



Focusing

On Your Hybrid Retirement Plan

April 2025

Spring checkup for your Hybrid Retirement Plan

With the transition to Voya, you'll also find some changes to the hybrid plan features and services.

It's time to take action and advance your financial goals.



Monthly processing of voluntary contribution

Elections and changes requested prior to 4 p.m. on the last business day of the month should become effective the first available pay period of the following month.



Unforeseen emergency withdrawals

If you experience a financial hardship resulting from illness or accident; loss of property due to casualty; imminent foreclosure of or eviction from the participant's primary residence; need to pay for medical expenses or funeral expenses.



Annual record-keeping fees

Fees will continue to be deducted monthly. If you participate in more than one plan, e.g. both the COV 457 Plan and the Hybrid 401(a) Plan, you will be charged one annual fee of \$35.50.

Check out the new DCP website and account portal

- Website: dcp.varetire.org/hybrid
- DCP Account: dcp.varetire.org/login

Visit dcp.varetire.org/publications for updated guides and brochures:

- Your Plan Guide – Hybrid
- Your Plan-At-A-Glance – Hybrid

Additional resources

- Calculators and tools: dcp.varetire.org/calculators
- Be Ready financial planning services: dcp.varetire.org/beready
- Advisory Services: dcp.varetire.org/education/advisory-services
- DC Plans Education Specialists: dcp.varetire.org/education/dc-plans-specialists

VRS Defined Contribution Plans

- Hybrid 457 Deferred Compensation Plan
- Hybrid 401(a) Cash Match Plan



Save more, pay less: tax-saving tips for your Hybrid Retirement Plan defined contribution component

Did you get a refund this year?

If you did, use the refund to help build up your emergency savings, pay down debt, or get you closer to achieving a personal savings goal. To help keep more of your money working for you throughout 2025 and beyond, consider increasing your voluntary contributions to the defined contribution component of your plan.

Did you owe money this year?

You can change that next year by reducing your taxable income. Saving on a pre-tax basis allows you to put off paying income taxes on the money you contribute now until you withdraw it in retirement.

Saving more to the Hybrid Retirement Plan defined contribution component could be the tax-savings strategy you're seeking. Consult your local DC Plans Education Specialist, at 877-327-5261, to discuss your options before making changes to your retirement savings plan account.

Looking for more help

We offer three levels of retirement planning and financial wellness support depending on how much assistance you need. These options include:

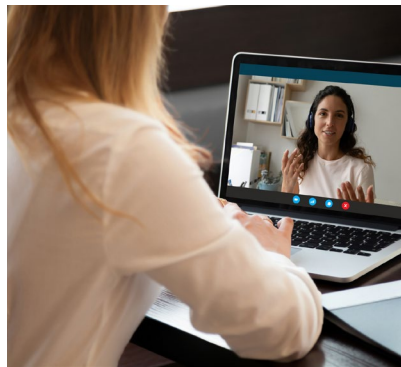


Self-Service

myOrangeMoney®

Voya Learn®

myVRS Financial Wellness



Guided

DC Plans Education Specialists

Point-in-time Advice

Financial Snapshot



Managed

Managed Accounts

Holistic Financial Plan

Local Certified Financial Planner™ CFP®

Be Ready Program

Go to dcp.varetire.org/education to learn more about the available education and support options.

Accessing your account & resources

VRS Defined Contribution Plans Service Center:

877-327-5261, Monday-Friday, 8 a.m. – 9 p.m. ET, except stock market holidays.

Hybrid Website: dcp.varetire.org/hybrid

VRS Website: varetire.org

Hybrid Learning Channel:

varetire.org/education/hybrid-learning-channel

myVRS Account: myVRS.varetire.org

DCP Website: dcp.varetire.org

DCP Account: dcp.varetire.org/login