

10 Reasons to Enroll in Your Employer's Retirement Plan



Whether retirement is four years away or forty, you may want to plan a financial strategy now to help you work towards your retirement objectives.

1. It's simple to enroll.

A local representative can help you with the enrollment process. Call us to set up an appointment.

2. It's flexible.

You could choose the amount or percent of pay you would like to contribute, and you can change or stop later.

3. It's automatic.

Your contributions can be set up to be automatically deducted from your pay.

4. It's pre-tax.

Contributions are deducted before federal income taxes. You won't pay federal income taxes right away, and your money has more time to compound. You'll pay tax on the money when it is paid to you at a later date; that's usually at retirement when you may be in a lower income tax bracket. (Distributions will be taxed as ordinary income when distributed and will be subject to an IRS 10% premature distribution penalty tax if taken prior to age 59½, unless an exception applies.)

What about Roth after-tax contributions?

If your Plan permits Roth after-tax employee contributions, according to the IRS, your employer can make matching contributions on your designated Roth contributions but can only allocate your designated Roth contributions to your designated Roth account. Your employer must allocate any Roth match contributions into a pre-tax account, just like matching contributions on traditional, pre-tax elective contributions. The IRS limits how much participants can save per year. Before-tax and Roth limits are combined, and after-tax contributions have different limitations in addition to that.

Visit voya.com/IRSLimits for current year limitations.

5. It probably costs less than you think.

If you contribute as little as \$3 per day (\$90 per month) starting today, those funds may grow to almost \$90,000 in 30 years! If you can afford \$5 per day (\$150 per month), your savings may be even greater.

Amount Saved	at 10 years	at 20 years	at 30 years
\$3 per day	\$14,693.79	\$41,008.12	\$88,133.08
\$5 per day	\$24,489.64	\$68,346.87	\$146,888.47

This illustration assumes a \$90 or \$150 contribution per month that earns interest at 6%. It assumes a 30-day month and that contributions are deposited at the beginning of each month. The returns are hypothetical and do not reflect the past or future performance of any specific investment option. Payment of income taxes is not reflected. Systematic investing does not ensure a profit or protect against loss. You should consider your ability to invest consistently in up- and down-markets.

Contact your local representative for more information about the retirement saving options available to you.

6. It's important to start early.

Waiting could impact how much you'll have for retirement.

Age at Which You Start	\$50 Per Pay Period
Age 25	\$207,899.89
Age 30	\$149,336.18
Age 40	\$73,525.13

This hypothetical chart shows the impact of joining at different ages. The accumulated amounts assume contributions over 26 pay periods per year, a 6% annual rate of return compounded monthly and a retirement age of 65.

7. Simplified approach to investing.

There are a variety of investment options available, ranging from conservative to aggressive. For those who do not wish to choose their own investments, asset allocation funds are one possible option.

8. Special savings opportunities near retirement.

The opportunities to save increase as you approach the end of your career. Depending on your age, years of service and amount contributed in the past, you may be able to make additional contributions to your account.

9. Maximize your savings.

If your employer makes a supplemental deferred compensation plan available to you in addition to a traditional retirement plan, you may want to consider taking advantage of both, as contributions to one may not offset the amount you can contribute to the other.

10. Portability.

Your savings are "portable." This means that if you go to work for another employer, you may roll over your benefits to your new employer's plan, if that plan accepts rollovers. If that isn't possible, you can receive your benefits or, if the plan permits, leave your account with Voya Financial® and let earnings continue to accumulate tax-deferred. Your savings can also be rolled over into an IRA.



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Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

Carefully consider the provisions of your current retirement plan and the new product for differences in cost, benefits, surrender charges, or other important features before transferring assets. There may also be tax consequences associated with the transfer of assets. Consult your own legal and tax advisors regarding your situation. Rollover assets may be subject to an IRS 10% premature distribution penalty tax. Consult your own legal and tax advisors regarding your situation.

Insurance products, annuities and funding agreements are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"), Windsor, CT. VRIAC is solely responsible for its own financial condition and contractual obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services LLC ("VIPS"). VIPS does not engage in the sale or solicitation of securities. All companies are members of the Voya® family of companies. **Securities distributed by Voya Financial Partners LLC (member SIPC) or third parties with which it has a selling agreement.** All products and services may not be available in all states.

Investment adviser representative and registered representative of, and securities and investment advisory services offered through, Voya Financial Advisors, Inc. (member SIPC).

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Voya Opportunity Plus 403(b) ENROLLMENT GUIDE

Please use this guide to help you enroll in the 403(b) Tax-Deferred Annuity at Hadley-Luzerne CSD. If you need additional information before making the decision to enroll in the 403(b), please call me directly:

Gregory Gosier, CFP®, CRPC®, CMFC®

518-584-3713

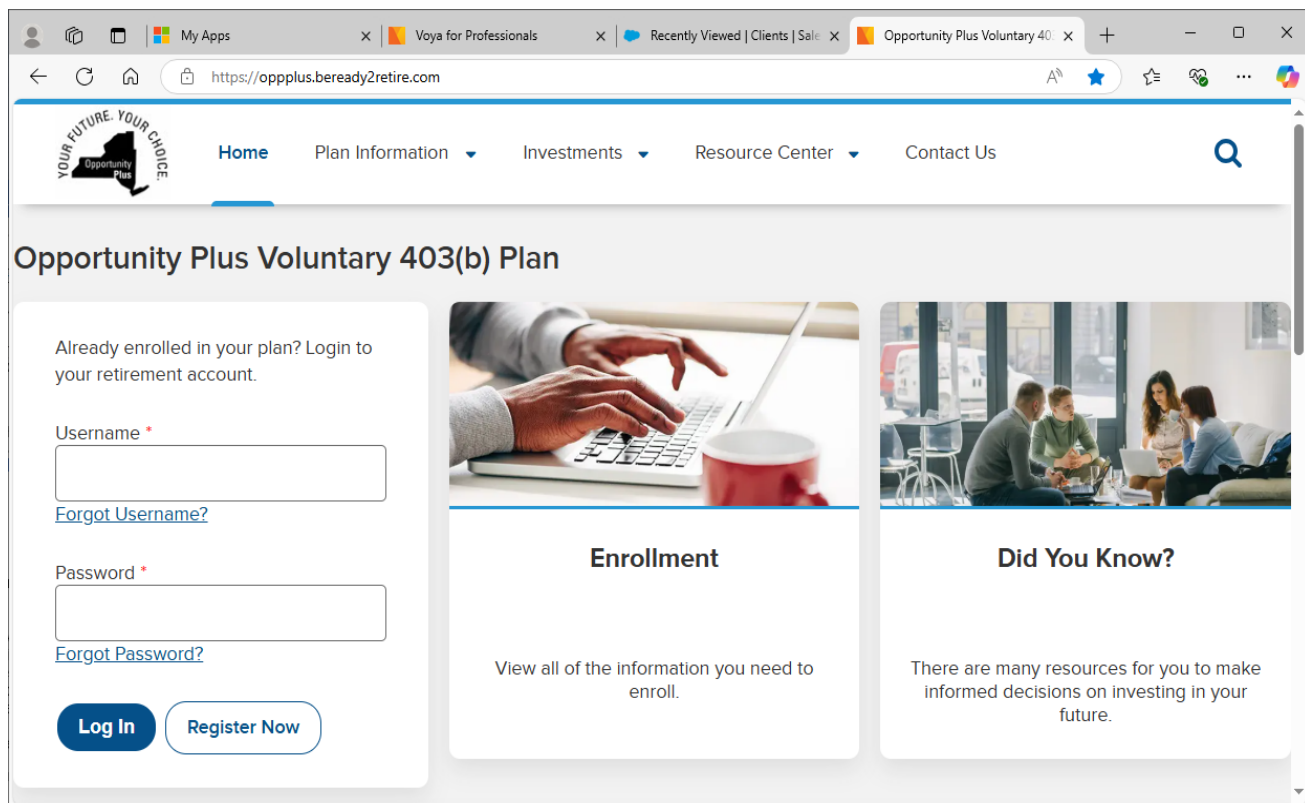
ggosier@voyafa.com

STEPS to enroll in 403(b)

To enroll online, please visit our website at www.oppplus.beready2retire.com or scan:

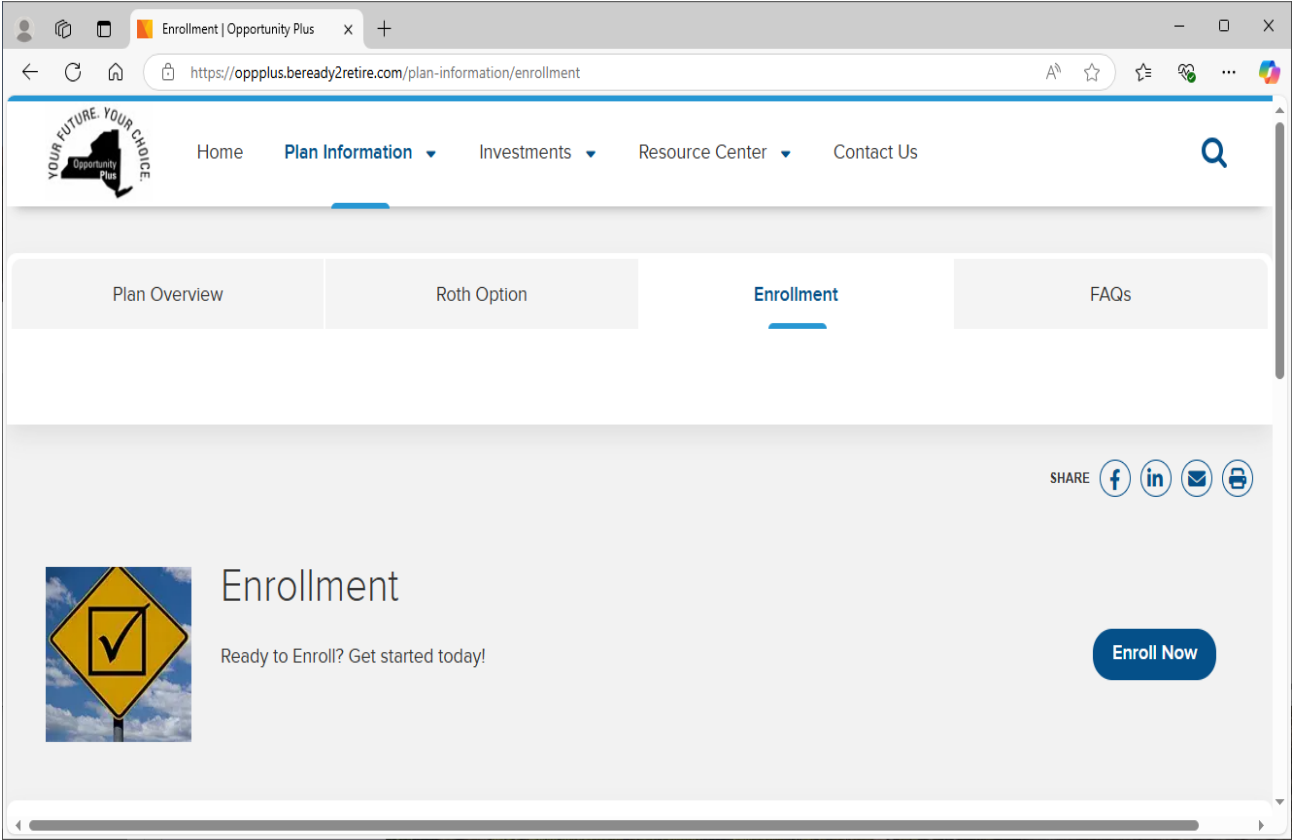


Click on “Enrollment”:

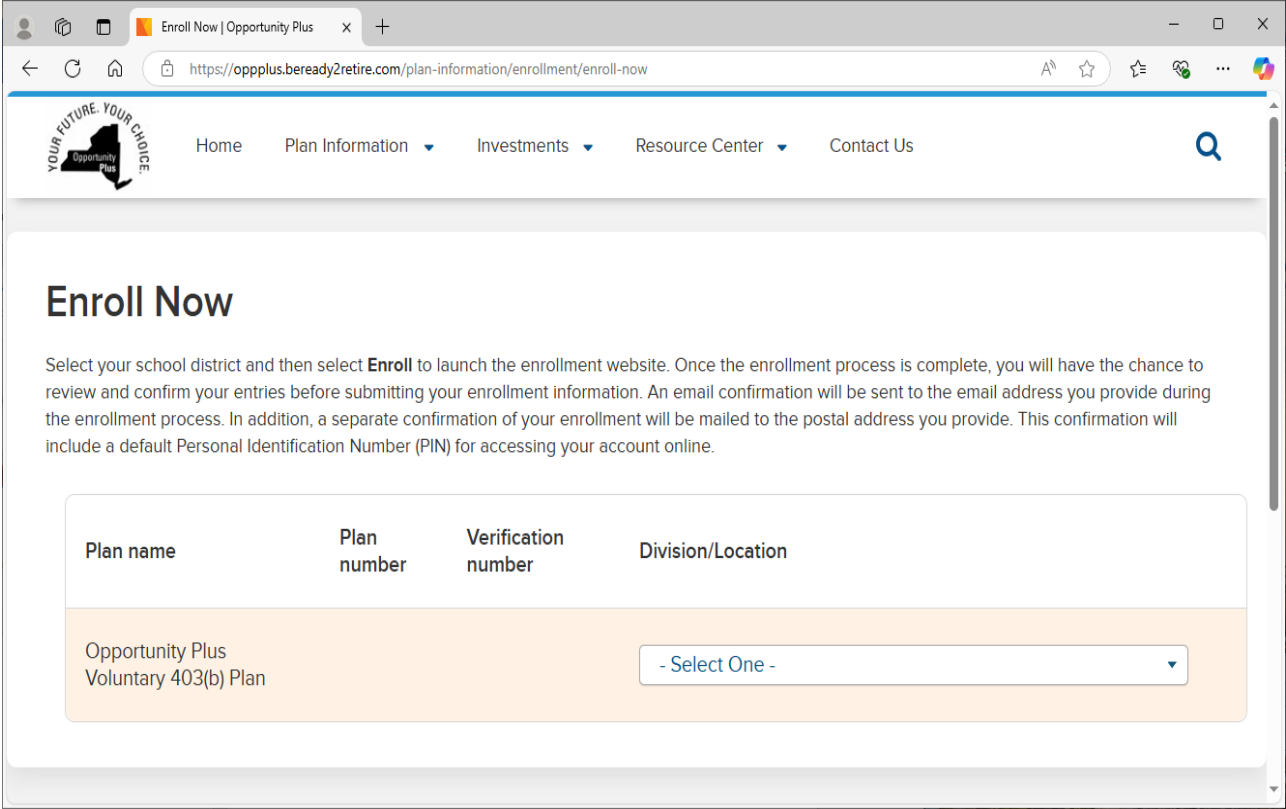


The screenshot shows the website for the Opportunity Plus Voluntary 403(b) Plan. The navigation bar includes links for Home, Plan Information, Investments, Resource Center, and Contact Us. The main heading is "Opportunity Plus Voluntary 403(b) Plan". On the left, there is a login section with the text "Already enrolled in your plan? Login to your retirement account." and fields for Username and Password. Below these fields are links for "Forgot Username?" and "Forgot Password?". At the bottom of the login section are two buttons: "Log In" and "Register Now". To the right of the login section, there are two featured cards. The first card is titled "Enrollment" and includes the text "View all of the information you need to enroll." The second card is titled "Did You Know?" and includes the text "There are many resources for you to make informed decisions on investing in your future." The website also features a search icon in the top right corner and a logo in the top left corner that reads "YOUR FUTURE. YOUR CHOICE. Opportunity Plus".

Click on “Enroll Now”:

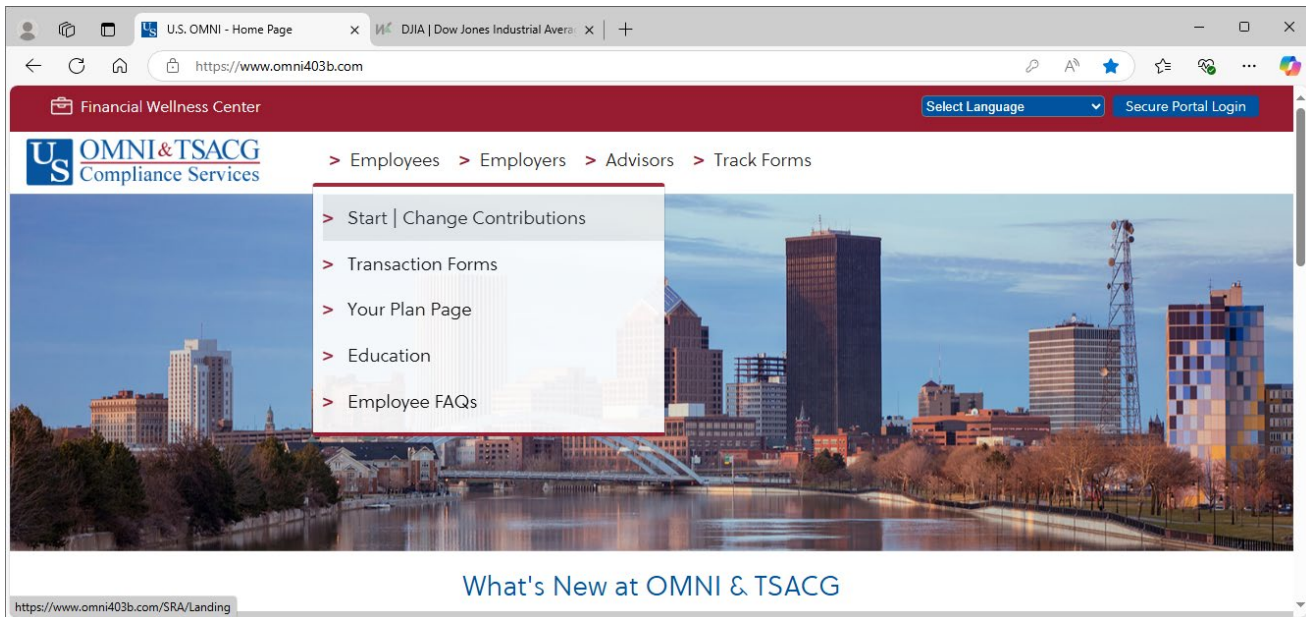


Select your school district under “Division/Location” drop-down box:



Complete all information requested on subsequent screens and submit.

BE SURE TO go to <https://www.OMNI403b.com> to complete a Salary Reduction Agreement to begin contributing to your account:



Employees → Start/Change Contributions; Select Employer State → New York; Type in District Name → GO

Check: New!! 403 (b) SRA Express Shortened Online Form Let's Begin Complete Information

Plan Type = 403b; Investment Provider = Voya Financial (Natl NY) Amount per paycheck

Email & Social Security Number → Submit to OMNI

Once you are enrolled, you can access your account online at <https://www.oppplus.beready2retire.com>

REMEMBER: if you have questions about enrolling with Voya, please contact:

Gregory Gosier, CFP®, CRPC®, CMFC®

518-584-3713

ggosier@voyafa.com

*Investment adviser representative and registered representative of, and securities and investment advisory services offered through Voya Financial Advisors Inc. (member SIPC)

You should consider the investment objectives, risks, charges and expenses of the variable product and its underlying fund options carefully before investing. The prospectus contains this and other information. You may obtain a prospectus by contacting your Voya® representative. Please read the prospectus carefully before investing.

Variable annuities are long-term investments designed for retirement purposes. [Early withdrawals prior to age 59 ½ will be subject to a 10% premature distribution penalty tax unless an exception applies.] Money taken from the annuity will be taxed as ordinary income in the year the money is distributed. 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.

Insurance products, annuities and retirement plan funding issued by (third party administrative services may also be provided by) Voya Retirement Insurance and Annuity Company, One Orange Way, Windsor, CT 06095-4774. **Securities are distributed by Voya Financial Partners LLC (member SIPC).** All companies are members of the Voya® family of companies. **Securities may also be distributed through other broker-dealers with which Voya has selling agreements.** Insurance obligations are the responsibility of each individual company. Products and services may not be available in all states.

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Opportunity Plus 403(b)

The Opportunity Plus 403(b) issued by Voya® features more than 80 investment options, fixed interest options, and competitive fees. Voya offers a variety of employee services to assist you from enrollment to retirement and beyond. Your local representative is also available to answer questions about your retirement planning and saving strategy.



Employee Education and Services

- Enrollment support information materials and one-on-one enrollment assistance
- Asset allocation assistance
- Comprehensive quarterly reports
- Distribution assistance for departing/retiring employees
- Electronic delivery of documents

Investment Options

The variable annuity offers more than 80 variable investment options, managed by established portfolio managers, as well as fixed interest options with a guarantee of principal (guarantee based on the claims-paying ability of Voya Retirement Insurance and Annuity Company (VRIAC). Guarantees do not apply to the investment return or principal value of the separate account.). You can customize your portfolio to match your individual needs and diversify or spread contributions over different options, thereby potentially reducing investment risk. Please note: while using diversification as part of your investment strategy neither assures nor guarantees better performance and cannot protect against loss in declining markets, it is a well-recognized risk management strategy.

Loans

Loans are available. The net fee for loans is 0.00%. Please note: loans will reduce your account balance, may impact your withdrawal value and limit participation in future potential. Other restrictions may apply.

Fund Transfers

No restrictions for transfers among variable investment options. Certain restrictions apply for transfers from the fixed interest accounts. Subject to our policy on market timing and excessive trading.

Account Rebalancing

This program can help you keep your portfolio in line with your financial objectives and risk/reward tolerance.

Distribution Options

A variety of distribution options to choose from including:

- Lump sum
- Systematic distribution options
- Variety of fixed and/or variable lifetime-based or period certain payout options. Distributions will be taxed as ordinary income when distributed.

Account Services

- Toll-free account access by calling Voya at **800-584-6001**
- Customer Service Associates are able to assist with inquiries and transactions
- 24 hour a day account access allows for investment inquiries, investment changes and more. Visit oppplus.beready2retire.com.

Guaranteed Death Benefit

The death benefit (prior to the start of annuity payments) is guaranteed to be the greater of (a) the sum of net contributions, adjusted proportionally for any withdrawals, loans, or annuitizations; or (b) current account value, excluding the loan account, plus positive aggregate MVA, if applicable. Guarantees apply to the claims-paying ability of VRIAC.

Annual Maintenance Fee

There is no maintenance fee.

Contract Charges

- 1.00% mortality and expense (M&E) risk charge on all variable funds (except the Voya Money Market Fund¹ which has 0.35% M&E)
- 0.20% Administrative Expense Charge on all variable funds
- Fund management fees and other fund operating expenses will also apply. Fees depend on the investment option chosen. Please refer to the Contract Prospectus or Fund Disclosure materials for fee information.

Withdrawal Charge

A withdrawal charge only applies to the fixed accounts or amounts withdrawn from the variable investment

options and the Guaranteed Accumulation Account (GAA) only if they were attributable to amounts held in the fixed accounts at any time.

Withdrawals from the fixed accounts and variable investment options²

Account Years Completed	Early Withdrawal Charge
Less than 5	5%
5 or more but less than 7	4%
7 or more but less than 9	3%
9 or more but less than 10	2%
More than 10	0%

The withdrawal charge is waived under the following conditions:

- Upon separation from service
- Due to a financial hardship
- For a systematic distribution option

- Due to a disability as defined by the Internal Revenue Code
- For withdrawals when the account is \$5,000 or less, with no withdrawals in the prior 12 months
- Used to purchase annuity payments
- Upon death

For more information

Please contact your local financial representative.

Registered Representative of and securities offered through Voya Financial Advisors, Inc. (member SIPC)



¹ You could lose money by investing in the Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

² Withdrawals from the GAA Account, for assets which are subject to the early withdrawal schedule, are based on a 7-year declining schedule (5%, 5%, 5%, 4%, 3%, 2%, 1%, 0%)

You should consider the investment objectives, risks, charges and expenses of Opportunity Plus and its underlying fund options carefully before investing. The current product prospectus and fund prospectuses contain this and other information, which can be obtained by contacting your local representative or the Retirement Readiness Service Center at (800) 584-6001. Please read the information carefully before investing or sending money.

IMPORTANT NOTES: Variable annuities are long-term investments designed for retirement purposes. Early withdrawals prior to age 59½ will be subject to a 10% premature distribution penalty tax, unless an exception applies. Money taken from the annuity will be taxed as ordinary income in the year the money is distributed. 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.

For 403(b)(1) annuities, employee deferrals (including earnings) may generally be distributed only upon your: attainment of age 59½, severance from employment, death, disability, or hardship. Note: Hardship withdrawals are limited to employee deferrals made after 12/31/88. Exceptions to the distribution rules: No Internal Revenue Code withdrawal restrictions apply to '88 cash value (employee deferrals (including earnings) as of 12/31/88) and employer contributions (including earnings). However, employer contributions made to an annuity contract issued after December 31, 2008 may not be paid or made available before a distributable event occurs. Such amounts may be distributed to a participant or if applicable, the beneficiary: upon the participant's severance from employment or upon the occurrence of an event, such as after a fixed number of years, the attainment of a stated age, or disability.

Insurance products, annuities and retirement plan funding issued by (third party administrative services may also be provided by) Voya Retirement Insurance and Annuity Company ("VRIAC"), Windsor, CT. VRIAC is solely responsible for its own financial condition and contractual obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services LLC ("VIPS"). VIPS does not engage in the sale or solicitation of securities. All companies are members of the Voya® family of companies. **Securities distributed by Voya Financial Partners LLC (member SIPC) or third parties with which it has a selling agreement.** All products and services may not be available in all states.

The OMNI Financial Group, Inc. (OMNI) is a third party administrator which has established a Preferred Provider Program (P3) and has recommended Voya Retirement Insurance and Annuity Company (VRIAC) for inclusion in the Program based upon VRIAC meeting or exceeding the established P3 qualifications and standards. For school districts that utilize OMNI services and have enrolled in the P3 program, VRIAC pays OMNI \$36 per year for each actively contributing participant to cover a share of the school districts' plan administration fees payable to OMNI.

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