



## DEFERRED COMPENSATION PLAN - SUPPLEMENTAL BENEFIT

# BENEFITS OF ENROLLING IN YOUR DEFERRED COMPENSATION PLAN

The Pennsylvania State Employees' Deferred Compensation Plan is your 457(b) retirement plan benefit brought to you by Empower.

A deferred comp plan benefit allows eligible employees to supplement any existing retirement/pension benefits. Read on to learn about some of the distinct benefits of this plan.

### Good Company

There are more than 55,000 participating employees, so together you have mass purchasing power. This means that fees might be less here than in other investing opportunities.

### Investment Options

There are professionally selected investment options, with various risk levels, and a self-directed brokerage account option that is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments.<sup>1</sup>

### Personal Service

Deferred comp specialists are located across the state and are available to help you. View their schedules at [www.SERS.pa.gov](http://www.SERS.pa.gov).

### Empower Advisory Services

Get specific fund recommendations with Online Advice or have your account professionally managed with My Total Retirement™. These services are provided by Empower Advisory Group, LLC, a registered investment adviser.<sup>2</sup>

There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

### Online Resources

Save time and paper with online enrollment, electronic statements, and direct deposit of your contributions at [www.SERS.pa.gov](http://www.SERS.pa.gov).

### No Early Withdrawal Penalty

The 10% early withdrawal penalty that applies to 401(k) plans and IRAs generally does not apply to distributions from your deferred comp account.<sup>3</sup>

### Catch-Up

If you are in one of the three years prior to your normal retirement age, or age 50 or older, you may be eligible to make catch-up contributions. See your plan highlights or contact a deferred comp specialist for more information.

### Leave Payout Contributions

Sick and annual leave payouts are eligible for contribution into the deferred comp plan.

### Traditional Before-Tax or Roth After-Tax Contributions

You can choose to pay taxes on your contributions now or when you take a distribution of them. Consider the amount of taxes you might be paying in retirement. You can choose one or both of these options!

**If you have any questions, call 1.866.737.7457.**

Questions or Request Your Free Retirement Readiness Review\*  
1.866.737.7457 | [www.SERS.pa.gov](http://www.SERS.pa.gov)





1 The Plan's monthly asset-based fee of .0067% applies to all assets in the Program, including those in the SDBA. The portion attributable to the SDBA will be prorated against all core funds.

2 Online Advice and My Total Retirement are part of the Empower Advisory Services suite of services offered by Empower Advisory Group, LLC, a registered investment adviser.

3 Withdrawals may be subject to ordinary income tax. The 10% federal early withdrawal penalty does not apply to deferred comp plan withdrawals except for withdrawals attributable to rollovers from another type of plan or account.

Investing involves risk, including possible loss of principal.

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