



City of Omaha, Nebraska

# Having income in later years may require careful planning now.

To help you pursue your financial goals, your employer sponsors a 457(b) Deferred Compensation Plan for employee pre-tax contributions. This Program is designed to supplement the retirement income you will receive from other sources.

[www.voyaretirementplans.com](http://www.voyaretirementplans.com)



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FINANCIAL

# Ten reasons you may want to participate:

## 1. You'll lower your current income taxes.

Since contributions to the 457(b) Plan are taken out of your paycheck before taxes, you'll reduce your current taxable income.

## 2. You decide how much to save.

The IRS sets annual maximum limits for deferrals. For current IRS limits on retirement savings account contributions, go to [www.voya.com/IRSlimits](http://www.voya.com/IRSlimits). The minimum contribution to the Plan is \$10.00 per pay period. As your needs change, you can adjust your deferral amounts. You can increase, reduce, stop, or restart deferrals in accordance with the Plan's provisions.

## 3. You may be able to catch-up for past years.

In addition to the maximum contribution limits, the IRS permits 457 plan participants, who are at least age 50, to make additional contributions to the Plan, called an "Age 50+ Catch-up" provision.

Additionally, the IRS permits a "Special 3 year Catch-up", which increases the annual limit if elected by the participant and the participant is within three years prior to the year in which they reach normal retirement age (as defined by the Plan), and they have not previously deferred as much as possible in prior years. The catch-up limit is up to two times the deferral limit in effect for the current year.

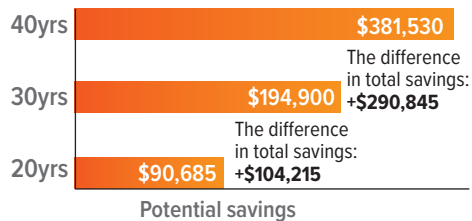
Participants who are eligible for both catch-ups in the same tax year are not permitted to use both catch-up provisions in the same year. IRS rules allow such participants to use the catch-up that enables them to contribute the greater amount in that year. For current IRS limits on retirement savings account contributions, go to [www.voya.com/IRSlimits](http://www.voya.com/IRSlimits).

## 4. Starting now could make a big difference.

The longer you save, the more time your savings have to grow – and potentially earn returns that go back

into your account where they can earn more returns. It's called compounding.

If you start saving \$200 a month for:



**How did we come up with these numbers?** They're based on you saving \$200 a month with a 6% rate of return compounded monthly. This example is for illustrative purposes only, is not guaranteed, and not intended to be investment advice.

Systematic investing does not ensure a profit nor guarantee against loss. Investors should consider their financial ability to continue investing consistently in up as well as down markets. In addition, these figures do not reflect taxes or any fees, expenses or charges of any investment product. Your results will vary.

## 5. Diversified investment options.

The Plan offers an array of investment options for you to choose from, each designed to pursue a different investment objective. You can transfer your assets and future contributions amongst the different investment options to help reduce investment risk, subject to Voya's Frequent Trading Policy.

## 6. Doesn't affect your social security.

Your Social Security benefits will be based on your total pay, including the amounts paid into the Program.

## 7. You're eligible right now!

You can start making voluntary contributions into the 457(b) Plan as soon as the first available pay date the month after forms are received in good order.

## 8. Consolidate with flexible rollover options.

The Plan can help you consolidate your retirement accounts. You can roll over retirement plan accounts you hold from a previous employer into the 457(b) Plan. The Plan will accept contributions from your prior employers' 401 qualified plan, 403(b) tax-deferred annuity

program, governmental 457 plans, or from a traditional IRA. Distributions prior to age 59½, of amounts rolled over from plans that are not governmental 457 plans, will remain subject to an IRS 10% premature withdrawal penalty tax unless another IRS exception applies.

Conversely, your accounts under the Plan are portable. If you go to work for another employer, provided their plan permits, you'll be able to roll over eligible amounts from your current plan.

## 9. You defer paying income taxes until you take a distribution from the Plan.

Contributions and any earnings that accumulate over the years are not taxed until you withdraw them. That's usually at retirement when you may be in a lower tax bracket. (Withdrawals may be allowed in a few circumstances other than retirement.) Distributions will be taxed as ordinary income when distributed. Amounts withdrawn from the Plan, and withdrawals of rolled over amounts from the Plan that originated from a non-457(b) plan, may be subject to an IRS 10% premature distribution penalty tax if taken prior to age 59½, unless another IRS exception applies.

If you choose to take your benefits in a lump sum, the distribution will be taxable in the year you request a distribution. However, if your benefits are paid out in a series of periodic payments, you will only pay income taxes on the amount paid each year.

## 10. Simple to enroll:

Your local representative, well-trained and experienced in retirement education, is eager to help you:

- Understand retirement concepts;
- Formulate retirement goals with hypothetical computer illustrations; and
- Establish and periodically review your investment objectives

For more information, contact your local Voya representatives:

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Investment adviser representative and registered representative of, and securities and investment advisory services offered through Voya Financial Advisors, Inc. (Member SIPC). Voya Financial Advisors, Inc. is a member of the Voya® family of companies.

## Frequently asked questions

### **How can I change the way my contributions are invested or receive information regarding my account?**

A local office is available to make investment allocation changes and receive current unit value information. Plus, you can always log in to **VoyaRetirementPlans.com**. You will be mailed confirmation of any account transactions within two business days and you should expect to receive it within two weeks.

### **How often can I make changes to my contributions?**

You can increase, decrease or suspend your contribution at any time. Changes will be effective on your paycheck as soon as

administratively feasible, but no earlier than the first paycheck of the following month. It may take up to 2 pay periods to see the change reflected.

### **Can I withdraw funds from the 457(b) Plan while still employed?**

In accordance with federal regulations, payment prior to severing employment is only permitted if you qualify for an unforeseeable emergency, or if the account balance is under \$5,000 and you have not contributed to the Plan for two years prior to this distribution. Please log in to your account online or contact your Voya representative for details.

### **When do I receive a statement?**

Statements are mailed quarterly and will show all transactions within your account for that quarter. These transactions include contributions and fund transfers.

### **When are contributions credited and how are earnings compounded?**

Voluntary Contributions are credited biweekly when they are received by Voya in good order, earnings are compounded daily.

[www.voyaretirementplans.com](http://www.voyaretirementplans.com)



**You should consider the investment objectives, risks, and charges and expenses of the investment options offered through a retirement plan, carefully before investing. The fund prospectuses and an Information Booklet containing this and other information can be obtained by contacting your local representative. Please read the information carefully before investing.**

Variable annuities and mutual funds offered through a retirement plan are intended as long-term investments designed for retirement purposes. Early withdrawals from a variable annuity may be subject to a deferred sales charge. Money distributed from the plan will be taxed as ordinary income in the year the money is distributed. Investments are not guaranteed and are subject to investment risk including the possible loss of principal. Account values fluctuate with market conditions, and when surrendered the principal may be worth more or less than its original amount invested. An annuity does not provide any additional tax deferral benefit, as tax deferral is provided by the plan. Annuities may be subject to additional fees and expenses to which other tax-qualified funding vehicles may not be subject. However, an annuity does provide other features and benefits, such as lifetime income payments and death benefits, which may be valuable to you.

Any insurance products, annuities and funding agreements that you may have purchased are sold as securities and are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"). Fixed annuities are issued by VRIAC. VRIAC is solely responsible for meeting its obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services, LLC ("VIPS"). Neither VRIAC nor VIPS engage in the sale or solicitation of securities. If custodial or trust agreements are part of this arrangement, they may be provided by Voya Institutional Trust Company. All companies are members of the Voya® family of companies. **Securities distributed by Voya Financial Partners, LLC (member SIPC) or other broker-dealers with which it has a selling agreement.** All products or services may not be available in all states.

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