



What Now?

Takeaways
and Action Items
for Employers

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URS/PEHP Employer Event

March 14, 2023

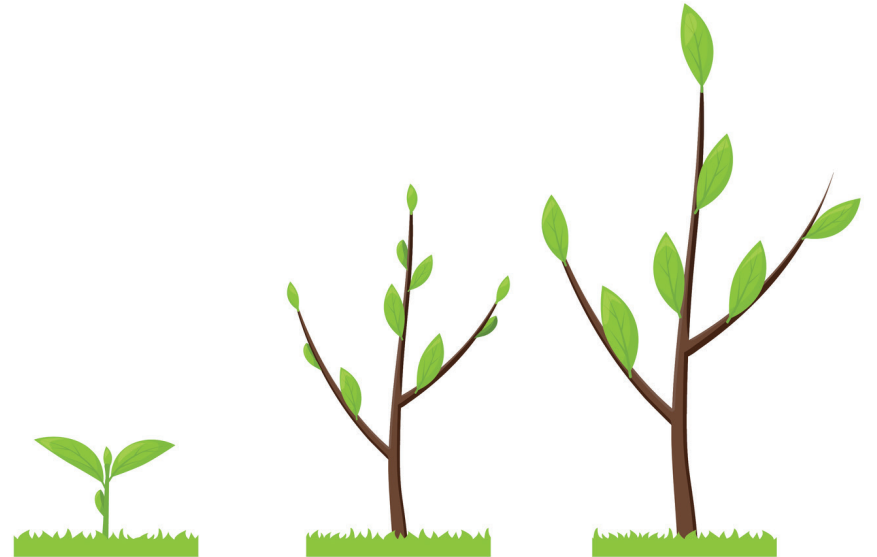


Trust • Commitment • Value • Innovation • Excellence

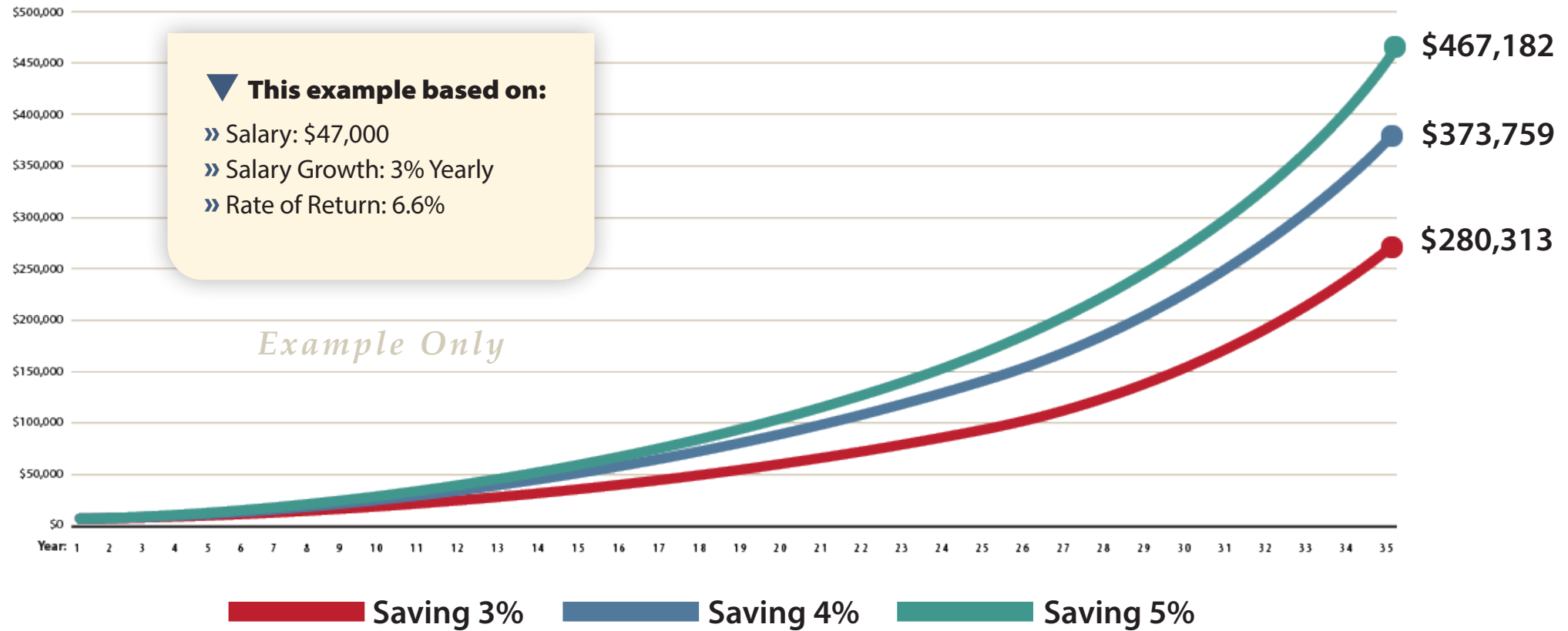
Automatic 401(k) Enrollment

How it works

- » Automatically enroll new employees
 - › A set amount – 3%, 4%, 5%
- » Employee can change
- » SB89 – Auto enrollment for State employees



The Power of Saving



Automatic Enrollment

How to implement it

- » Implement new policy
- » Disclosure form for the employee
- » New Service Agreement with URS

By signing below, I certify that I have read and understand the policies and procedures defining retirement savings plan contributions.

In particular, I certify that I understand:

- I will have 5% of my gross salary automatically deferred into my Utah Retirement Systems 401(k) Plan.
- If I want to stop, decrease, or increase this automatic deferral now or any time in the future, I must change or opt out of the deferral by accessing my URS account online or by submitting an investment contract to URS.
- I understand that during the 90 days after the automatic contributions are first taken from my pay, I may request a taxable withdrawal of my contributions (with related earnings) from URS, and that I will not be subject to the 10% early withdrawal penalty tax during this period. However, if I choose to take a distribution of the funds within the first 90 days, I will forfeit any related employer matching contributions.
- I understand that I may choose how my funds are invested by accessing my URS account online or by submitting an investment contract. However, if I do not submit an investment election for my future allocations prior to contributions being made into my account, the funds will be invested into the age related Target Date Fund, as outlined in the URS 401(k) Summary Plan Description (SPD).
- I understand that the Human Resources Department and URS are available to clarify information or answer my questions about the Defined Contribution Plans, including the automatic deferral. I also understand that I may access the SPD, and other 401(k) plan information online at www.urs.org.

Employee Signature

Date

Value of Benefits

To help recruitment and retention

- » Quarterly messages for you to customize and share
- » Emphasize the value of the benefits employers offer
- » Email kory.cox@urs.org to assure you get this content

Retirement is Real! Understand and Maximize Your Benefits

Maybe it feels like the distant future to you, but retirement is real!

And thanks to the sur-
funds on your behalf
over most Americans
impact on your retire
aging your benefit to

What's Your Potential Retirement Benefit? See for Yourself!

Here's a great way to better understand {your employer's} signifi-

Comprehensive Employer Training

What's covered?

- » Review recently enacted laws, e.g., Secure 2.0
- » Compliance matters
- » Hot topics

Who should attend?

- » Decision makers
- » Staff involved in day to day administration of benefits

May 2023 Dates and Locations

Comprehensive Employer Training

Ogden » Monday, May 1

Logan » Tuesday, May 2

Sandy » Wednesday, May 3

Orem » Thursday, May 4

St. George » Tuesday, May 9

Richfield » Wednesday, May 10

Moab » Thursday, May 11

Price » Friday, May 12

Heber City » Tuesday, May 16

Vernal » Wednesday, May 17

Salt Lake City » Thursday, May 18

Retirement Planning Advisors

How we help educate your employees

- » On-site presentations, training
- » Benefit fairs
- » Individual retirement planning sessions
- » Individual financial wellness sessions
- » Ongoing webinars
- » Seminars





Retirement Planning Advisors

One-on-one sessions available to members

Individual Retirement Planning Sessions

- » Pension
- » Retirement savings plans
- » Social Security

Financial Wellness Sessions

- » Debt management
- » Emergency savings
- » Budgeting

Three Types of Seminars, Two Different Formats

Early to Mid-Career

VIRTUAL

November 3

IN-PERSON

July 7 » Salt Lake City

Learn more and register:
www.urs.org/us/seminars

Pre-Retirement

VIRTUAL

» March 25 | May 12 | Sept. 22

IN-PERSON

June 15 » South Salt Lake

June 22 » Cedar City

June 30 » Farmington

July 14 » Provo

July 28 » Logan

August 2 » Heber City

September 8 » Roy

October 6 » Salt Lake City

Retiree

VIRTUAL

November 15

IN-PERSON

May 10, 2023 » St. George

Sept. 21, 2023 » South Salt Lake



**Thank you
for joining
us today!**

Find videos from today's
event and presenters' slides at
www.urs.org/us/event