

SEIU INT HQ SUPPLEMENTAL RETIREMENT SAVINGS 401(K) PLAN

Summary of Plan

- A Defined Contribution (DC) Plan with more than \$38M in assets, open to all who are on SEIU INT'L payroll or SEIU National Industry Pension Fund payroll
- Currently administered through Prudential Retirement
- **Enrollment Workbook is on the SEIU Portal or available in HR or the Benefit Funds office**
- Can enroll at any time by submitting Enrollment Worksheet to Plan Administrator*
- Make pre-tax payroll deferrals from 1% to 25% of pay
- No Employer Match
- 2020 Annual Deferral Limit is \$19,500
- New hires enrolling who contributed to 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** --\$6,500 in 2020. (Catch-up Election must be renewed on an annual basis, for audit purposes -- form can be found on SEIU & ADP Portals)
- Deferral % can be changed/suspended at any time by submitting an **Information Change Form** (found on the SEIU & ADP Portals) to the Benefit Funds office
- Account is accessible online at: www.prudential.com/online/retirement
- Not yet participating? Go to 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 2016 Summary Plan Description is available (pdf or paper copy) from the Benefit Funds office) and is also posted to the SEIU Portal and the SEIU Benefit Funds website
- Information Change Forms, Beneficiary Designation Forms, and Rollover Contribution Forms are available on the SEIU Portal under the Benefits tab or through the Benefit Funds Office
- **Update your Beneficiary Designation(s) online in the Personal Info section of your account**
- 24-hour 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 \$130K 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: Calvert Equity I and DFA US Social Core Equity 2

2012 ERISA Regulations

- Disclosure of fees paid by the Plan and/or Participant went into effect July 2012
- Annual disclosures are distributed to participants – and are posted on the SEIU Portal
- Current Disclosure is also available online at: www.prudential.com/online/retirement

*Contact for More Information

- BRENDA HILDENBERGER, Benefit Specialist.
- Phone: 202-730-7520 Fax: 202-842-0046
- Email: Brenda.Hildenberger@seiufunds.org .