new plan! Starting September 1, the revamped plan will have several new features, including:

- **A new name! SURS Retirement Savings Plan.**
  Whether your goal for this retirement plan is to secure lifetime income or build your retirement nest egg—your needs are covered.
- **A new default investment option: the SURS Lifetime Income Strategy.**
  The SURS Lifetime Income Strategy is designed to help members meet basic income needs in retirement. It is a flexible, target date portfolio that automatically adjusts as you age. As you near retirement, you have the option to secure guaranteed retirement income that you cannot outlive. You can also maintain access to retiree health insurance (if eligible) without giving up access to your entire account balance, which is an enhancement to current plan offerings.
- **A new simplified best-in-class fund lineup.**
  SURS is committed to offering members access to more functional asset classes with high quality, cost effective investment options.
- **New planning and education tools.**
  A new interactive planning tool, SURS Retirement Calculator will be available at launch.
- **A new recordkeeper.**
  In an effort to lower fees, consolidate investments, improve communication and enhance the overall retirement experience, SURS has moved plan administration to one new recordkeeper—Voya Financial.

This newsletter has been prepared to help you understand these changes. Please read it carefully to learn what to expect during and after the transition. Let's get started!

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Your Road to a Healthy Retirement

COMING TO THE SELF-MANAGED PLAN:

A New Name, New Investment Options and New Services

Starting this September, you can look forward to a variety of enhancements to the Self-Managed Plan, including:

- A new plan name: the SURS Retirement Savings Plan.
- A new default investment option: the SURS Lifetime Income Strategy.
  — This professionally managed, flexible investment option can help you grow your money in your working years, and as you near retirement, you can choose to secure guaranteed retirement income.
  — This investment option also gives you the ability to receive retiree health insurance benefits, all while still maintaining control of a portion of your account balance in retirement, an enhancement to current offerings.
- A new core investment lineup, new asset classes and fund managers.
- Access to an interactive web experience to help improve your overall financial health and retirement readiness.
- Mobile account access for 24/7 convenience.
- Online planning tools and educational support.
- A new recordkeeper: Voya Financial®.

You don't have to do anything now. In the coming months, SURS will send you details about how the changes will take place. We're very excited about the enhancements to the plan, and hope you will be, too.

Attend a webinar. Go to **surs.org** for the schedule.

Welcome to your new Plan

SURS Retirement Savings Plan

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Results

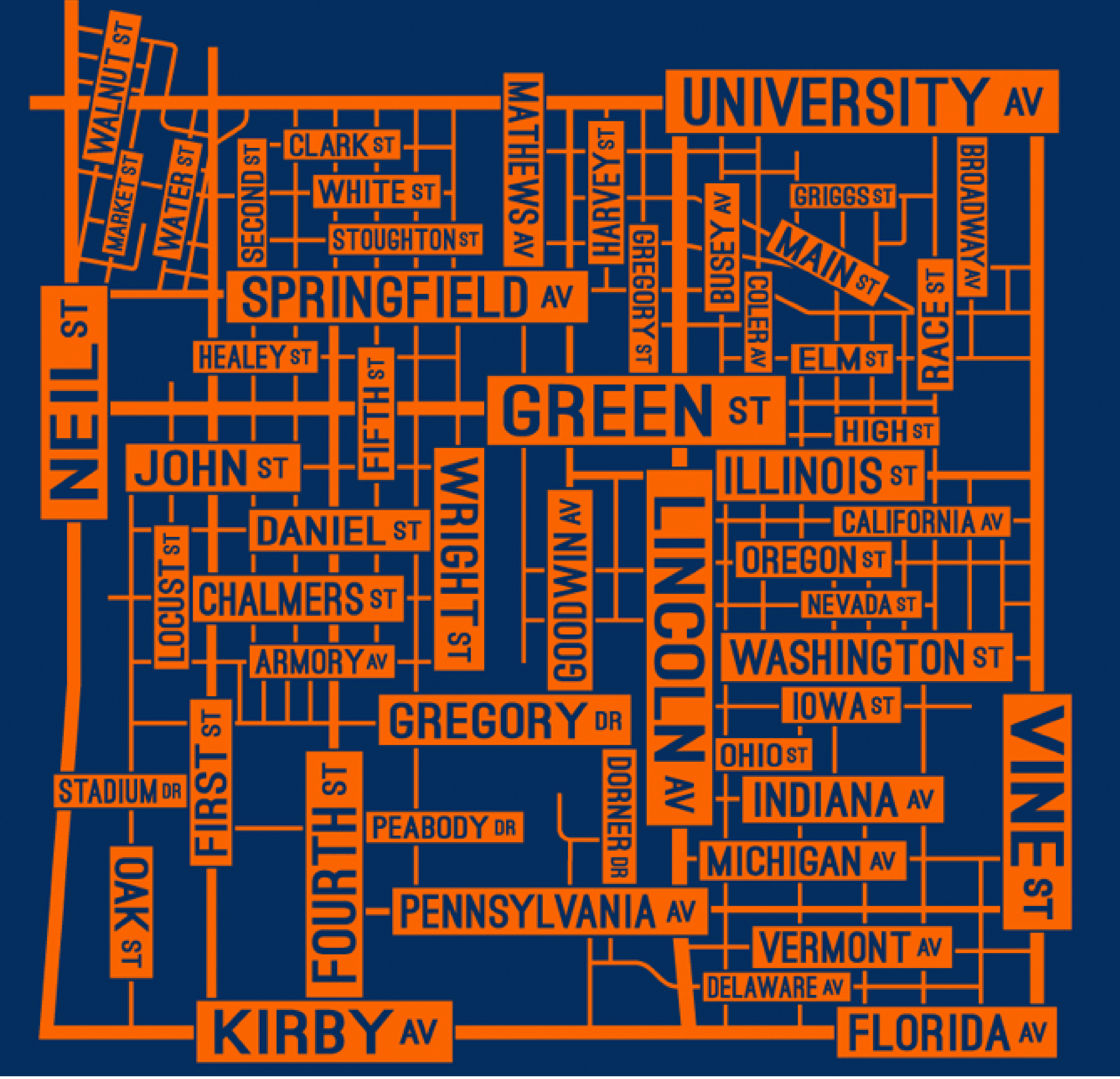
As a result of the changes, members experienced:

- Decreased recordkeeping fees due to the RFP process and consolidation to one recordkeeper.
    - Fees were **reduced from $47 and $72 per member** at the previous recordkeepers **to $30 per member** at the new recordkeeper. A reduction of approximately **36%** and **58%**, respectively.

- Reduced investment expenses due to the revamped investment lineup and negotiated investment fees:
    - The weighted average expense ratio of the investments was **reduced from 0.26% to 0.24%** (excluding the SURS Fixed Account).
    - The 0.24% weighted average expense ratio includes the Secure Income Portfolio and the associated asset-based premium within the SURS LIS.
    - Excluding assets in the Secure Income Portfolio, the weighted average expense ratio of the investment options at Voya is 0.11%.

As of March 31, 2025, there were:

- **24,768 RSP members** with an account balance
- Over **$4.15 billion RSP assets**.
- A reduced number of **investment options (29 to 16)** to simplify decision making and limit investment overlap.
- **82% still 100% invested in the SURS LIS**.



DCP Plan Rollout

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Deferred Compensation Plan Rollout

Employers were able to add the DCP at different times, so the outreach efforts needed to be flexible, for both employers and members with income projections including a specific income projection for those invested in the LIS.

For the rollout, SURS:

- Coordinated communications and educational opportunities.
- Employed single sign-on so members could manage their pension and DCP from one website.
- Used member support teams to ensure positive member experiences.
- Partnered with Voya's field team to partner with employer HR teams and SURS Benefits Counselors.
- Encouraged supplemental savings and promoted the DCP during individual pre-retirement counseling appointments and group outreach events.
- Provided an enhanced retirement calculator to illustrate projected income and any potential income "gaps."
    - For members with a gap, there was a nudge to save more and enroll in the DCP.
- Provided an enhanced quarterly statement with a specific income projection for those invested in the SURS LIS.
- Created specific communications that could be deployed at the time the employer added the DCP:
    - Once the DCP was added to a specific employer, those members would receive an email and a postcard informing them of the new plan and its benefits.
    - Local representatives would be available to conduct onsite and virtual group meetings and one-on-one sessions. Emails were sent two weeks in advance of meetings and one-on-one sessions notifying members of their availability.
- Deployed targeted emails at strategic times during the year to promote the plan and generate enrollment:
    - Two versions of emails for Tier II members and high earners that highlighted how earnings limits in the 401(a) plans would cap higher earners and the benefit of saving additionally in the DCP.

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Goals and Results

Goal

To increase the retirement readiness of members measured by enrollments, email engagement and meeting/webinar attendance.

Employer Adopts DCP	**Email** and **postcard** sent; **66 webinars** with 2,444 members in attendance and visits to 30 employer locations with 205 **one-on-one** sessions meetings conducted.
9 months after member hired	Eligibility **email reminder** to new members to enroll.
January 21, 2022	New Year themed **targeted email** 44.2% open rate, 223 new enrollments.
April 15, 2022	Tax Time themed **targeted email** 37.8% open rate, 123 new enrollments.
October 4, 2022	National Retirement Security Month **targeted email** 44.5% open rate, 123 new enrollments.

Results

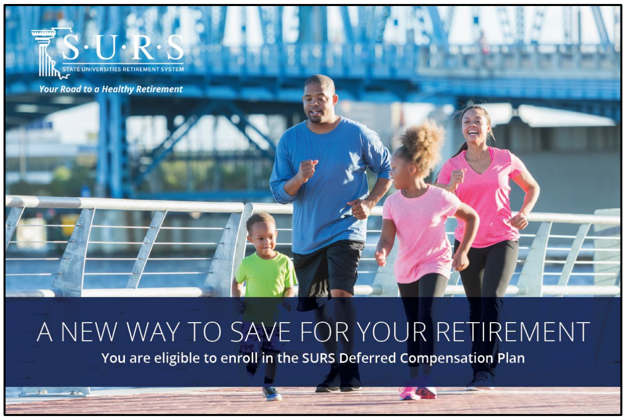
As of March 31, 2023, there were:

- 2,230 participating members
- Over $22 million DCP assets
- Average contribution/pay period: ($) $811, (%) 12%

As of March 31, 2025, there were:

- 16,623 DCP members with an account balance
- Over $106 million DCP assets

Communication Samples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A NEW WAY TO SAVE FOR YOUR RETIREMENT

You are eligible to enroll in the SURS Deferred Compensation Plan


Your future will depend on having more than one source of retirement income.

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State Universities Retirement System
1901 Fox Drive
Champaign, IL 61820-7333

To be retirement ready, it may take supplemental savings. That is why your employer offers the new SURS Deferred Compensation Plan (DCP). Your participation is voluntary.

Saving and investing in the DCP helps you create income to supplement your other SURS retirement plan's benefits. You save at a rate right for you, up to the IRS annual limits, making pre-tax or Roth contributions or both. You choose among the best-in-class DCP investment lineup, which includes an option that generates guaranteed lifetime income when you retire.

Learn more at surs.org/dcp

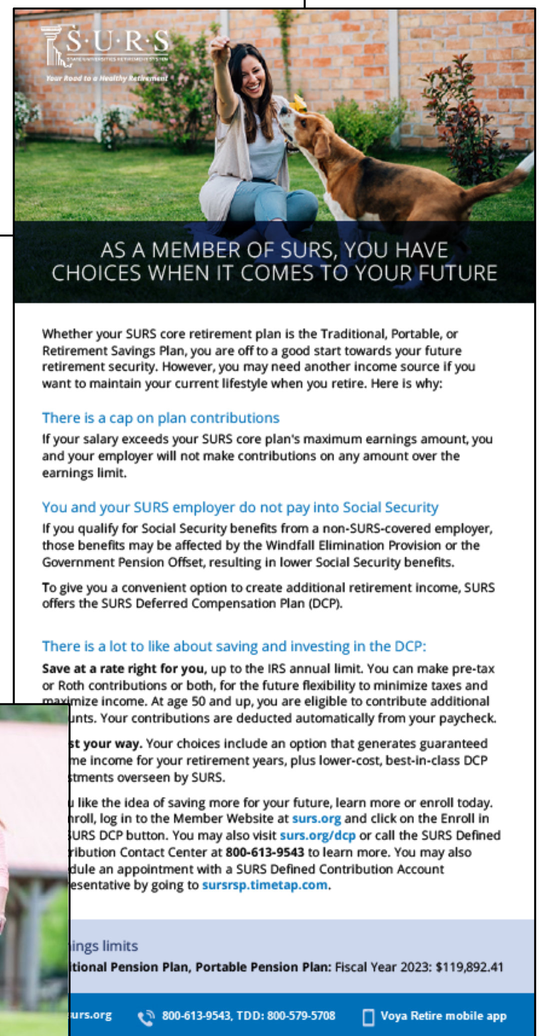
Enroll today

Go to surs.org and click the gold *Member Website Login* button, then *SURS Deferred Compensation Plan (DCP).*

SURS Deferred Compensation Plan
surs.org
800-613-9543 TDD: 800-579-5708
Voya Retire mobile app

You can meet with a SURS Defined Contribution Account Representative by phone or in person. They can explain the DCP and how it complements your other SURS retirement plan. Book an individual appointment at sursrsp.timetap.com.

The DCP complements the SURS Traditional Pension Plan, Portable Pension Plan and Retirement Savings Plan (formerly known as the Self-Managed Plan).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Your Road to a Healthy Retirement

AS A MEMBER OF SURS, YOU HAVE CHOICES WHEN IT COMES TO YOUR FUTURE

Whether your SURS core retirement plan is the Traditional, Portable, or Retirement Savings Plan, you are off to a good start towards your future retirement security. However, you may need another income source if you want to maintain your current lifestyle when you retire. Here is why:

There is a cap on plan contributions

If your salary exceeds your SURS core plan's maximum earnings amount, you and your employer will not make contributions on any amount over the earnings limit.

You and your SURS employer do not pay into Social Security

If you qualify for Social Security benefits from a non-SURS-covered employer, those benefits may be affected by the Windfall Elimination Provision or the Government Pension Offset, resulting in lower Social Security benefits.

To give you a convenient option to create additional retirement income, SURS offers the SURS Deferred Compensation Plan (DCP).

There is a lot to like about saving and investing in the DCP:

Save at a rate right for you, up to the IRS annual limit. You can make pre-tax or Roth contributions or both, for the future flexibility to minimize taxes and maximize income. At age 50 and up, you are eligible to contribute additional ...unts. Your contributions are deducted automatically from your paycheck.

...**t your way.** Your choices include an option that generates guaranteed ...me income for your retirement years, plus lower-cost, best-in-class DCP ...stments overseen by SURS.

...u like the idea of saving more for your future, learn more or enroll today. ...nroll, log in to the Member Website at **surs.org** and click on the Enroll in ...URS DCP button. You may also visit **surs.org/dcp** or call the SURS Defined ...ribution Contact Center at **800-613-9543** to learn more. You may also ...dule an appointment with a SURS Defined Contribution Account ...esentative by going to **sursrsp.timetap.com.**

...ings limits

...itional Pension Plan, Portable Pension Plan: Fiscal Year 2023: $119,892.41

...urs.org 800-613-9543, TDD: 800-579-5708 Voya Retire mobile app


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Your Road to a Healthy Retirement

A NEW WAY TO CREATE MORE RETIREMENT INCOME

Your employer now offers the SURS Deferred Compensation Plan (DCP). This new savings plan makes it convenient for you to invest more toward your goal of living comfortably when you retire.

It is simple to enroll—and you are eligible.

Your DCP contributions are deducted automatically from your paycheck. You save at a rate that is right for you, up to the IRS annual limits, making pre-tax or Roth contributions or both. You choose among the best-in-class DCP investment lineup, which includes an option that generates guaranteed lifetime income for your retirement years.

SURS De... Compen...
surs...
800-... TDD...
Voya...

Your participation is voluntary.

If you are interested, click here to learn more or to enroll.

You can meet with a SURS Defined Contribution Account Rep... phone or in person. They can explain the DCP and how it co... other SURS retirement plan. Book an individual appointmen... sursrsp.timetap.com.

The DCP does not replace your other SURS retirement plan. ... savings you build in the DCP complements your benefits fro... Traditional Pension Plan, Portable Pension Plan or Retiremen... (formerly known as the Self-Managed Plan).


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Your Road to a Healthy Retirement

DO YOU LIKE THE IDEA OF MORE RETIREMENT INCOME?

The SURS Deferred Compensation Plan (DCP) is a voluntary 457(b) defined contribution plan that complements the SURS Traditional Pension Plan, Portable Pension Plan and Retirement Savings Plan (formerly known as the Self-Managed Plan). It is simple to enroll — and you are eligible.

Learn more at surs.org/dcp

Enroll today

Go to **surs.org** and click the gold *Member Website Login* button, then *SURS Deferred Compensation Plan (DCP).*

SURS Deferred Compensation Plan
surs.org
800-613-9543 TDD: 800-579-5708
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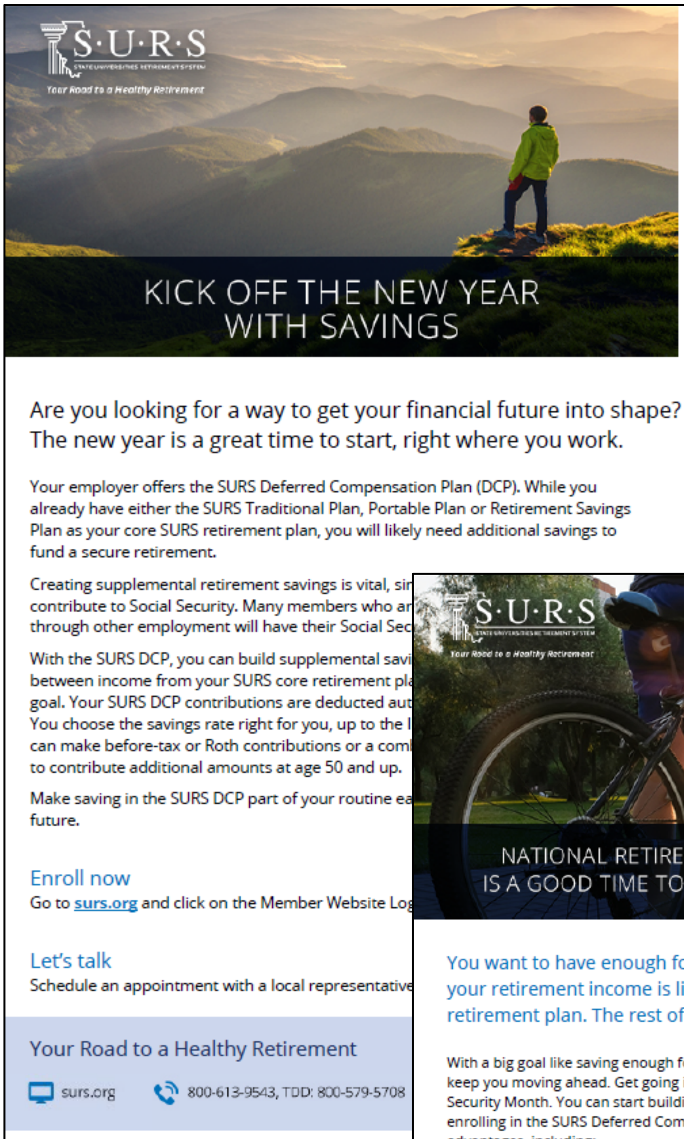
Communication Samples



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Your Road to a Healthy Retirement

KICK OFF THE NEW YEAR WITH SAVINGS

Are you looking for a way to get your financial future into shape? The new year is a great time to start, right where you work.

Your employer offers the SURS Deferred Compensation Plan (DCP). While you already have either the SURS Traditional Plan, Portable Plan or Retirement Savings Plan as your core SURS retirement plan, you will likely need additional savings to fund a secure retirement.

Creating supplemental retirement savings is vital, sir
contribute to Social Security. Many members who ar
through other employment will have their Social Sec

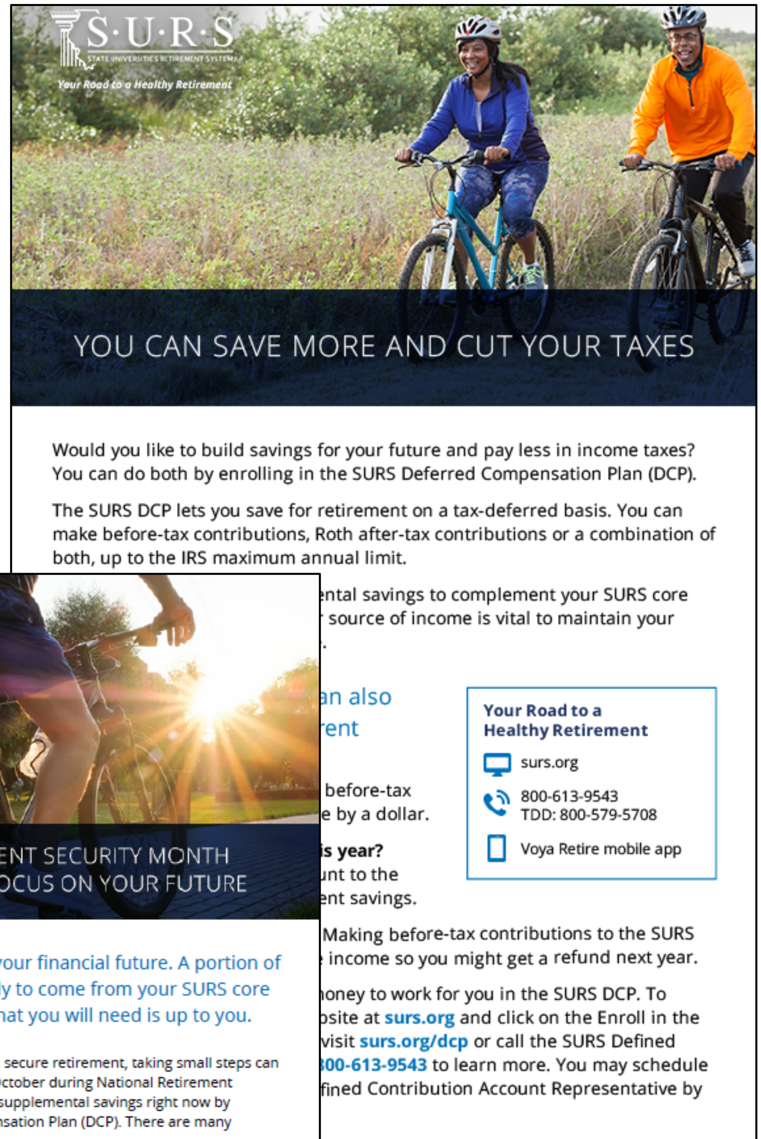
With the SURS DCP, you can build supplemental savi
between income from your SURS core retirement pl
goal. Your SURS DCP contributions are deducted aut
You choose the savings rate right for you, up to the I
can make before-tax or Roth contributions or a com
to contribute additional amounts at age 50 and up.

Make saving in the SURS DCP part of your routine ea
future.

Enroll now
Go to surs.org and click on the Member Website Log

Let's talk
Schedule an appointment with a local representative

Your Road to a Healthy Retirement
surs.org 800-613-9543, TDD: 800-579-5708



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Your Road to a Healthy Retirement

YOU CAN SAVE MORE AND CUT YOUR TAXES

Would you like to build savings for your future and pay less in income taxes? You can do both by enrolling in the SURS Deferred Compensation Plan (DCP).

The SURS DCP lets you save for retirement on a tax-deferred basis. You can make before-tax contributions, Roth after-tax contributions or a combination of both, up to the IRS maximum annual limit.

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Making before-tax contributions to the SURS
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visit surs.org/dcp or call the SURS Defined
00-613-9543 to learn more. You may schedule
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Your Road to a Healthy Retirement

NATIONAL RETIREMENT SECURITY MONTH IS A GOOD TIME TO FOCUS ON YOUR FUTURE

You want to have enough for your financial future. A portion of your retirement income is likely to come from your SURS core retirement plan. The rest of what you will need is up to you.

With a big goal like saving enough for a secure retirement, taking small steps can keep you moving ahead. Get going in October during National Retirement Security Month. You can start building supplemental savings right now by enrolling in the SURS Deferred Compensation Plan (DCP). There are many advantages, including:

- **You decide how much to save,** up to the IRS maximum annual limit. At age 50 and up, you can set aside even more. You can make changes any time.
- **Saving is convenient.** Your contributions are deducted automatically from your paycheck. You can make before-tax contributions, Roth after-tax contributions or a combination of both.
- **The choice of how to invest is up to you.** You can leave the investing decisions to the professionals and take a more hands-off approach or you can take an active role in building your own investment portfolio by choosing from among the SURS DCP's available best-in-class funds.

What do you think?
SURS wants to hear what you have to say about deferred compensation plans, including the SURS DCP. Your answers will help us provide what our members want. Please complete this survey by November 18, 2022.

Your Road to a Healthy Retirement
surs.org
800-613-9543
TDD: 800-579-5708
Voya Retire mobile app

To learn more and enroll, visit surs.org/dcp or call the SURS Defined Contribution Contact Center at 800-613-9543. To talk by phone or in person with a SURS Defined Contribution Account Representative, schedule an appointment at sursrsp.timetap.com.

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STATE UNIVERSITIES RETIREMENT SYSTEM

Communication Samples

SAVING MORE FOR YOUR FUTURE

When you started your job with a SURS-covered employer, you were required to participate in your choice of a qualified 401(a) plan: the SURS Traditional Pension Plan, SURS Portable Pension Plan or SURS Retirement Savings Plan (formerly known as the SURS Self-Managed Plan).

What Is a 457(b) plan?
A 457(b) plan is an employer-sponsored, tax-favored retirement savings account. Unlike other retirement plans, a 457(b) plan allows you to withdraw funds without a penalty before the age of 59½, as long as you either leave employment or have a qualifying hardship. You can also withdraw funds while still employed after you reach age 59½.

Your other SURS retirement plan provides valuable benefits for your future. However, you are likely to need savings that supplement those benefits to maintain your current lifestyle after you retire. To make it convenient for our members to build supplemental savings, SURS created the SURS Deferred Compensation Plan (DCP).

The DCP is a 457(b) defined contribution plan that complements your other SURS retirement plan. Your participation is voluntary.

Supplemental savings play a critical role in retirement readiness. Your decision to save more now could make a long-lasting difference when you retire.

Table of Contents

WE CAN HELP GUIDE YOU ON YOUR ROAD TO A HEALTHY RETIREMENT

One of the many benefits of being a SURS member is that you have access to local SURS Defined Contribution Account Representatives. These experienced financial professionals can assist with retirement planning and answer your questions about the SURS Retirement Savings Plan and Deferred Compensation Plan.

- Are you on track to retire well?
- Do you understand how much retirement income your current savings will generate and how much you'll need to retire comfortably?
- Are you taking advantage of all of the resources and features of your SURS Retirement Savings Plan and Deferred Compensation Plan?

SCHEDULE NOW

Date: [edit:DATES]
Time: [edit:TIMES]
Location: [edit:LOCATION]
Institution: [edit:INSTITUTION]

If you have any questions, please call 800-613-9543 to speak with the SURS Defined Contribution Contact Center Monday–Friday from 7 a.m.–7 p.m. CT or visit surs.org, where you can access your account. Schedule an appointment with a local representative at sursrsp.timetap.com.

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DCP Automatic Enrollment

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Project Description

In accordance with Illinois state law, beginning July 1, 2023, all newly hired SURS members were automatically enrolled in the DCP:

- The contribution rate is 3%, deducted on a before-tax basis from the member's paycheck.
- The contribution is invested in the SURS Lifetime Income Strategy (LIS).
- Members can select their own contribution rate and investment options or opt out within a 30-day opt-out period.
- Refresh existing materials to add automatic enrollment language the DCP Brochure and Plan Choice Guides.

Communications materials and processes:

- Confirmation and flyer mailed when the member becomes eligible for automatic enrollment.
- Targeted communications created for members hired on or after July 1, 2023, who are automatically enrolled.
- Targeted emails deployed at strategic points during the year to further promote the plan to members not subject to automatic enrollment:
  - Two versions of each email, one of which was targeted to Tier II members and high earners that highlighted how earning limits would serve to cap high earners' pension contributions.
- Develop and distribute an email to employers, offering to come to their campus to conduct one-on-one or group sessions.
- Email inviting members to attend educational webinars, where they can learn about the DCP.

DCP Education:

- Conduct educational webinars, onsite group meetings and one-on-ones about the DCP.
- Local representatives available to conduct onsite and virtual group meetings and one-on-ones.
  - Emails sent two weeks in advance of meetings and one-on-ones notifying members of their availability.

Goals and Results

Goal

Add automatic enrollment to put members on a better path to retirement security by giving them the opportunity to increase their retirement income through saving in the DCP.

Automatic Enrollment Results (as of 03-31-25)

15,854	Members who were eligible for automatic enrollment
13,162 (83%)	Members who were defaulted into the plan through automatic enrollment
2,692 (17%)	Members who made their own election
63	Onsite meeting days conducted by local representatives across 20 different employers
885	One-on-one member meetings conducted by local representatives
14	DCP webinars conducted by local representatives

Communication Samples

SAVING FOR YOUR FUTURE IS ABOUT TO START AUTOMATICALLY

Saving and investing for your future is important. Many people need more than one source of retirement income, and SURS members don't contribute to Social Security.

That's why SURS is pleased to offer the SURS Deferred Compensation Plan (DCP), a 457(b) plan that complements your SURS core retirement plan. We've made going the extra mile toward more retirement income as easy as possible by automatically enrolling you in the DCP.*

As a recently hired member, you will begin saving and investing in the SURS DCP just 30 days after your employer reports you are eligible. Everything is set up for you: your enrollment date, contribution rate and the investment option for your SURS DCP account. At any time before your enrollment date or in the future, you can personalize how you contribute and invest in the SURS DCP, or you can choose to opt out of enrollment in the Plan.

It's never too early or too late to save

Contributing regularly to the DCP sooner offers the potential to accumulate a larger account balance over time than if you put off enrolling. As you can see, starting early has advantages.

From age 25-65, I contributed 3% of pay
Balance at age 65: $248,936 — $248,936

From age 45-65, I contributed 3% of pay
Balance at age 65: $55,178 — $55,178

Assumes …
reflect the …
income do …

*SURS is i…

SURS DCP automatic enrollment gives you options

You don't have to do anything now if you want to stick with the automatic enrollment account settings. Your contribution rate will be 3%, deducted before taxes from your paycheck. Your money will be invested in the SURS Lifetime Income Strategy (LIS).

This target date portfolio is managed by professionals and designed to help you:

- Build retirement wealth while you are working, and
- Generate guaranteed income for life when you retire.

If you wish, you can make your own enrollment decisions ahead of your scheduled enrollment date. Log in to surs.org, click on Member Login, then click on the "Enroll in the SURS DCP" link to:

- Set your own contribution rate, from as little as $10 per paycheck or 1% of your salary, up to the IRS maximum annual limits. For the 2024 tax year, if you are age 49 and under, you can make up to $23,000 in before-tax and/or Roth contributions; at age 50 and up, the maximum is $30,500.
- Create your own portfolio by selecting among the SURS DCP's other available best-in-class funds.
- Opt out of enrolling in the SURS DCP.

Your automatic enrollment date and the deadline for declining enrollment are on the notification you received with this flyer. If you change your mind about participating in the SURS DCP, you have 90 days from the date of your first contribution to request a refund.

Learn more

Detailed information about the SURS DCP and the investment options, including the SURS Lifetime Income Strategy, is available at surs.org/dcp.

Talk with a SURS Defined Contribution Account Representative at 800-613-9543 or schedule an appointment at sursrsp.timetap.com.

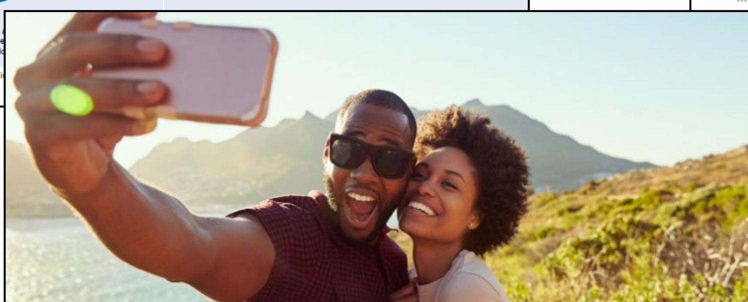
Access your SURS DCP account

It's easy to manage your account and get information whenever you want. When you register your account, be sure to name beneficiaries who would receive your plan assets in the event of your death.

Web: Log into your SURS member website at surs.org.

Mobile: Manage your account on the go using the Voya Retire® app. Search Voya Retire in your favorite app store.[1]

Phone: Call the SURS Defined Contribution Contact Center at 800-613-9543.



SURS 457 Deferred Compensation Plan

All attendees are muted, if you have a question, please use the question box on your Zoom screen.

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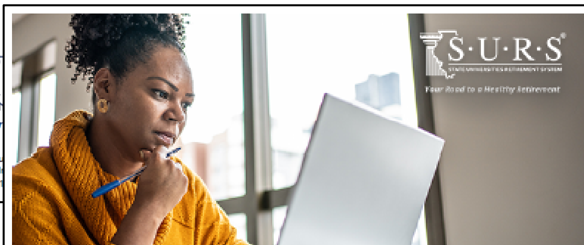

ATTEND A SURS DEFERRED COMPENSATION PLAN WEBINAR

To reach your retirement savings goals, you will likely need savings in addition to your SURS core retirement benefit. Contributing to a supplemental savings plan such as the SURS Deferred Compensation Plan (DCP) can help you reach your retirement goals. Additional savings is even more important considering SURS members don't contribute to Social Security.

This is a live webinar and you'll have an opportunity to ask questions.

Am I Saving Enough?

Saving additional money for retirement is an essential part of reaching your retirement income goal. Learn how the SURS DCP can help you close any gap between what your SURS core benefit provides and your retirement income needs. This webinar will provide you with information about the SURS DCP, how it can help you save, and the investment options in the plan including a 'hands off' option customized to your retirement goals.

REGISTER TODAY! — **Day, Month Date, Time to Time**

REGISTER TODAY! — **Day, Month Date, Time to Time**

REGISTER TODAY! — **Day, Month Date, Time to Time**

If you have any questions, please call **800-613-9543** to speak with the SURS Defined Contribution Contact Center Monday–Friday from 7 a.m.–7 p.m. CT or visit surs.org, where you can access your account. Schedule an appointment with a local representative at sursrsp.timetap.com.

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As you are aware, as of July 1 all new SURS members will be auto enrolled in the SURS 457 DCP.

As your SURS Deferred Compensation Plan Account Representative, I am available to field questions about the plan and to assist with new employee onboarding presentations or group meetings. As always, we can set up a time to be on campus for one-on-one sessions. Also, virtual appointments are available for members on an ongoing basis.

Please feel free to contact me to schedule on campus group or individual meeting date(s).

If you have internal publications referencing the SURS DCP auto enrollment, please include the link for members to schedule one on one virtual support: sursrsp.timetap.com.

I look forward to hearing from you.

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Communication Samples

BOOST YOUR FUTURE PURCHASING POWER

Your core SURS retirement plan provides valuable benefits for your future.

However, it will likely take more than one income source to fund your retirement. Especially since you and your SURS employer do not pay into Social Security. With recent inflation increasing costs, what will prices be like by the time you retire?

To help avoid a retirement income shortfall, enroll in the SURS Deferred Compensation Plan (DCP). The supplemental savings you build in the SURS DCP complement your core SURS retirement plan benefits.

You can make before-tax, Roth after-tax contributions or both, giving you flexibility now and when you retire. You can change your contributions any time.

By having an additional income source, you can be better prepared for the future.

Enroll now

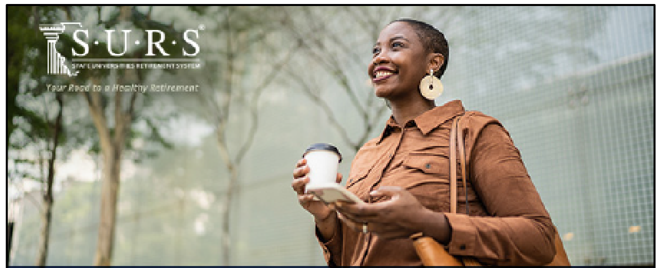
Go to **surs.org** and click on the Member Website Login button.

Learn more

Schedule an appointment with a lo

Your Road to a Healthy Retir

surs.org 800-613-9543, TD



TOP 3 REASONS TO START TODAY

There are many good reasons to consider enrolling in the SURS Deferred Compensation Plan (DCP), especially at tax time.

#1. Higher savings.

You choose your contribution rate, and can change it any time. You have the flexibility to put away much more for your future in the SURS DCP, up to the IRS maximum annual limits.

#2. Tax advantages.

You save for retirement on a tax-deferred basis. When your contributions are deducted before taxes from your paycheck, less of your income is taxable, reducing your current tax bill. Your savings and any earnings accumulate in your account without being subject to tax until withdrawn, typically when you retire.

#3. Worry less.

Instead of losing sleep over last year's tax bill or inflation or the markets, you can take charge of your financial security by enrolling now. The supplemental savings you build in the SURS DCP may help close the gap between your SURS core retirement plan benefits and your retirement income goal.

d the Roth feature offer more reasons to
Member Website at surs.org and click on the
rmation, visit surs.org/dcp or call the SURS
800-613-9543. You can schedule an
ribution Account Representative at

800-579-5708 Voya Retire mobile app

MAKE THIS HEALTHY CHOICE DURING NATIONAL RETIREMENT SECURITY MONTH

Do something good for yourself during National Retirement Security Month: consider enrolling in the SURS Deferred Compensation Plan (DCP).

You are saving in your SURS core retirement plan, and that's a great head start. But supplemental savings are essential if you want enough to retire comfortably, especially since SURS members do not contribute to Social Security.

That's why SURS created the DCP. This plan gives you the flexibility to create another source of income you are likely to need for a secure future. You choose your savings rate, from $10 per paycheck or 1% of your salary, up to $22,500, the IRS maximum annual limit in 2023. At age 50 and up, you can save even more. You can change your contribution rate any time, and can make before-tax contributions, Roth after-tax contributions or a combination of both.

To learn more and enroll, visit **surs.org/dcp** or call the SURS Defined Contribution Contact Center at **800-613-9543**. To talk by phone or in person with a SURS Defined Contribution Account Representative, schedule an appointment at **sursrsp.timetap.com**.

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Communication Samples

Automatic enrollment for new members

Members hired on or after July 1, 2023*, will be eligible for automatic enrollment in the DCP in accordance with Illinois state law. You will receive notification if automatic enrollment applies to you.

If you are automatically enrolled, your contribution rate will be 3%, deducted before taxes from your paycheck. Your money will be invested in the SURS Lifetime Income Strategy (LIS). If you wish, you can make your own enrollment decisions ahead of your scheduled enrollment date. Log in to surs.org, click on Member Login, then click on the "Enroll in the SURS DCP" link to:

- Set your own contribution rate, from as little as $10 per paycheck or 1% of your salary, up to the IRS maximum annual limits.
- Create your own portfolio by selecting among the SURS DCP's other available best-in-class funds.
- Opt out of enrolling in the SURS DCP.

*Members originally certified with a SURS employer on or after July 1, 2023 will be automatically enrolled. Rehires are not subject to automatic enrollment but may enroll voluntarily at any time.

CHOOSE THE PLAN RIGHT FOR YOUR GOALS

The State Universities Retirement System (SURS) provides retirement, disability, survivor and death benefits to eligible members.

As a new SURS member, you are required to participate in a qualified 401(a)[1] retirement plan. You have three different options: the Traditional Pension Plan (a defined benefit plan), the Portable Pension Plan (a defined benefit plan) or the Retirement Savings Plan (a defined contribution plan). You get to choose the plan that you feel best aligns with your retirement goals.

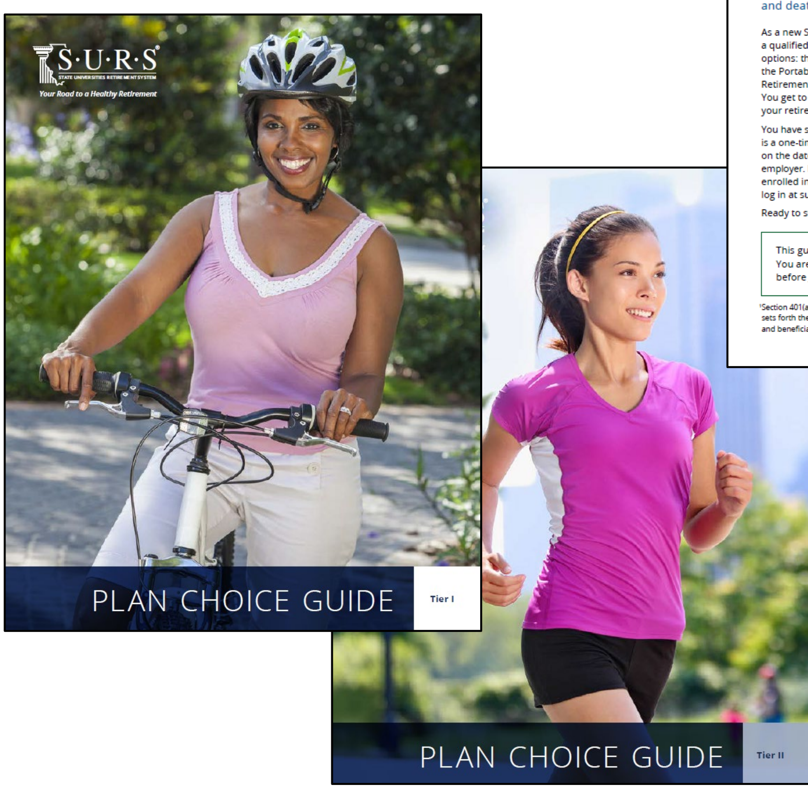
You have six months to select your plan. Keep in mind that this is a one-time election that can never be changed. The clock starts on the date SURS receives notice of your employment from your employer. If you do not make a selection, you will be automatically enrolled in the Traditional Pension Plan. To make your choice, log in at surs.org. The enrollment process is simple.

Ready to start? Let's go.

Do not delay!
Depending on the plan you choose, delaying your retirement plan election could reduce your retirement benefit.

This guide has been prepared for Ti
You are a Tier I member if you first
before January 1, 2011.

[1]Section 401(a) of the Internal Revenue Code of 198
sets forth the legal requirements for pension plan
and beneficiaries can receive tax-favored treatme



SURS Deferred Compensation Plan

Automatic enrollment for new members

In addition to selecting a core SURS 401(a) retirement plan, members hired on or after July 1, 2023, will be eligible for automatic enrollment in the SURS 457(b) Deferred Compensation Plan (DCP) in accordance with Illinois state law. The SURS DCP is a supplemental savings plan designed to complement the SURS core plan you select — the Traditional Pension Plan, Portable Pension Plan or the Retirement Savings Plan. You will receive notification if automatic enrollment into the DCP applies to you. For more information, go to **surs.org/dcp**.

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DCP Automatic Escalation

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Project Description

Effective July 1, 2024:

- Members who were automatically enrolled in the DCP between July 1, 2023, and December 31, 2023, and still contributing at the default rate of 3%, experienced an automatic 1% increase in their annual before-tax deferral rate.
- New members eligible for automatic enrollment are also eligible for automatic annual contribution escalation.
- Members who are automatically escalated will continue to see an increase of 1% each year up to a maximum of 10%. Advance notification sent to each member to inform them of the changes.
- Members who enroll on their own can opt-in to automatic contribution escalation.

Communications materials and processes:

- A flyer mailed to members who were automatically enrolled between July 1, 2023, and December 31, 2023.
- A DCP Brochure, a Plan Choice Guides and an automatic enrollment flyer updated with automatic contribution escalation language.
- Local representatives conducted:
  - Webinars: 19 (27% increase over 2023)
  - Webinar attendees: 519 (239% increase over 2023)
  - Onsite group meetings: 58
  - Employer locations: 55 (8% increase over 2023)
  - One-on-one sessions: 1,557 (43% increase over 2023)
- A Video created to promote the DCP which was posted to surs.org/dcp and includes a link in the targeted enrollment emails.

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Goals and Results

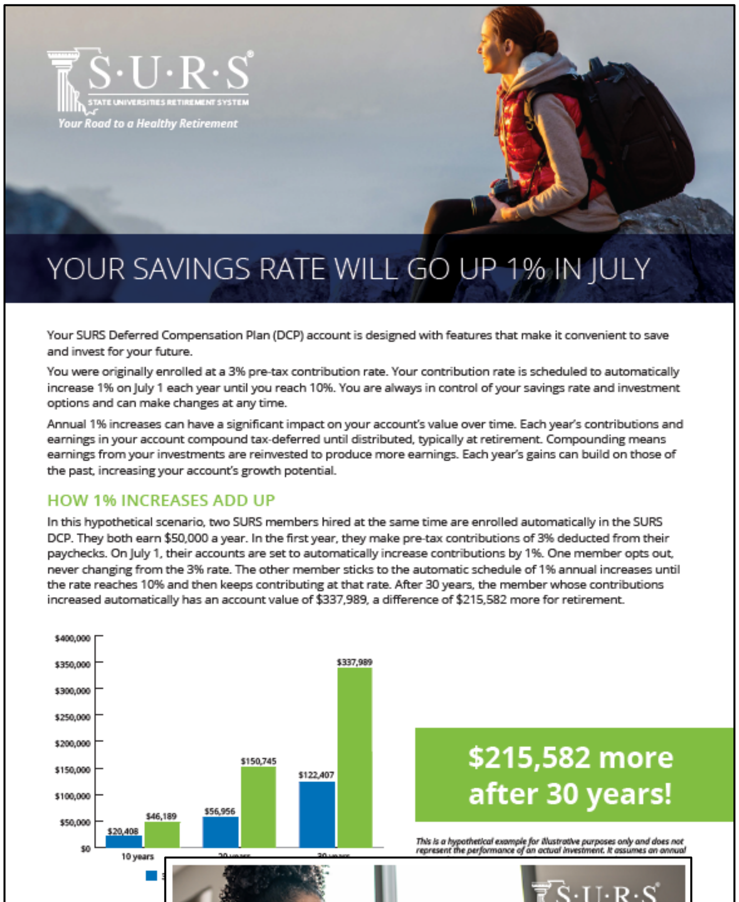
Goal

Add automatic contribution escalation to the DCP's existing automatic enrollment program to put our members on a better path to retirement security by giving them the opportunity to increase their retirement income with their DCP savings. SURS designed the DCP to make saving easy and to make sound investment decisions without spending significant time weighing and/or revisiting their choices.

Automatic Escalation Results (as of 03-31-25)

3,469	Members who received notice 30 days prior to their auto escalation date
2,817 (81%)	Members whose defaulted contribution rate was increased due to automatic escalation
652 (19%)	Members who made their own election

Communication Samples



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Your Road to a Healthy Retirement

YOUR SAVINGS RATE WILL GO UP 1% IN JULY

Your SURS Deferred Compensation Plan (DCP) account is designed with features that make it convenient to save and invest for your future.

You were originally enrolled at a 3% pre-tax contribution rate. Your contribution rate is scheduled to automatically increase 1% on July 1 each year until you reach 10%. You are always in control of your savings rate and investment options and can make changes at any time.

Annual 1% increases can have a significant impact on your account's value over time. Each year's contributions and earnings in your account compound tax-deferred until distributed, typically at retirement. Compounding means earnings from your investments are reinvested to produce more earnings. Each year's gains can build on those of the past, increasing your account's growth potential.

HOW 1% INCREASES ADD UP

In this hypothetical scenario, two SURS members hired at the same time are enrolled automatically in the SURS DCP. They both earn $50,000 a year. In the first year, they make pre-tax contributions of 3% deducted from their paychecks. On July 1, their accounts are set to automatically increase contributions by 1%. One member opts out, never changing from the 3% rate. The other member sticks to the automatic schedule of 1% annual increases until the rate reaches 10% and then keeps contributing at that rate. After 30 years, the member whose contributions increased automatically has an account value of $337,989, a difference of $215,582 more for retirement.

$400,000
$350,000
$300,000
$250,000
$200,000
$150,000
$100,000
$50,000
$0
$20,408
$46,189
$56,956
$150,745
$122,407
$337,989
10 years

$215,582 more after 30 years!

This is a hypothetical example for illustrative purposes only and does not represent the performance of an actual investment. It assumes an annual

IT'S SO EASY TO MAKE PROGRESS AUTOMATICALLY

If you want to save a little more at a time on a regular basis, you don't have to do anything. Your SURS DCP account has automatic settings that take care of it for you.

Your contributions are deducted before taxes from your paycheck. When you were hired, you were automatically enrolled in the SURS DCP at a contribution rate of 3%. After that, your contribution rate is set to go up 1% on July 1 until your contribution rate reaches 10%. Pay increases often take place during this time, so the increase to your contribution may not be felt as much.

Your contributions continue to be invested in the SURS Lifetime Income Strategy (LIS) or according to your investment allocations, if you made any changes. The SURS LIS is a target date portfolio managed by professionals and designed to help you:

- build retirement wealth while you are working, and
- generate guaranteed income that you can't outlive.

With the SURS DCP, you can make your own decisions if you prefer. The deadline to opt out of this year's automatic 1% increase is June 28, 2024 before 3 p.m. CT. Log into your account at **surs.org**, then select Contributions & Savings, Manage Contributions. At any time in the future, you can personalize how you save or invest in your account. Log into **surs.org**, click on Member Login to:

- set your own contribution rate, up to the IRS maximum annual limits.
- invest in your choice of other available SURS DCP best-in-class funds.

Information about the SURS DCP and the investment options, including the SURS Lifetime Income Strategy, is available at **surs.org/dcp**. If you have questions or would like to talk with a SURS Defined Contribution Account Representative, call 800-613-9543 or schedule an appointment at **sursrsp.timetap.com**.

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800-613-9543 TDD: 800-579-5708
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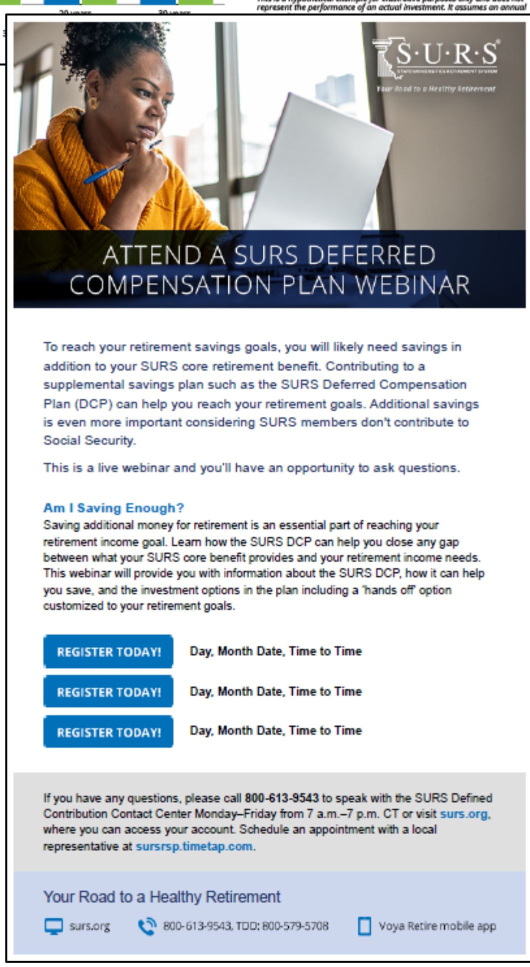
[1] Includes iPhone®, trademark of Apple Inc., registered in the United States and other countries. App Store is a service mark of Apple Inc. Android is a trademark of Google Inc. Amazon and Kindle are trademarks of Amazon.com, Inc. or its affiliates.



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ATTEND A SURS DEFERRED COMPENSATION PLAN WEBINAR

To reach your retirement savings goals, you will likely need savings in addition to your SURS core retirement benefit. Contributing to a supplemental savings plan such as the SURS Deferred Compensation Plan (DCP) can help you reach your retirement goals. Additional savings is even more important considering SURS members don't contribute to Social Security.

This is a live webinar and you'll have an opportunity to ask questions.

Am I Saving Enough?
Saving additional money for retirement is an essential part of reaching your retirement income goal. Learn how the SURS DCP can help you close any gap between what your SURS core benefit provides and your retirement income needs. This webinar will provide you with information about the SURS DCP, how it can help you save, and the investment options in the plan including a 'hands off' option customized to your retirement goals.

REGISTER TODAY! **Day, Month Date, Time to Time**
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If you have any questions, please call **800-613-9543** to speak with the SURS Defined Contribution Contact Center Monday–Friday from 7 a.m.–7 p.m. CT or visit surs.org, where you can access your account. Schedule an appointment with a local representative at sursrsp.timetap.com.

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SURS 457 Deferred Compensation Plan

All attendees are muted, if you have a question, please use the question box on your Zoom screen.

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If you are automatically enrolled, your contribution rate will be 3%, deducted before taxes from your paycheck. After that, your contribution rate is set to go up 1% on July 1 each year until your contribution rate reaches 10%. This increase will begin on the July 1 once you have been in the plan for at least 180 days. Your money will be invested in the SURS Lifetime Income Strategy (LIS). If you wish, you can make your own enrollment decisions ahead of your scheduled enrollment date. Log in to surs.org, click on Member Login, then click on the "Enroll in the SURS DCP" link to:

- Set your own contribution rate, from as little as $10 per paycheck or 1% of your salary, up to the IRS maximum annual limits.
- Create your own portfolio by selecting among the SURS DCP's other available best-in-class funds.
- …S DCP.

…employer on or after July 1, 2023 will be automatically enrolled. Rehires are not subject to automatic … any time.

SURS DCP automatic enrollment gives you options

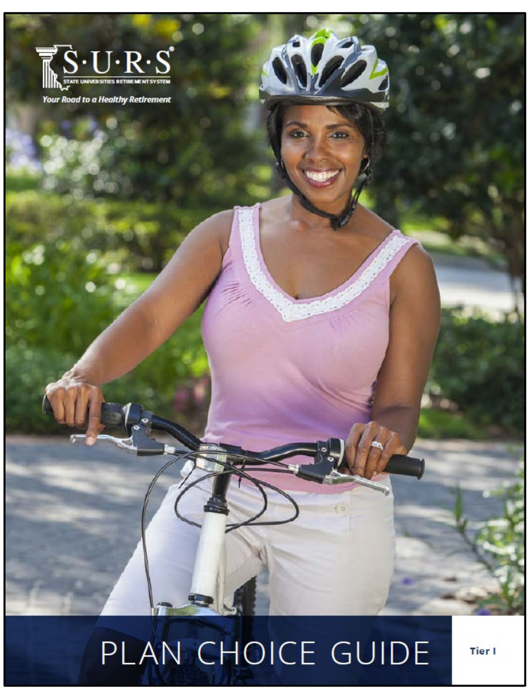
You don't have to do anything now if you want to stick with the automatic enrollment account settings. Your contribution rate will be 3%, deducted before taxes from your paycheck. After that, your contribution rate is set to go up 1% on July 1 each year until your contribution rate reaches 10%. This increase will begin on the July 1 once you have been in the plan for at least 180 days. Pay increases often take place during this time, so the increase to your contribution may not be felt as much. Your money will be invested in the SURS Lifetime Income Strategy (LIS).

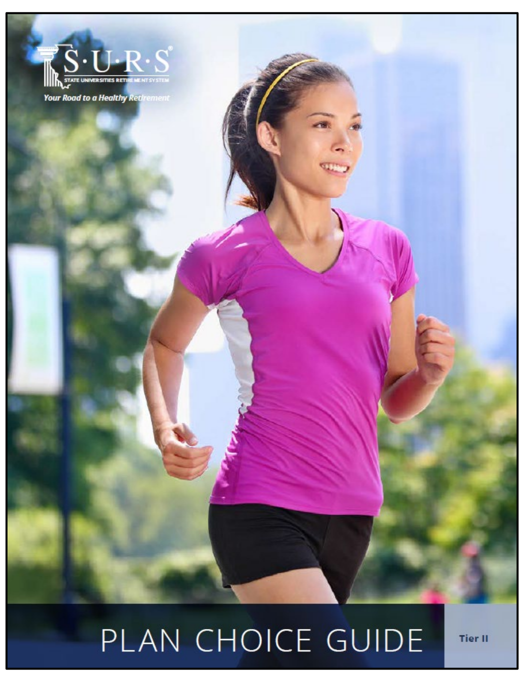
This target date portfolio is managed by professionals and designed to help you:

- Build retirement wealth while you are working, and
- Generate guaranteed income for life when you retire.

If you wish, you can make your own enrollment decisions ahead of your scheduled enrollment date. Log in to surs.org, click on Member Login, then click on the "Enroll in the SURS DCP" link to:

- Set your own contribution rate, from as little as $10 per paycheck or 1% of your salary, up to the IRS maximum annual limits. For the 2025 tax year, if you are age 49 and under, you can make up to $23,500 in before-tax and/or Roth contributions; at age 50 and up, the maximum is $31,000. If you are between the ages of 60-63, you may contribute up to a maximum of $34,750 in 2025.
- Create your own portfolio by selecting among the SURS DCP's other available best-in-class funds.
- Opt out of enrolling in the SURS DCP.





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Communication Samples

GO FOR MORE IN 2024

You deserve to feel good about your future. The things you do today can affect how you spend tomorrow.

If a secure retirement is important to you, consider making it a priority in the new year. Realistically, you are likely to need more income than your SURS core retirement plan will provide, especially since SURS members do not contribute to Social Security.

That's why your employer offers the SURS Deferred Compensation Plan (DCP). You are in control as you build supplemental savings in your SURS DCP account. You choose how much to save, up to the IRS maximum annual limits, and how to invest your money. You can make changes any time.

Saving and investing in the SURS DCP is especially helpful for SURS Tier II members whose salaries exceed the limit on plan contributions. In 2024, the annual limit for SURS Traditional Plan and Portable Plan members is $123,489.18.

Do something good for yourself early in the new year: enro
SURS DCP.

Enroll now
Go to surs.org and click on the Member Website Login bu

Learn more
Schedule an appointment with a local representative at su

surs.org 800-613-9543, TDD: 800-579-5708

TURN TAX TIME TO YOUR ADVANTAGE

Do you want to hold on to more of your money?

Save more for your future in the SURS Deferred Compensation Plan (DCP). Less of your income is subject to taxes when your SURS DCP contributions are deducted from your paycheck on a pre-tax basis. As your contributions go up, your tax bill goes down, dollar for dollar.

You control how much to contribute, up to the maximum annual limits set by the IRS. At age 50 and over, you can make catch-up contributions to help boost your account's growth potential even more. The SURS DCP allows you to set aside more of what you earn, building supplemental savings to complement your SURS core retirement plan.

This flexibility is especially important if your SURS core retirement plan is the Traditional Pension Plan or Portable Pension Plan, and your salary will be over the maximum pensionable earnings amount of $123,489.18 in 2024. The DCP provides an easy way to set aside additional retirement savings.

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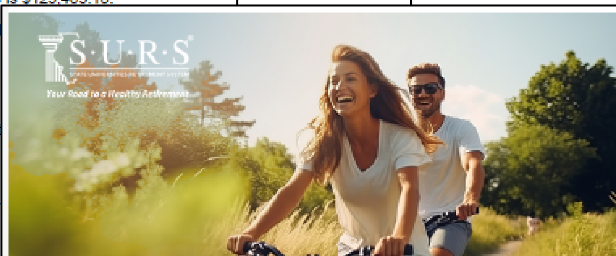
with a local representative at

9543, TDD: 800-579-5708 Voya Retire mobile app



FEEL GOOD ABOUT YOUR FUTURE DURING NATIONAL RETIREMENT SECURITY MONTH

October is National Retirement Security Month and now is a great time to think about how important it is to save for retirement.

This month, take two steps closer to saving enough:

1. Watch this brief **video** about how to build supplemental savings in the SURS Deferred Compensation Plan (DCP) to complement your SURS core retirement plan, and why it's so important to have both plans.
2. Consider enrolling in the SURS DCP at **surs.org/dcp** now. It's a voluntary plan and you're already eligible.

By enrolling in the SURS DCP, you can save more of what you earn. You choose your own savings rate, from as little as 1% of your salary, to as much as $23,000, the IRS maximum annual limit in 2024. You can change your savings rate at any time.

Saving in the SURS DCP is especially valuable for SURS Tier II members whose salaries are higher than their SURS core retirement plan's annual limit. Earnings above the limit are not included in calculating SURS benefits. In 2024, the earnings limit for the SURS Traditional Plan and Portable Plan is $123,489.18, and no contributions are made on earnings exceeding the limit. Give yourself the flexibility to contribute more towards retirement by enrolling in the SURS DCP.

To learn more and enroll, visit **surs.org/dcp** or call the SURS Defined Contribution Contact Center at **800-613-9543**. To talk by phone or in person with a SURS Defined Contribution Account Representative, schedule an appointment at **sursrsp.timetap.com**.

surs.org 800-613-9543, TDD: 800-579-5708 Voya Retire mobile app

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STATE UNIVERSITIES RETIREMENT SYSTEM

In Conclusion

The redesign of the SURS Retirement Savings Plan (RSP) and the subsequent rollout of the SURS Deferred Compensation Plan (DCP), followed by the addition of automatic enrollment and automatic contribution escalation to the DCP demonstrates the commitment SURS has made to improving the outcomes for its members.

A thoughtful plan design using automatic features and the addition of the SURS Lifetime Income Strategy (LIS) investment option helps put SURS members on a path to a secure retirement now and into the future.

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