

# PLAN ENHANCEMENTS COMING IN 2025

## DEFERRED COMPENSATION PLAN

Supplemental Benefit

## DEFINED CONTRIBUTION PLAN

Investment Option

Lower fees and quicker access to your money are two of the biggest enhancements coming to our investment plans in 2025.

To make these enhancements possible, there will be a brief blackout period over the New Year holiday, in which you will **not** be able to change your selected investments or request or obtain a withdrawal/distribution from your account. Here's what you can expect:

### Lower Recordkeeping Fee

Beginning Jan. 1, 2025, the **deferred comp plan** recordkeeping fee will be reduced by approximately 30-35%. This change will be reflected in your first quarter statement issued in mid-April and in your online account.

If you participate in the **Defined Contribution Plan**, either as a member of the Hybrid Plan (where part of your benefit includes a SERS pension) or as a participant of the investment plan only, the recordkeeping fee is covered by SERS employers/the commonwealth.

### Quicker Access to Your Money

Also beginning Jan. 1, 2025, you may be able to access your investment plan funds as quickly as 48 hours after a properly filed withdrawal request is processed, depending on the delivery option you select. That is because distributions will be made from both the deferred comp and defined contribution plans daily rather than just three days each month.

### Blackout Period<sup>1</sup>

While there is a different period for investments in the Schwab Self-Directed Brokerage Account (SDBA) option<sup>2</sup>, the blackout period is 4 p.m. Mon., Dec. 30, 2024 - close of business on Fri., Jan. 3, 2025. During that time, you will be **unable** to complete the following transactions in either of your SERS investment plan accounts:

- Direct or diversify investments
- Make contribution rate changes
- Request or obtain a withdrawal/distribution

Transactions will resume as normal on Mon. Jan. 6, 2025.

During the blackout period, your funds will remain invested and will continue to gain and/or lose value depending on market conditions. You can continue to access and review your account during the blackout period by signing into your online account or by calling 1.866.737.7457.

**Whether or not you are planning to retire soon, please consider how this blackout period may affect your retirement planning, as well as your overall financial plan.**

1.866.737.7457 | [www.SERS.pa.gov](http://www.SERS.pa.gov)

Pennsylvania State Employees' Retirement System | 30 North 3rd Street, Suite 150 | Harrisburg PA 17101



## Withdrawals/Distributions

You can request a distribution in [your online account](#) or by calling 1.866.737.7457. And you have three options for delivery of your money:

- **USPS mail** – no additional cost with an estimated delivery of 7 – 10 business days.
- **Express mail** – non-refundable \$50 charge for each type of check (pretax and/or Roth) with an estimated delivery of 1-2 business days.
- **Direct deposit (“ACH”)** – no additional cost with an estimated delivery of 2-3 business days. To add direct deposit/ACH instructions, [log into your account](#), select Account, and click Overview. Select Manage bank accounts and click Add bank account. If you participate in more than one Empower investment plan, you will need to add direct deposit information **for each plan**. For your protection, there is a 15-day waiting period before you can begin receiving money in a newly entered bank account.

Please note, this will not impact existing automatic, scheduled payments, including periodic payments or required minimum distributions. In all cases, delivery of your payment is based on the completion of the withdrawal process, which includes receipt of a complete request in good order.

## What is the Recordkeeping Fee?

The recordkeeping fee helps pay for the services provided by Empower for administering the plan. This includes costs associated with administering the website you use to check your account balance; the plan specialists you talk to when you have questions about your plan or meet with for investment counseling; and the “back office” staff who update and verify your account activity, handle routine filings in compliance with federal investment service regulations, and manage a number of other tasks.

Please keep in mind that the recordkeeping fee is separate from the fees charged by the managers of the investment options you have selected.

## Questions?

Call 1.866.737.7457

TTY: 1.800.345.1833

Weekdays 8 a.m. - 10 p.m. EST

Saturdays 9 a.m. - 5:30 p.m. EST

**Plan enhancements were made possible through a project in partnership with Empower, the third-party administrator for the Defined Contribution Plan and the voluntary Deferred Compensation Plan, and in conjunction with the PA Treasury to streamline the flow of money through both plans.**

<sup>1</sup>The times listed are Eastern Standard Time and both the dates and times are subject to change. Please contact Empower at **1.866.737.7457** for more information.

<sup>2</sup>The blackout period for investments in the Schwab Self-Directed Brokerage Account (SDBA) is 4 p.m. Thurs., Dec. 26, 2024 - close of business Fri., Jan. 3, 2025. For questions related to your SDBA, please call 888.393.7272.

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