MEMBER

When you start your job, your employer will enroll you in the Hybrid Retirement Plan. You will soon receive a welcome letter describing the benefits of the hybrid plan.

The Hybrid Retirement Plan has two components:

- Defined Benefit (DB) — Your 4% mandatory contribution to this component begins when you are enrolled in the plan.
- Defined Contribution (DC) — Your 1% mandatory contribution to this component also begins. You will receive a 1% employer contribution to your Hybrid 401(a) Cash Match Plan.

Your DC contributions and your employer’s DC contributions are sent to ICMA-RC, the plan record keeper. You choose how these contributions are invested in funds available through the hybrid plan.

The welcome letter will provide details on how to access your account online, how to make changes to your investments and how to add beneficiaries.
You can make voluntary contributions of up to 4% to the Hybrid 457 Deferred Compensation Plan. If you make voluntary contributions, your employer will match the contributions as follows:

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<th>Member</th>
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For further help on defined contribution component hybrid questions.

For further help on defined benefit component hybrid questions.

You can log into Account Access (www.varetire.org/hybrid) or call 1-877-327-5261, option 1, to select a voluntary percentage. The cut-off for making quarterly contribution changes is the 15th of the month prior to the next quarter.

Call Investor Services at 1-877-327-5261, option 1
Email: InvestorServicesCommonwealthofVA@icmarc.org
or Contact your VRS Defined Contribution Plan Specialist.

Visit www.varetire.org/hybrid

For more resources online.