

## SEIU INT HQ SUPPLEMENTAL RETIREMENT SAVINGS 401(K) PLAN

### Summary of Plan

- A Defined Contribution (DC) Plan with more than \$45.6M in assets, open to all who are on SEIU INT'L payroll or SEIU National Industry Pension Fund payroll
- Currently administered through Empower.
- **Empower's Get Started Guide is available on the SEIU Benefit Funds website at <https://www.seiufunds.org/funds/401k/401k---staff-fund/staff-documents>; also available in HR or from the Benefit Specialist**
- You can enroll at any time by submitting the Enrollment Form to the Plan Administrator\*
- Make pre-tax and/or after-tax payroll deferrals from 1% to 25% of pay, but No Employer Match
- 2023 Annual Deferral Limit is \$22,500
- **New hires enrolling who contributed to a prior employer's DC plan during the enrollment year, must not exceed the annual deferral limit—i.e. total combined deferrals (prior DC Plan + SEIU 401k) must not exceed the annual deferral limit**
- Age 50+ can elect to make **Catch-up Deferrals** -- \$7,500 in 2023. (Catch-up Election must be renewed on an annual basis, for audit purposes -- form can be found on Benefits website)
- Deferral % can be changed/suspended at any time by submitting an **Information Change Form** (found on the Benefits website) to the Benefit Specialist\*
- Account (when set up) is accessible online at: [www.prudential.com/online/retirement](http://www.prudential.com/online/retirement)
- Not yet participating? Go to [www.prudential.com/planinfo](http://www.prudential.com/planinfo) Enter: Plan ID = 764618 Plan Password = 5869 to see the Plan's current Investment Options, fees, and performance; you can also download a free Retirement Income Calculator app
- January 2022 Summary Plan Description is available (pdf or paper copy) from the Benefit Funds office) and is also posted to the SEIU Benefit Funds website
- Information Change Forms, Beneficiary Designation Forms, and Rollover Contribution Forms are available on the SEIU Benefit Funds website or from the Benefit Specialist\*
- **Update your Beneficiary Designation(s) online in the Personal Info section of your account**
- Interactive Voice Response Service (IVR) allows you to access information about your Account using a touch-tone telephone. To access, call **1.877.PRU.2100**
- **HCEs (earning \$135K or more) should be aware that annual compliance testing may result in a refund of excess deferrals, taxable for the year in which refunded**

### Investment Options

- If, upon enrollment, you do not choose how to allocate your deferrals, they will automatically go into the Qualified Default Investment Alternative (**QDIA**) chosen by the Trustees (i.e. a **Vanguard Target Date Fund** based on assumed retirement at age 65)
- Investment Performance can be monitored online
- Existing funds can be transferred to any other Plan investment option, by phone or online
- Future funds can be allocated to other Plan investment options, by phone or online
- **Socially responsible** investment options are available

### 2012 ERISA Regulations

- Annual disclosures are distributed to participants and are posted on the SEIU Benefit Funds website: <https://www.seiufunds.org/funds/401k>
- Current Disclosure is also available in your online account

### \*Contact for More Information

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