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 can be 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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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.

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