

Voluntary Retirement Savings Plans

Two voluntary retirement savings plans offer a way to increase your retirement income through regular, planned investing. You determine how much to save each month and your contributions are made to your account through payroll deduction. Contributions are made on a pre-tax basis or post-tax basis.

- **403(b) Plan** (TDI, Tax-Deferred Investment). Participants manage their accounts and can invest with Fidelity or TIAA. Choose between mutual funds and annuity products. Plans include pre-tax and post-tax (Roth) options.
- **OSGP** (Oregon Savings Growth 457 Plan). The deferred compensation account is managed for you by PERS (Public Employees Retirement System) and offers both pre-tax and after-tax (Roth) options.

WHO IS ELIGIBLE TO PARTICIPATE: All regular employees (student employees are not eligible to participate).

WHEN CAN YOU ENROLL: At any time by completing the enrollment form (no waiting period required).

WHAT PLANS CAN I PARTICIPATE IN: You can participate in the 403(b), OSGP, or both programs.

HOW TO ENROLL:

- **403(b)** – Complete the *403(b) Voluntary Savings Plan Form*
 - **Online Form via DocuSign:** <http://beav.es/tdi>; **OR**
 - **Paper Form:** <https://beav.es/49t>
 - Return Paper Form to Employee Benefits
- **OSGP** – Complete and mail enrollment forms to OSGP. Request packet by calling 503.378.3730 or online at: <https://www.oregon.gov/PERS/OSGP/Pages/index.aspx>

HOW MUCH CAN YOU CONTRIBUTE: Minimum 1% of gross salary or \$25; Maximum is 85% of gross salary up to IRS limits. 2020 IRS limit is \$19,500, \$26,000 if age 50+. If you participate in both the 403(b) and OSGP the IRS limit is doubled (*\$19,500 each for a total \$39,000.*)

CAN YOU MAKE CHANGES DURING THE YEAR: Yes, you can make changes at any time by completing a new form.

RESOURCES:

- **OSU HR – Retirement Savings webpage** – links to websites for 403(b) and OSGP, links to enrollment forms <http://hr.oregonstate.edu/savingsopp.html>
- **OSU HR – Benefits Workshops and Events** – schedule an appointment with Fidelity or TIAA, attend a financial workshop <http://hr.oregonstate.edu/benefits/workshops-and-events>
- **Oregon Public Universities Retirement Plans** – 403(b) plan documents, links to vendor websites <http://www.opurp.org/tdi>
- **IRS Publication on 403(b) Plans** <http://www.irs.gov/pub/irs-pdf/p571.pdf>

ADDITIONAL QUESTIONS:

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