



VRS Hybrid Retirement Plan Features and Benefits

Version 04/23





Virginia Retirement System & DCP

Today's Agenda



Learn About Your Plan



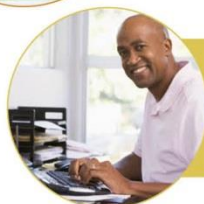
Your Investment Options



Benefit Payments & Distribution Options



Other Things to Consider



Accessing Your Account & Resources



Learn About Your Plan

Who's eligible?

New members with no previous VRS creditable service and a membership date on or after January 1, 2014:

Eligible Members	Ineligible Members
<ul style="list-style-type: none">• State employees• School division employees• Political subdivision employees• Judges appointed or elected to an original term• New members who are eligible for ORP must elect ORP or Hybrid	<ul style="list-style-type: none">• State Police Officers' Retirement System (SPORS) members• Virginia Law Officers' Retirement System (VaLORS) members• Political subdivision members who are covered by enhanced benefits for hazardous duty employees

What is the Hybrid Retirement Plan?

Combines the features of a **defined contribution** plan and a **defined benefit** program:

Defined Benefit (DB)	Defined Contribution (DC)
<ul style="list-style-type: none">• Provides the <i>foundation</i> of your future retirement• Pays a monthly retirement benefit• VRS manages the investments and related risk for this component	<ul style="list-style-type: none">• Provides <i>a tax-deferred savings plan</i>• Pays a retirement benefit based on contributions to the plan and the investment performance of those contributions• You manage the investments and related risk for this component



Hybrid members make two types of contributions to the hybrid plan:

- **mandatory contributions**, which all members are required to make;
- and additional **voluntary contributions** that you may choose to make.

Contributions Illustration

Hybrid Retirement Plan

Defined Benefit (DB) Component
Provides a lifetime monthly benefit based on a formula

Mandatory *Employee* Contribution
4%

***Employer* Contribution**
Varies based on contributions to the DC component

Defined Contribution (DC) Component
Provides a balance to draw from in retirement based on contributions and investment performance

Mandatory *Employee* 401(a) Contribution
1%

Mandatory *Employer* 401(a) Contribution
1%

Voluntary *Employee* 457 Contribution
0–4%

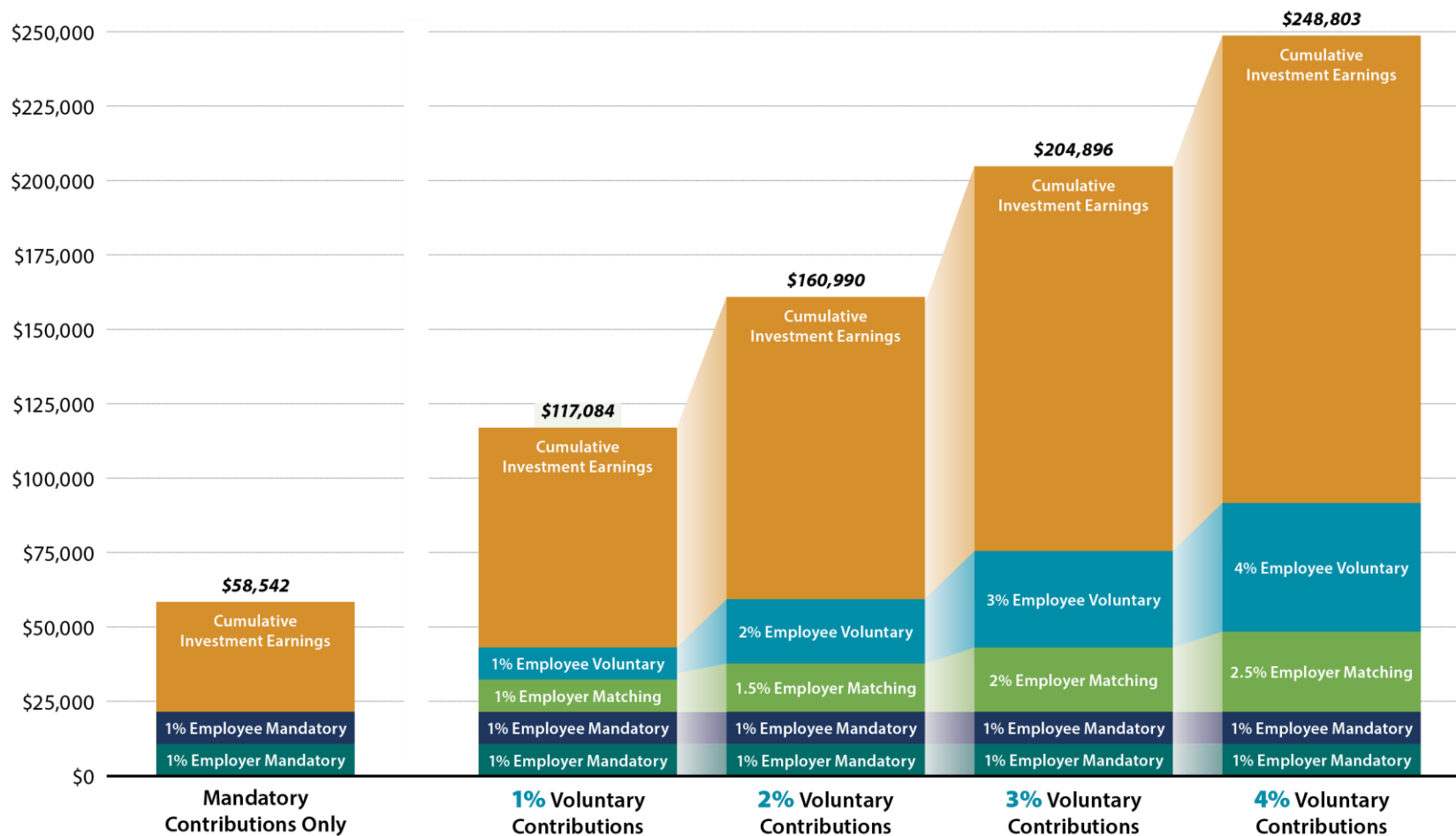
***Employer* Matching 401(a) Contribution**
0–2.5%

How Much Can I Contribute?

Totals	DCP				VRS
	Employee	Defined Contribution Employee Mandatory — 401(a)	Defined Contribution Employer Mandatory — 401(a)	Defined Contribution Employee Voluntary — 457	Defined Contribution Employer Match for Voluntary — 401(a)
5.00%	1.00%	1.00%	0.00%	0.00%	4.00%
5.50%	1.00%	1.00%	0.50%	0.50%	4.00%
6.00%	1.00%	1.00%	1.00%	1.00%	4.00%
6.50%	1.00%	1.00%	1.50%	1.25%	4.00%
7.00%	1.00%	1.00%	2.00%	1.50%	4.00%
7.50%	1.00%	1.00%	2.50%	1.75%	4.00%
8.00%	1.00%	1.00%	3.00%	2.00%	4.00%
8.50%	1.00%	1.00%	3.50%	2.25%	4.00%
9.00%	1.00%	1.00%	4.00%	2.50%	4.00%


* Voluntary contributions can be changed on a quarterly basis

Benefits of Increasing Contributions to the Hybrid



For illustrative purposes only and based on a monthly income of \$3,000; assumes semimonthly employee contribution made on 15th and 30th of each month and a 6% average annual return after 30 years. The final account balance does not account for plan fees or expenses, which would reflect lower net returns. Investment return and principal value will fluctuate, so when shares are redeemed they may be worth more or less than the original cost.

- Save easier with small annual voluntary contribution increases
 - Choose your SmartStep increase amount and month
 - Contributions increase automatically, each year, up to 4%
- Gradual increases = less impact on your paycheck
 - See how much: Hybrid Paycheck Calculator



SmartStep

The **SmartStep** feature will automatically increase your contribution amount by a set percentage in a specified quarter each year - see schedule below:

- Quarter 1 - Effective JANUARY
- Quarter 2 - Effective APRIL
- Quarter 3 - Effective JULY
- Quarter 4 - Effective OCTOBER

Enter the percentage increase and the month you want the increase to occur each year. You can change your **SmartStep** increase amount or month selection at any time.

You have the option to set **SmartStep** percentages in increments of 0.5% to a maximum of 3.5%.

If you don't already have a current contribution percentage on file (see above, "Contributions"), please select one at this time. The starting contribution can be between 0.5% and 3.5%. **Please note that the maximum contribution percentage allowed by the plan is 4.0%.** Contributions must be percentages for the **SmartStep** feature. Fixed-dollar contributions are not available in the Hybrid Retirement Plan. Your contributions are eligible for an Employer Match. [Click here](#) for more information. As your contributions increase, your Employer Match increases as well.

Contributions to the Hybrid 457 Deferred Compensation Plan count toward the IRS annual contribution limit, along with any contributions you may make to your employer's supplemental 457 plan, if applicable. To learn more, visit www.varetire.org/hybrid and select Contributions under Plan Info. Note that if your contributions reach the plan limit before the end of the calendar year, your hybrid voluntary contributions and associated employer match will stop.

- You have the option to set deferral percentages in tenths (i.e. 0.1%) instead of whole percentages.

CURRENT SmartStep SCHEDULE		NEW SmartStep SCHEDULE	
TYPE	STEP INCREASE	STEP INCREASE	MONTH
Pre Tax	0.0%	<input type="text"/> %	<input type="text"/> Each Year

If you are selecting the current month, the next **SmartStep** increase will occur in one year.

Choose SmartStep Now!

- Log in to your Hybrid 457 account at varetire.org/hybrid, select Change Contributions from the dropdown menu
- Choose your amount and month

Auto-Escalation: Hybrid 457 Plan



- Automatically increase voluntary contributions by 0.5%
- First Auto-Escalation occurred January 1, 2017
- Every three years — 2023, 2026.....
- Everyone not contributing the full 4% voluntary
- Members will be able to opt-out

<i>Before Auto-Escalation</i>	<i>After Auto-Escalation</i>
0.00%	0.50%
0.50%	1.00%
1.00%	1.50%
1.50%	2.00%
2.00%	2.50%
2.50%	3.00%
3.00%	3.50%
3.50%	4.00%

Why Should You Save?

Retirement income from Social Security depends on salary during working years

- 2021 average annual benefit for retired workers was about \$19,370*

Income from VRS pension benefit depends on salary, age and years of creditable service



Personal Savings — Role in Retirement



Starting Early vs. the Cost of Waiting



Benefits of Tax-Deferred Savings



	Before Tax	After Tax
Annual Pay	\$30,000	\$30,000
Before Tax Contribution	-1,800	N/A
Income Subject to Taxes	28,200	30,000
Federal Taxes*	-3,384	-3,600
Net Income	24,816	26,400
After-Tax Contribution	N/A	-1,800
Spendable Income	\$24,816	\$24,600

*Assumes a flat 25% tax bracket without the standard deduction. Taxes due upon withdrawal.

- Incoming rollovers are allowed into the Hybrid 457 Deferred Compensation Plan
- You can rollover from the following plan types:
 - 401(a) plans other than the Hybrid 401(a) Cash Match Plan
 - 401(k) plans
 - 457(b) plans
 - 403(b) plans
 - Federal Thrift Savings Plan
 - Traditional Individual Retirement Account (IRA)
- Incoming rollovers are not permitted into the Hybrid 401(a) Cash Match Plan



Note: Employee must otherwise be eligible for a distribution from the plan they are requesting the rollover out of.

*If you rolled funds from another retirement plan into your Hybrid 457 Deferred Compensation Account, you may withdraw those funds while you are still employed. Depending on the plan type, withdrawals made prior to age 59½ may be subject to a 10% penalty, plus state and federal income tax withholding.

Additional Savings Opportunities



Your employer may also offer a supplemental plan, such as a 457 or 403(b)



You must make the maximum 4% voluntary contribution to the Hybrid 457 Deferred Compensation Plan to receive a cash match on contributions to a supplemental plan



Your Investment Options

- **Cash Equivalents and Stable Value Investments**
 - Short-term, highly liquid securities that pay interest
 - Seek to preserve the value of your investment
 - Returns are generally low and may not outpace inflation
- **Bonds**
 - Loans to an organization in exchange for interest payments
 - May offset higher risk of stocks in aggressive investment portfolio
 - May help keep pace with inflation in conservative investment portfolio
- **Stocks**
 - Shares of ownership in a company
 - Highest potential for growth
 - Higher degree of risk

Do-It-For-Me Path

Help-Me-Do-It Path

Do-It-Myself Path

Do-It-For-Me Path

Retirement
Portfolio

Target Date
2025
Portfolio

Target Date
2030
Portfolio

Target Date
2035
Portfolio

Target Date
2040
Portfolio

Target Date
2045
Portfolio

Target Date
2050
Portfolio

Target Date
2055
Portfolio

Target Date
2060
Portfolio

Target Date
2065
Portfolio

Help-Me-Do-It Path

Money Market Fund

Stable Value Fund

Bond Fund

Inflation-Protected Bond Fund

High-Yield Bond Fund

Stock Fund

Small/Mid-Cap Stock Fund

International Stock Fund

Global Real Estate Fund

VRS Investment Portfolio

Self-Directed Brokerage Account

- For knowledgeable investors who wish to manage investments without assistance.
- Allows you to select from thousands of publicly traded mutual funds, exchange traded funds (ETFs) and individual securities, in addition to your Plans' core investment options.
- When transferring assets to your brokerage account, you are required to leave at least \$2,500 in your core investments other than the Virginia Retirement System Investment Portfolio.

Learn About Your Plan — Fee Structure

Record Keeping Fees

- A record keeping fee of \$2.54 will be deducted from your account on a monthly basis (\$30.50 per year)
- If you participate in more than one Commonwealth of Virginia plan, only one annual fee of \$30.50 will be deducted from your account.

Investment Management Fees (Expense Ratios)

- If you have a balance in more than one Commonwealth of Virginia defined contribution plan
- Each investment option includes investment management fees (vary by option)
 - View Monthly Investment Option Performance (fees) at varetire.org/hybrid, select Investments



Benefit Payments and Distribution Options

Defined Benefit Component

- You receive a monthly benefit at retirement
- You must be vested (have five years of creditable service) and meet age and service requirements
- The benefit is based on a formula:

Average Final Compensation

- x *Retirement multiplier*
- x *Total years of creditable service*

**Annual unreduced
benefit amount**



Defined Benefit Retirement Eligibility



Reduced Retirement	Unreduced Retirement
Age 60 with at least 5 years of creditable service	Age + Creditable Service = 90 OR Social Security Normal Retirement Age with 5 years of creditable service

Social Security Retirement Ages

Year of Birth	Normal Retirement Age	Year of Birth	Normal Retirement Age
1937 or earlier	65 years	1955	66 + 2 months
1938	65 + 2 months	1956	66 + 4 months
1939	65 + 4 months	1957	66 + 6 months
1940	65 + 6 months	1958	66 + 8 months
1941	65 + 8 months	1959	66 + 10 months
1942	65 + 10 months	1960 or later	67 years
1943-54	66 years		

Defined Benefit Retirement Options



Basic Benefit



Survivor Option



Partial Lump-sum Option Payment



Advance Pension Option

If you leave your member contributions and interest with VRS and become a deferred member, you will retain your VRS membership and eligibility for any future benefits

Vested members may be eligible for a future retirement benefit if you meet age and service requirements



If you separate from your employer, you may take a refund of your defined benefit member contribution account

If you take a refund of the defined benefit member contribution account:

- You lose VRS membership
- You lose eligibility for any future VRS benefits
- You should consider the tax implications
- You forfeit any non-vested employer contributions in the defined contribution component



Defined Contribution Vesting



Member Contributions: You are **immediately** vested in any funds that **you contribute** to the hybrid plan.

Employer Contributions: You must be vested to be eligible to take a distribution of **employer** contributions.

Defined Contribution Vesting Schedule

After 2 years of creditable service	50%
After 3 years of creditable service	75%
After 4 years of creditable service	100%

If you aren't 100% vested when taking a distribution, then you'll forfeit any non-vested employer contributions based on the vesting schedule.

Taking a refund of defined benefit funds will result in the forfeiture of non-vested employer funds.

Taking a distribution from the defined contribution component does not require you to take a refund from the defined benefit component.

Defined Contribution Distributions



- Leave money in the plan
- Upon separation from service, you can take a distribution from your Hybrid 401(a) Cash Match Plan and/or your Hybrid 457 Deferred Compensation Plan
- In-service distributions are only allowed from rollover assets from the Hybrid 457 Deferred Compensation Plan
- Hybrid 457 Deferred Compensation Plan
 - No early withdrawal penalty for distributions
- Hybrid 401(a) Cash Match Plan
 - Withdrawals prior to age 59½ may be subject to the IRS 10% early withdrawal penalty tax
- Other exceptions may apply



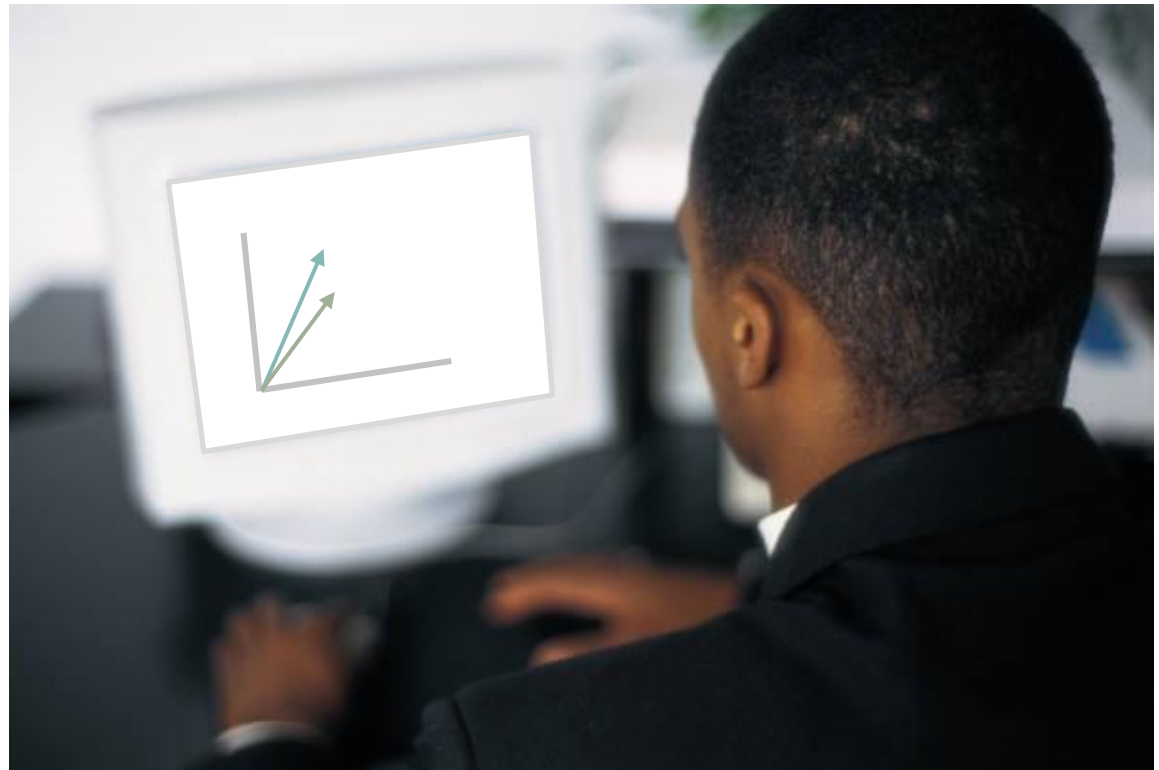
Other Things to Consider

Purchase of Prior Service Credit

You must be active

Increases your service
credit under the plan

Cannot be eligible for
another benefit based on
this service



Types of Unlimited Service



Refunded service

No-cost military leave



Service not reported while receiving WC

Types of Limited Service



Federal service

Public service



Non-covered service



Birth, adoption or death of a child leave

Educational leave

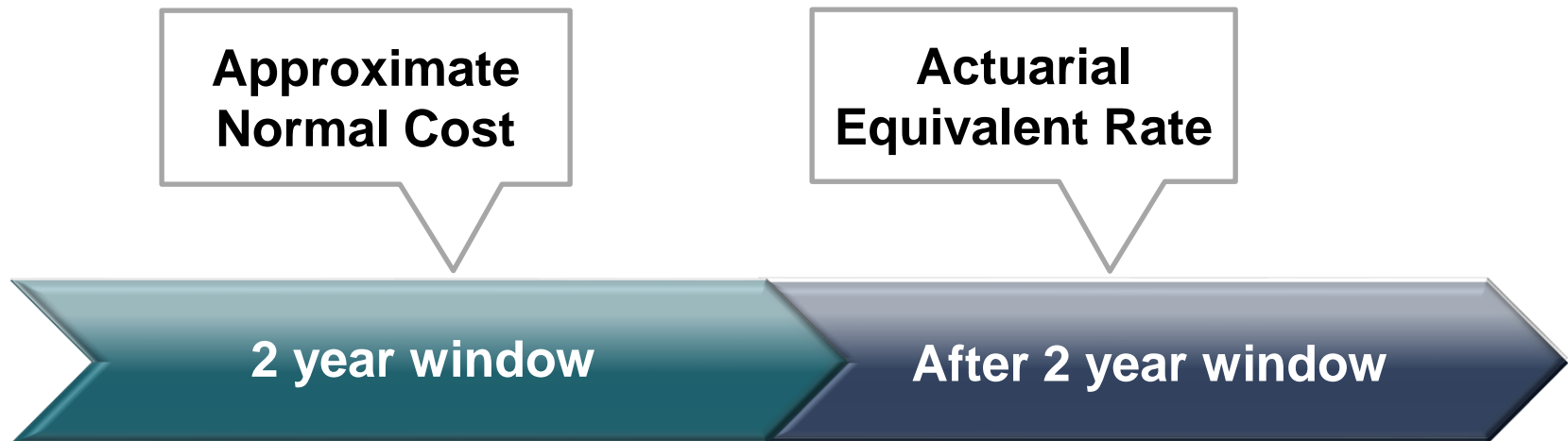


Certain FMLA leave periods

**Active Duty Military Service:
you can purchase a separate 48 months**



Cost to Purchase Service

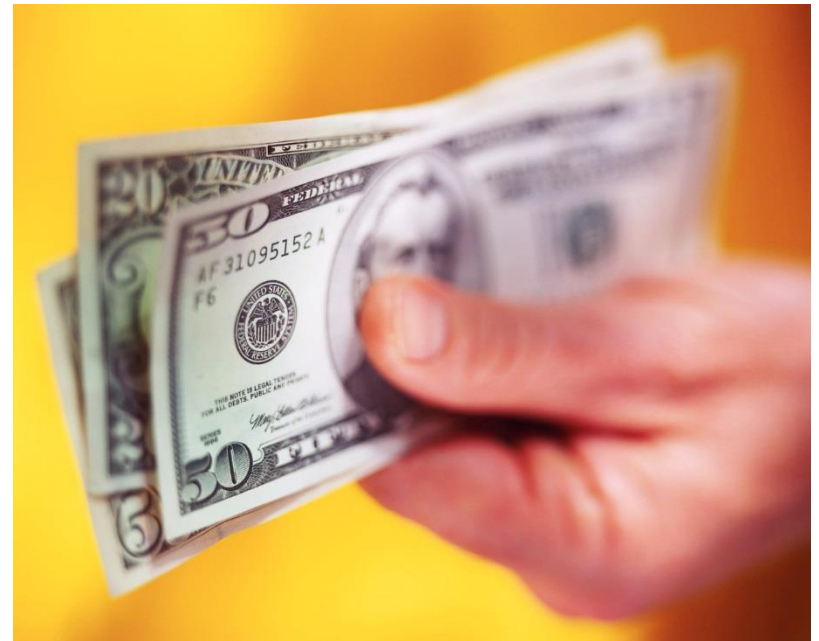


*Does not apply to refunded service

Refunded Service

No cost window

Cost is based on the refunded amount with interest





Lump-sum

Purchase Payment Agreements

Combination

Sick leave

Family and personal leave

Short and long-term disability

Long-term care

Return-to-work programs





Short and long-term disability

Long-term care

Return-to-work programs

Your employer may offer a
comparable plan

Transferring Between Employers

If you move between...		then you have...
state	state (with no break in service*)	no new waiting period
state	state (with a break in service*)	one year waiting period
state	school/political subdivision	one year waiting period
school/political subdivision	school/political subdivision	one year waiting period

* A break in service is defined as at least one full calendar month

Long-term Care



VSDP and VLDP Long-term Care Plans

Basic Life Insurance

Natural death benefit

Accidental death benefit



Optional Life Insurance



Coverage is available for yourself,
your spouse and dependent children

Defined Benefit Component

Non-Work Related (vested): Monthly benefit or refund

Non-Work Related (non-vested): Refund

Work Related: Monthly benefit and refund

Defined Contribution Component

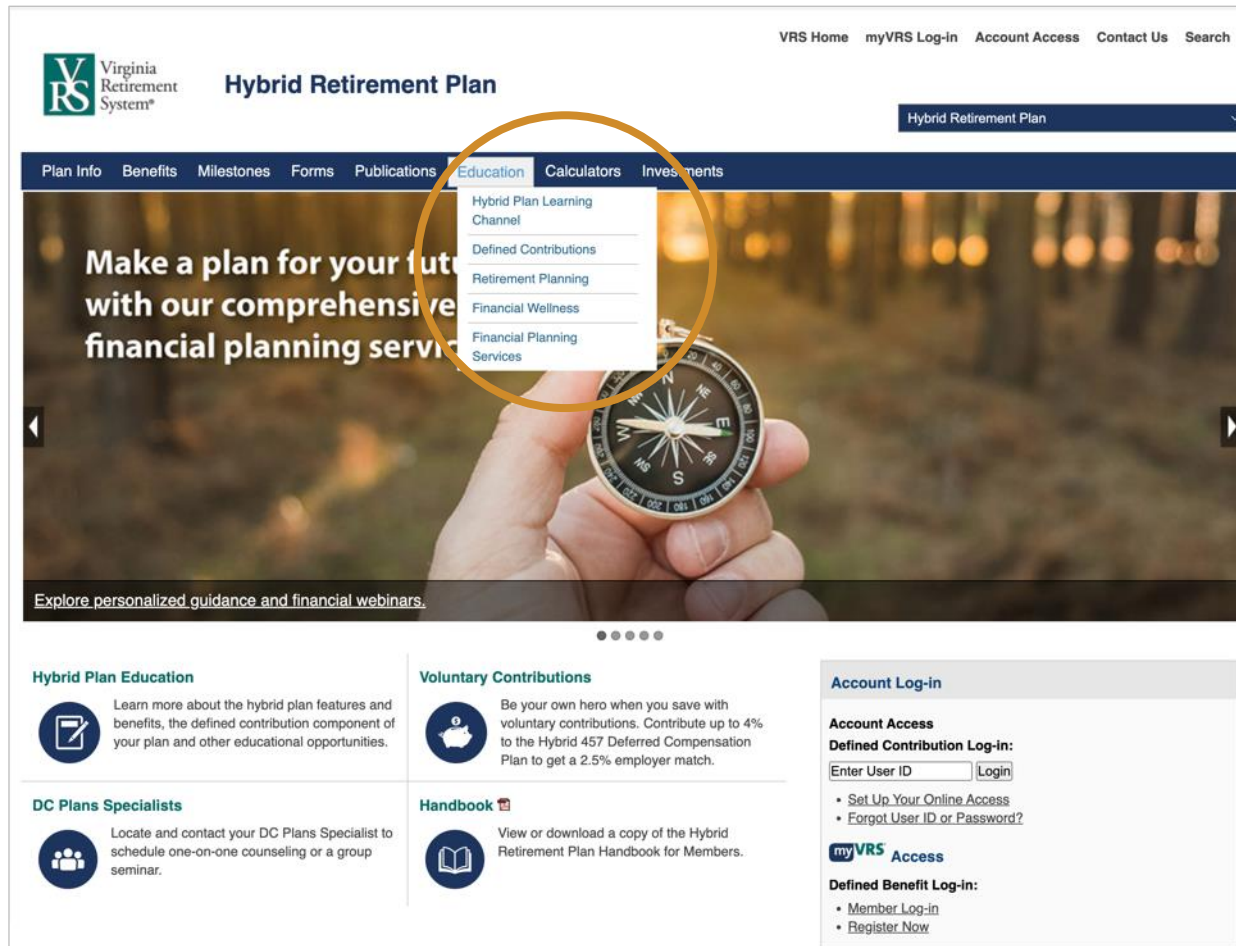
Balance of all vested funds





Accessing Your Account and Resources

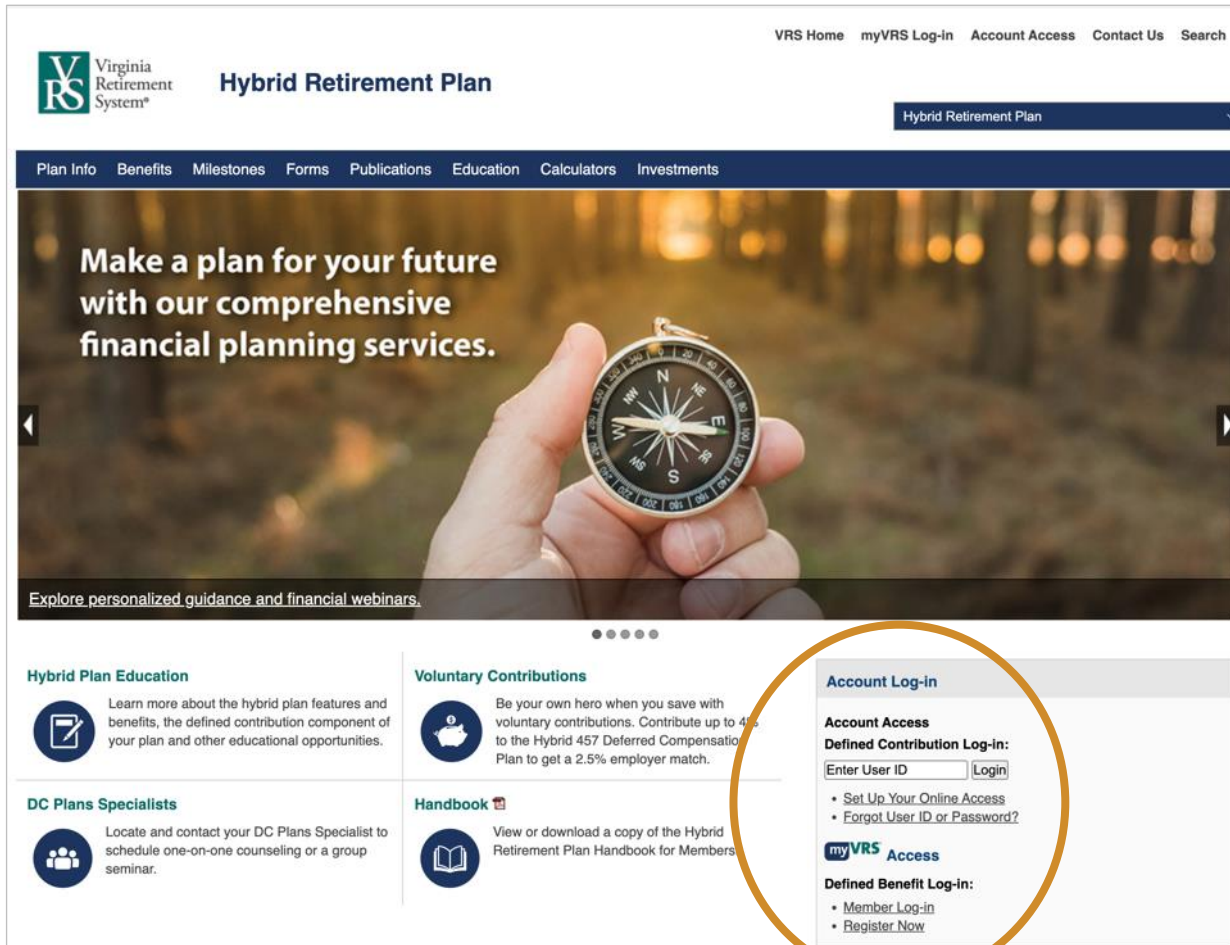
Hybrid Retirement Plan Website



The screenshot shows the Hybrid Retirement Plan website. At the top right, there are links for VRS Home, myVRS Log-in, Account Access, Contact Us, and Search. The main header includes the VRS logo and the title "Hybrid Retirement Plan". A navigation menu below the header contains links for Plan Info, Benefits, Milestones, Forms, Publications, Education, Calculators, and Investments. The "Education" menu is open, showing options for Hybrid Plan Learning Channel, Defined Contributions, Retirement Planning, Financial Wellness, and Financial Planning Services. A large banner image features a hand holding a compass, with the text "Make a plan for your future with our comprehensive financial planning services." Below the banner, there are four main content areas: "Hybrid Plan Education" (with a document icon), "Voluntary Contributions" (with a piggy bank icon), "DC Plans Specialists" (with a group of people icon), and "Handbook" (with a book icon). On the right side, there is a "Account Log-in" section with "Account Access" and "Defined Contribution Log-in" options, including a login form with fields for "Enter User ID" and "Login", and links for "Set Up Your Online Access" and "Forgot User ID or Password?". Below that is a "myVRS Access" section with "Defined Benefit Log-in" options for "Member Log-in" and "Register Now".

varetire.org/hybrid

Hybrid Retirement Plan Website



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VRS Home myVRS Log-in Account Access Contact Us Search

VRS Virginia Retirement System® Hybrid Retirement Plan

Hybrid Retirement Plan

Plan Info Benefits Milestones Forms Publications Education Calculators Investments

Make a plan for your future with our comprehensive financial planning services.

Explore personalized guidance and financial webinars.

Hybrid Plan Education
Learn more about the hybrid plan features and benefits, the defined contribution component of your plan and other educational opportunities.

Voluntary Contributions
Be your own hero when you save with voluntary contributions. Contribute up to 4% to the Hybrid 457 Deferred Compensation Plan to get a 2.5% employer match.

DC Plans Specialists
Locate and contact your DC Plans Specialist to schedule one-on-one counseling or a group seminar.

Handbook
View or download a copy of the Hybrid Retirement Plan Handbook for Members.

Account Log-in

Account Access
Defined Contribution Log-in:
Enter User ID
• [Set Up Your Online Access](#)
• [Forgot User ID or Password?](#)

myVRS Access

Defined Benefit Log-in:
• [Member Log-in](#)
• [Register Now](#)



Helping You Plan at Every Stage



A secure way to manage and update your VRS Benefits

Manage your VRS benefits while you are working and in retirement. Your online account includes detailed information and helpful tools, including a retirement planner, and benefit estimator, as well as a financial wellness program. In retirement, you can monitor tax withholdings, monthly payment, direct deposit and any additional benefits.

Welcome to myVRS!

[Forgot Username?](#)[Forgot Password?](#) REMEMBER ME ON THIS COMPUTER[Need help logging in?](#)

New User?

Helpful Information

myVRS is available: Monday - Saturday: 7 a.m. - 11:30 p.m., Sunday: 8:30 a.m. - 11:30 p.m.

Internet Explorer Browser users:

Please choose an alternate browser to access all features of this site, including myVRS Financial Wellness.

[View Privacy, Security, and Other Policies](#)

myVRS Account Home

myVRS Home My History Manage My Benefits Retirement Planning Benefit Estimator Help Logout

Ready to plan your future? Use the Retirement Income Planner.

Membership at a Glance

Account information through 08/07/2017

Plan:	VRS Hybrid Plan
Membership Date:	09/01/2014
Current Service:	2 years, 8.00 months
Birthdate:	04/09/1971

Voluntary Contribution %

Currently contributing:	0.5%
You could be contributing:	4.0%

Beverly, you could contribute up to 3.5% more. Remember, your employer will match a portion of these contributions up to 2.5%.

Retirement Estimates

Defined Benefit	
Retirement Date:	1/1/2038
Monthly Estimate:	\$478.34

Defined Contribution	
Retirement Date:	1/1/2038
Monthly Annuity:	\$76.30

All benefits shown above are estimates only.

Looking Ahead

It's never too soon to think about retirement. Learn more about retirement planning.

Helpful Links & Resources

- Hybrid Retirement Plan Member Handbook
- Features & Benefits Video Series
- ICMA-RC Account Access
- Hybrid Retirement Plan Website
- Hybrid Retirement Plan Video

I Want To...

- Create a Benefit Estimate
- Learn About a Refund
- Update Voluntary Contributions
- Learn About Purchasing Service

Account Balance as of: 08/07/2017

Member Contribution Account:	\$2,315.36
Hybrid 457 Deferred Comp:	\$52.63
Hybrid 401(a) Cash Match:	\$1,287.15
Total:	\$3,655.14

My Other Benefits

- Basic and Group Life Insurance
- Disability | Long-Term Care
- Health Insurance Credit



Personalized Financial Wellness information is available in myVRS


Other myVRS Features

myVRS Home My History ▾ Manage My Benefits ▾ Retirement Planning ▾ Benefit Estimator ▾ Financial Wellness 1 Help Aletta Sarria ▾ Logout

[Print Page](#) Last Login: 09/16/2020 11:28AM

Apply for Retirement

Pre-Retirement Counseling | About You | Retirement Date and Options | Payment Destination | Tax Withholding | Health Insurance Credit | Review and Submit



Before starting your application, get up to speed on how leaving employment will affect your benefits. To stay on track with your desired retirement date, explore the topics below and note key deadlines for continuing certain benefits into retirement.

- ✓ Leaving Your Job But Delaying Retirement
- ✓ Retiree Health Benefits Program
- ✓ Social Security
- ✓ Health Insurance Credit Eligibility
- ✓ Leaving Employment With Basic Group Life Insurance
- ✓ Converting Sick Leave to Service Credit
- ✓ Defined Contribution Plan Account Options

Consent to Use of Electronic Medium

By continuing, I consent to filing my application for retirement electronically. I understand that if I do not wish to file my retirement application electronically, or if I am not able to effectively access the retirement application electronically, that I may contact VRS for other options.

I further consent to receive applicable notices under federal law related to my application for retirement electronically. I understand that I may request and receive from VRS a paper copy of any applicable notice at no charge.

[Previous](#) [Save and Exit](#) [Save and Continue](#)

Member Education

VRS offers free educational presentations, seminars, webinars, e-courses and regional meetings. In addition to one-on-one counseling. Explore the offerings.


Read more about preparing for retirement in the [Getting Ready to Retire Guide](#).

Have a Question?

Talk with a counselor about your retirement options. Call VRS toll-free at 1-888-827-3847, or visit the Counseling Center at 1111 E. Main Street, Richmond, VA 23219 from 8:30 a.m. – 4 p.m., Monday through Friday. Walk-in counseling is on a first-come first-served basis. Limited scheduled appointments also are available.

Retirement Readiness Checklist

VRS is here to help you at each step as you consider your options in retirement. Use [this checklist](#) to get started.

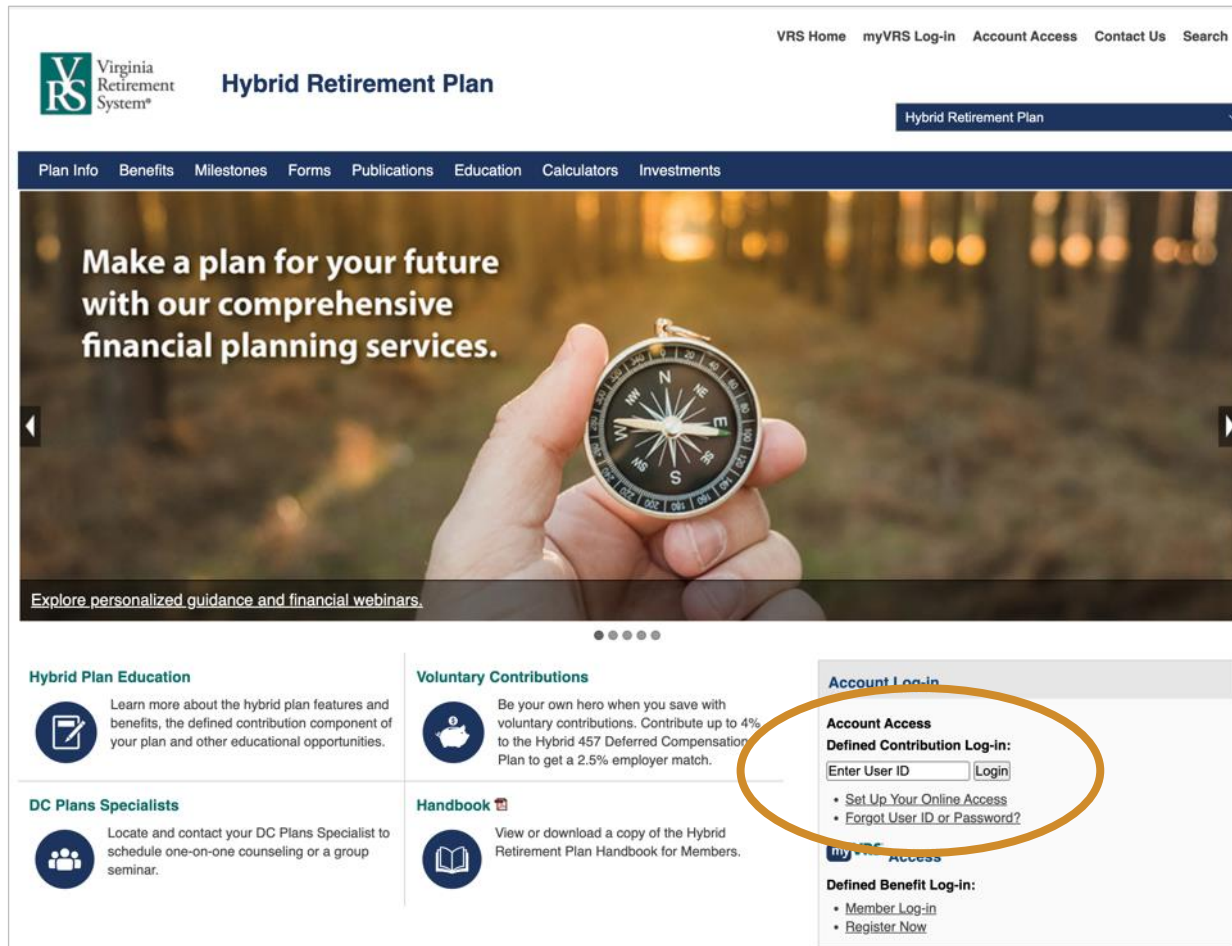


myVRS Powered by Enrich
FINANCIAL WELLNESS

Tips, tools and time-savers to increase your knowledge.

[Get Started!](#)

Hybrid Retirement Plan Website



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The main content area features a large banner image of a hand holding a compass, with the text: "Make a plan for your future with our comprehensive financial planning services." Below the banner is a link: "Explore personalized guidance and financial webinars." Below the banner are four columns of content:

- Hybrid Plan Education**: Learn more about the hybrid plan features and benefits, the defined contribution component of your plan and other educational opportunities.
- Voluntary Contributions**: Be your own hero when you save with voluntary contributions. Contribute up to 4% to the Hybrid 457 Deferred Compensation Plan to get a 2.5% employer match.
- DC Plans Specialists**: Locate and contact your DC Plans Specialist to schedule one-on-one counseling or a group seminar.
- Handbook**: View or download a copy of the Hybrid Retirement Plan Handbook for Members.

On the right side, there is an "Account Log-in" section. It includes "Account Access" and "Defined Contribution Log-in:" with a form for "Enter User ID" and a "Login" button. Below the form are links for "Set Up Your Online Access" and "Forgot User ID or Password?". There is also a "myVRS Access" section and a "Defined Benefit Log-in:" section with links for "Member Log-in" and "Register Now". A yellow circle highlights the "Account Access" and "Defined Contribution Log-in:" section.

varetire.org/hybrid

Account Access — Overview

Value as of 05/15/2019

View My Balances & Holdings

MY TOTAL BALANCE

\$1,917.81

MY RATE OF RETURN

7.6%
Year to Date

Want to view all your financial accounts in one place? [We can help!](#)

401

Hybrid 401(A) Cash Match Plan
Plan #108043

Balance \$1,756.27
Current Rate of Return 7.6%

Select an option ▼

457

Hybrid 457 Deferred Comp
Plan #307059

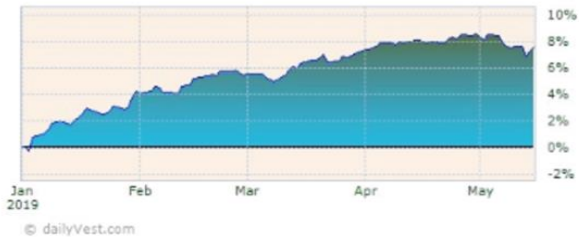
Balance \$161.54
Current Rate of Return 7.6%

Select an option ▼

Personal Performance

Cumulative Returns for All Funds within All Your Plans
from 01/01/2019 through 05/15/2019

Your cumulative personal rate of return during this period: 7.6%



Need help?

- > Get Quick Help - Email or Call Us
- > Get In-Depth Help - Find Local Resources
- > Register for Events



Quick access to:

- > Statements, Confirms, & Tax Forms

DC Plans Retirement Specialists



Northern Virginia Region



Jinen Viswakula
202-759-7177
jviswakula@missionsq.org



Central Region



Steve McGregor
202-759-7132
smcgregor@missionsq.org



Southeastern Region



Homer Stinson
202-759-7119
hstinson@missionsq.org



Eastern Region



Dan Lattarulo
202-759-7055
dllattarulo@missionsq.org



Western Region



Janice Parker
202-759-7131
jparker@missionsq.org



Southwestern Region



Jeff Comer
202-759-7090
jcomer@missionsq.org



Virtual Representative



Ashley Lucas
202-759-7201
alucas@missionsq.org

Plan Manager



Steven Scott
202-759-7154
sjscott@missionsq.org

Plan Coordinator



Sharon Bradley
877-327-5261, Option 2
sbradley@missionsq.org

For help with your Defined Contribution Plans, contact:

MissionSquare Retirement
777 N. Capitol St. NE, Suite 600, Washington, DC 20002

Participant Services
VRS-DC-PLAN1 (877-327-5261), select option 1

Employer Support Center
DefinedContributionsEmployerSupport@missionsq.org
VRS-DC-PLAN1 (877-327-5261), select option 3

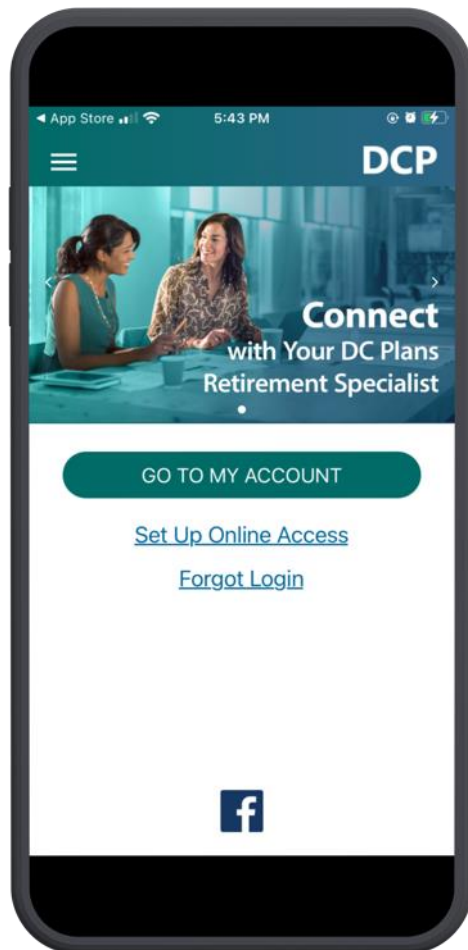
DC Plans Retirement Specialists

Sign up for a webinar or a one-on-one consultation with your local DC Plans Retirement Specialist at varetire.org/dcplans. They can help you understand your investment options, manage contributions and develop a retirement strategy.

Virtual Representative

Dedicated partner for participants no longer working for a participating VRS employer.

VRS DCP Mobile App



Take retirement on the go!

- Manage your account
- New biometric login options
- Experience plan calculators and videos
- Contact your local DC Plans Specialists

Download Now!

Search for VRS DCP.*



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Contact Information



VRS Defined Benefit

855-291-2285

Representatives available
8:30 a.m. – 5:00 p.m.

vrshybridssupport@varetire.org

VRS Retirement Counseling Center:
1111 East Main Street
Richmond, VA 23219
8:30 a.m. – 4:00 p.m.

DCP Defined Contribution

VRS-DC-PLAN1 (877-327-5261)
Select Option 1
Representatives available
8:30 a.m. – 9:00 p.m.

Log in to Account Access to send a
secure message

Virginia Service Center:
951 E. Byrd Street, Suite 530
Richmond, VA 23219
8:30 a.m. – 5:00 p.m.



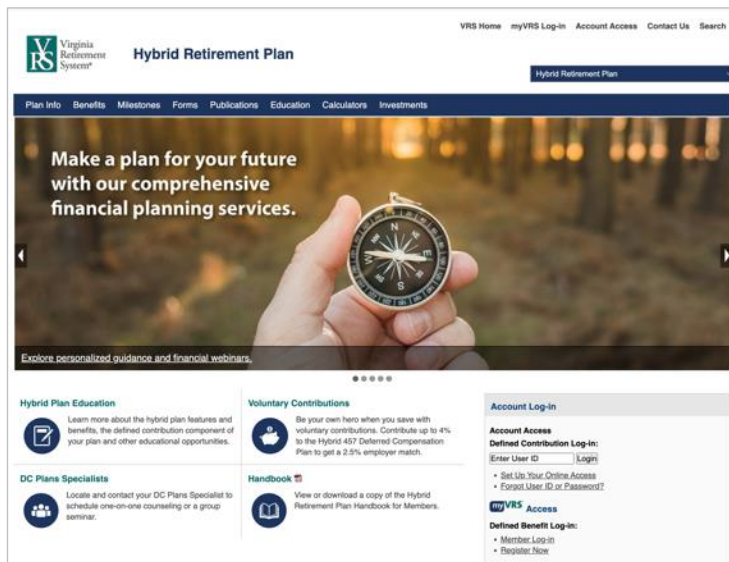
Connect with a CERTIFIED FINANCIAL PLANNER™ professional who can help guide your financial journey

- Paying down debt
- Creating a budget
- Saving for education
- Protecting loved ones
- Determining when to take Social Security

varetire.org/make-a-plan

Hybrid Retirement Plan Resources

General resources for defined benefit and defined contribution components



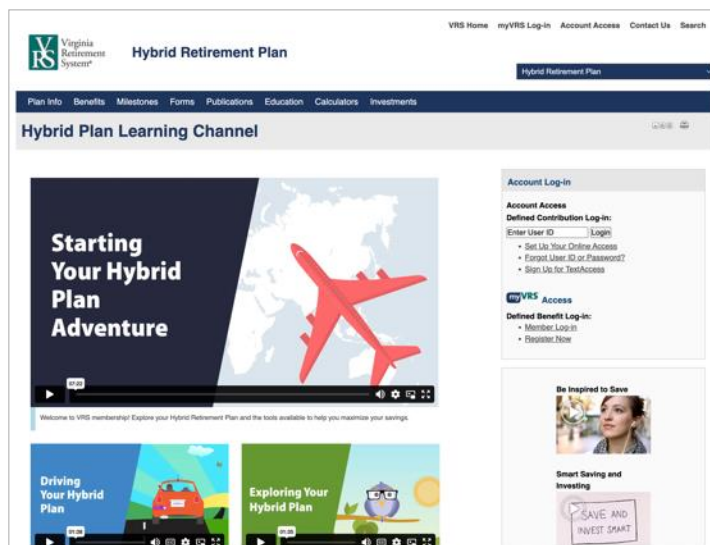
Hybrid Retirement Plan Website
varetire.org/hybrid



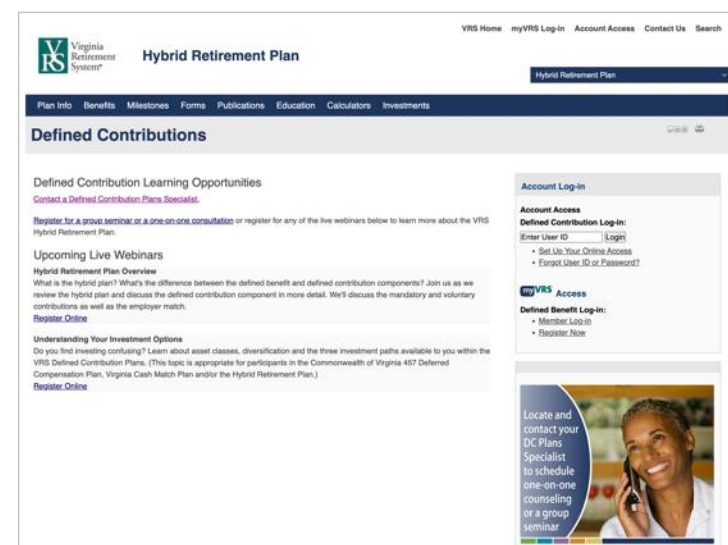
Hybrid Retirement Plan Handbook
varetire.org/hybrid
(click Publications)

Hybrid Retirement Plan Resources

Additional resources for defined benefit and defined contribution components



Hybrid Plan Learning Channel
varetire.org/hybrid
(click *Education*,
Hybrid Plan Learning Channel)



Live and Recorded Webinars,
Regional Seminars and
One-on-One Sessions
varetire.org/hybrid
(click *Education*,
Defined Contributions)

Action Plan

- ✓ Register for your myVRS account and name DB and life insurance beneficiaries
- ✓ Consider your life insurance and long-term care needs
- ✓ Consider purchasing service, if applicable
- ✓ Set up DCP Account Access and name DC beneficiaries
- ✓ Maximize voluntary defined contributions in the Hybrid Plan
- ✓ Consider enrolling in your employer's 457 or 403(b) retirement savings plan(s)
- ✓ Review your investment options periodically

Thank You!



We welcome your questions.

Thank you!