Save for the future you envision

A quick guide to enrolling in your retirement savings plan

Western New York Independent Living, Inc.
WNYIL 403(b) Plan

VOYA FINANCIAL

It’s your retirement. Enroll today.

Welcome

Planning for your future means envisioning your best retirement and taking the steps today to get started. Your employer has chosen Voya Financial® as the service provider for your retirement savings plan, giving you an easy and powerful way to save for your future.

Now it is up to you

Do something good for yourself. Take the time to learn the benefits of the Plan and enroll today.

Your future is in your hands

Once you are enrolled, you will be able to use tools, education and support to help you set realistic goals, plan confidently and stay on track to become financially healthy and retire well.

What are you waiting for? Let’s get started.

Ready to set yourself up for retirement? Enroll here.

Enroll online: myretirementbenefit.voya.com/t/amL1

Plan number: 662TDW

Plan verification number: 662TDW99

Need help enrolling? Call 888-311-9487 weekdays from 8 a.m. to 9 p.m. Eastern Time.

For general information on financial wellness as you consider your plan, visit Voya Learn. The educational content can help you on your journey to financial wellness. You may sign up for a live session or browse the library of on-demand videos.

Why is it important to get started now?

Be good to yourself

We want to help you plan the retirement you envision. You deserve to feel good about your future and confident in your plan to get there. The first step is to enroll in your retirement savings plan.

70% of your current income

How much retirement income is enough?

Although it is different for everyone, you will likely need to replace at least 70% of your current income annually in retirement. After you enroll, you can determine how much income you might need by using myOrangeMoney®*, an interactive online experience that shows how your current retirement assets may translate into potential future monthly income in retirement.

* The myOrangeMoney® educational interactive experience is designed to provide estimated monthly retirement income based on various saving and investment scenarios. It is not available to Puerto Rico plans or participants.

Reasons to save today

The choices you make about your contributions and investments are up to you. You can make changes online, by phone, or with the Voya Retire® mobile app. You are always in control.

1. **Save automatically.** Your contributions are automatically deducted from your paycheck, so it is simple to set a little aside each pay period.
2. **Help lower your taxable income.** Every dollar you contribute before tax reduces your taxable income, which means you may pay less in income taxes today.
3. **Invest your way.** You can make investment elections yourself or seek guidance. No matter what you decide, the Plan offers investment solutions designed to fit different styles and risk tolerances.
4. **Remember, your money is always yours.** What you contribute and any related earnings are yours to take with you, even if you change jobs.
5. **Put time on your side.** Investing over a longer period in a tax-favored account allows you to take advantage of compounding. Earnings on contributions go back into your account without being taxed and can generate more earnings.
6. **Employer contributions.** Take advantage and maximize your savings. Your company may match a portion of the contributions you make to the Plan. For details, review “Employer Contributions” in the “Get to know your plan” section.

Remember, it’s your retirement. Be generous.

More benefits for you

Get well fast

Get a holistic health check, take a quick financial wellness assessment, improve your money habits and get well fast.

Paperless is more

Sign up for simple and safe electronic delivery so you can help save the environment while you securely save more.

Play hard to get

Practice safe computing and register your account to take the first steps toward enrolling in Voya’s S.A.F.E.® Guarantee. Doing so will enable Voya to restore the value of your account if assets are taken from your workplace retirement plan due to unauthorized activity.

Beneficiary

Designate a beneficiary to your Plan account. This is the person or people who will receive your account balance in the event of your death. Log in to the Plan website, go to your name in the upper-right corner, then select **Personal Information**, **Beneficiary Information**, and **Add/Edit**.

Voya Cares®

Voya Cares focuses on providing access to special-needs financial planning resources to help advance the financial well-being of people with special needs or disabilities and their caregivers. Visit voyacares.com.

Voya Learn®

Get live and on-demand educational videos to help you understand your financial picture and take meaningful action. Visit voya.com/voyalearn.

What's next after you enroll?

After you enroll, you will receive an enrollment confirmation. For the most complete and convenient experience, access your account online or through the mobile app. Visit VoyaRetirementPlans.com or download the Voya Retire® mobile app.

As part of registration, you will receive a code through the most convenient method on file with Voya, such as text, email or U.S. Mail. You will then create a username and password for ongoing online or mobile account access.

With myOrangeMoney®* or the Voya Retire® mobile app, you can model saving and investment scenarios, add outside income sources and explore how estimated healthcare costs in retirement might affect your income needs.

Important: Illustrations or other information generated by calculators are hypothetical, do not reflect actual investment results and are not guarantees of future results. This information does not serve, directly or indirectly, as legal, financial or tax advice. Consult qualified legal, financial and tax professionals when making decisions related to your individual situation.

Get to know your plan

Western New York Independent Living, Inc. WNYIL 403(b) Plan

Introduction

This section describes highlights of your employer's retirement plan. It is a general overview of information in your employer's Summary Plan Description, or SPD. Refer to the SPD for full details. If these highlights conflict with the SPD, the SPD governs.

Eligibility requirements

You are immediately eligible to participate in the Plan. Participants may become eligible following the SECURE Act Long-Term Part-Time Employee Eligibility provision rules.

Enrollment dates

Once you have met the eligibility requirements, you can join the Plan.

Employee contributions

You may contribute 0% to 100% of your annual pay, not to exceed $24,500 annually, or $32,500 if you are at least age 50 and your plan has a catch-up feature. If permitted by your plan, you may be able to make additional catch-up contributions between ages 60 and 63. Annual limits are set by the IRS and are subject to change. Employees whose prior-calendar-year wages exceed applicable thresholds must make catch-up contributions on a Roth basis. Check with your benefits manager about the increased catch-up opportunity. If your adjusted gross income does not exceed certain limits, you may be eligible for a tax credit.

Roth contributions

Your plan permits Roth after-tax employee contributions. You may contribute 0% to 100% of eligible compensation. Your combined Roth after-tax and traditional pre-tax employee contributions may not exceed $24,500 annually, or $32,500 if you are at least age 50 and the plan has a catch-up feature. If permitted, additional catch-up contributions may be available between ages 60 and 63. Annual limits are set by the IRS and are subject to change. Employees whose prior-calendar-year wages exceed applicable thresholds must make catch-up contributions on a Roth basis.

Get to know your plan, continued

Employer contributions: Employer match

Your employer has elected to match 100% of your contributions up to the first 4% of pay.

Vesting

You are always 100% vested in the portion of your account attributable to employee contributions. You are also 100% vested upon death, normal retirement or disability. You have an immediate non-forfeitable right to employer match contributions made to your account.

Rollovers

You may roll over assets from other qualified plans. Rollover contributions are allowed before or after meeting the Plan’s eligibility requirements.

Investment transfers

Using Voya's automated telephone or internet service, you can review your accounts and transfer funds from one investment option to another 24 hours a day.

Hardship withdrawals

A hardship withdrawal may be taken in a case of extreme hardship as defined by the IRS when no other sources are available.

In-service withdrawals

In-service withdrawals are permitted by the Plan. If the Plan allows distributions before age 59½, these distributions are subject to an early-distribution penalty of 10% additional tax unless an exception applies. The tax applies to the amount received that must be included in income. Restrictions generally apply to which dollars are available for in-service distribution. See the SPD for details.

Distributions and withdrawals

Funds are available at retirement, death, disability or termination of service.

Loan provision

You may take a loan from vested amounts in your account. The loan amount is limited by Internal Revenue Code rules. A new loan, when added to all other outstanding Plan loans, is limited to the lesser of:

1. $50,000, reduced by the excess, if any, of your highest outstanding balance of Plan loans during the one-year period ending the day before the new loan over your current outstanding balance on the new-loan date; or
2. One-half of your vested interest in the Plan.

The Plan may also limit which employee and employer contributions are eligible for loans, the number of outstanding loans and how often you may request a loan. The Plan allows one outstanding loan. Refer to the SPD for specific details. Taking a loan reduces money in your retirement account and the power of tax-deferred compounding.

Participant account statements

Participant account statements are provided quarterly.

Enroll now

Enrollment website: myretirementbenefit.voya.com/t/amL1

Plan number: 662TDW

Plan verification number: 662TDW99

Already enrolled? Great.

Access your account anytime, anywhere. Your Plan website and the Voya Retire mobile app allow you to securely manage your retirement savings. You can learn more, make changes or check your progress. Voya customer service associates are available Monday through Friday from 8 a.m. to 9 p.m. Eastern Time, excluding stock market holidays.

- **Customer service:** 800-584-6001
- **Website:** VoyaRetirementPlans.com
- **Mobile app:** Search for "Voya Retire" in your app store.
- **Plan highlights and disclosures:** myretirementbenefit.voya.com/t/amL1