This guide has been designed to assist new (or newly eligible) employees with enrolling in the Optional Retirement Program (ORP). If you have not made a final decision to enroll in the ORP, there are resources to help you along the way:

- Visit the SUNY website at [www.suny.edu/retirement/orp/](http://www.suny.edu/retirement/orp/)
- Listen to a video comparing the ORP and the defined benefit plan at [https://vimeo.com/332714624/b5f597f0a7](https://vimeo.com/332714624/b5f597f0a7)
- Call Customer Service at 866-271-0960 if you need help enrolling.

As a new employee of the State University of New York (SUNY), you are eligible to enroll in a retirement system. Your job classification determines which of the systems you may elect. For more information about your eligibility please check with your benefits office.

- SUNY Optional Retirement Program (ORP)
- NYS Teachers’ Retirement System (TRS)
- NYS Employees’ Retirement System (ERS)
- New York State Police and Fire Retirement System (PFRS)

### Save more with the SUNY 403(b) Voluntary Savings Plan*

The 403(b) provides you an opportunity to save for retirement on a pre-tax (Traditional) and after-tax (Roth) basis. With the pre-tax (Traditional) option, your contributions plus any earnings are not taxed until you withdraw the funds, allowing for even greater potential savings through tax-deferred growth.

Money invested in the after-tax (Roth) option is taxed when it is deducted from your paycheck and it provides the potential to withdraw earnings on a tax-free basis in retirement with a qualifying distribution. (Minimum of five years from year of initial after-tax (Roth) contribution.)

Taxable amounts received prior to age 59½ may be subject to a 10% penalty in addition to ordinary income, for pre-tax (Traditional) or unqualified after-tax (Roth) distributions.

You are allowed to split your 403(b) contributions between pre-tax (Traditional) and/or after-tax (Roth) options, although the combination of those contributions cannot exceed the maximum allowed by the IRS.

The current IRS limits for the 403(b) Voluntary Savings Plan is as follows:

<table>
<thead>
<tr>
<th>Age Category</th>
<th>2021 Contribution Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>If you are under age 50</td>
<td>$19,500</td>
</tr>
<tr>
<td>If you are age 50 or over</td>
<td>$26,000</td>
</tr>
</tbody>
</table>

*For additional information about the Voluntary Savings Plan, please visit SUNY.edu/benefits/retirement*
Steps to enroll in SUNY ORP and/or VSP

Retirement@Work is the online enrollment and management system for your SUNY retirement account(s). It’s a central portal through which you can enroll in the ORP and the VSP, access your plan information, access service provider websites, choose your investment providers, perform your 403(b) salary deferral transactions, and so much more—all from one location and at your convenience.

1. For first-time users, register and set up your retirement account
   If you are already registered, proceed to part 2 below.
   
   1. Visit retirementatwork.org/suny.
      Click Register Now.

   2. Personal information
      Enter your Social Security number and date of birth. Click Next.

   3. Register for online access
      Provide the requested personal information and set up your user ID and password. Click Next.

   4. We need to ask a few questions to verify your identity
      You will be presented with three to four security questions to answer. Continue to answer the questions and click Next until you reach the Open and manage your retirement plan page. Proceed to step 2 in the instructions below.

2. Complete your retirement program election
   
   1. Visit retirementatwork.org/suny.
      Click Already registered and log in with your credentials.

   2. Open and manage your retirement plan
      Click on Enroll now.

   3. Where do you work?
      a. Click on Choose employer and select your employer from the list then click Continue.
      b. The next screen will review your selection. Click Confirm.

   4. Please provide the information below
      a. Enter your phone number and title, then select the Optional Retirement Program (ORP) from the Retirement Program List dropdown.
      b. Answer yes or no and complete the retirement program history questions, if applicable.
      c. If you answered “yes” to questions 1 or 2 under retirement program history in the step above, you will be asked to note any previous contracts from the approved providers. The program history and prior contract information may impact your pension membership, use the Save & Return later feature if you need to verify this information.
      d. Review the terms and conditions and check the box to accept. Click Confirm.

5. Submit your elections
   Click Continue.

6. Thank you for making your retirement plan elections
   Select either Option 1, Enroll in the ORP only (proceed to step 8), or Option 2, Enroll in the ORP and save more with a VSP Plan (proceed to next step).

7. Let’s set up your retirement contributions
   a. On the Contributions tab, enter how much you would like to contribute per pay period.
   b. Check the box if you wish to allocate between pre-tax (Traditional) and/or after-tax (Roth).
   c. Select the effective date and click Next.

8. Who would you like to handle your retirement investments?
   Choose the investment providers for your employer and mandatory employee contributions to the ORP and your VSP pre-tax (Traditional) and/or after-tax (Roth) contributions. Click Next.

9. Review your contributions
   Review the terms and conditions of the Salary Deferral Agreement and check the box to accept. Click Confirm.

10. Confirmation: Your elections were submitted
    You will now be prompted to visit each website of the investment provider(s) you selected to open an account (if you do not have one already) and select your investments.
    Please note: You will exit Retirement@Work and be taken to each provider’s website to complete this task. If you selected more than one provider, you must return to this page and click each provider’s name to complete the process.
If you have questions about enrolling with your investment provider(s), please contact them at the phone number provided below.

<table>
<thead>
<tr>
<th>Provider</th>
<th>Website</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>TIAA</td>
<td>TIAA.org/suny</td>
<td>800-842-2252</td>
</tr>
<tr>
<td>AIG, Richard Grofsick, Advisor</td>
<td>suny.aigrs.com/home</td>
<td>518-783-6464</td>
</tr>
<tr>
<td>Fidelity</td>
<td>netbenefits.com/SUNY</td>
<td>800-343-0860</td>
</tr>
<tr>
<td>Voya</td>
<td>suny.berady2retire.com</td>
<td>800-584-6001</td>
</tr>
</tbody>
</table>

**Need help?**

If you need assistance with the Retirement@Work system, call **866-271-0960**. You will be connected with one of our experienced Retirement@Work consultants. Weekdays, 8 a.m. to 10 p.m. (ET).

If you have questions regarding SUNY retirement benefits, please contact your campus benefits administrator.