

Congratulations on your new position!

As a full-time public employee, you are now a member of the Indiana Public Retirement System's (INPRS) Public Employees' Retirement Fund (PERF) and have some choices to make regarding your retirement benefits. We have provided some important information to make your selections as easy as possible.

You have an option between two benefit plans: the **PERF Hybrid plan** and the **My Choice: Retirement Savings Plan**. The PERF Hybrid plan consists of two parts – a Defined Contribution (DC) Account and a Defined Benefit. The My Choice: Retirement Savings Plan is a Defined Contribution (DC) Account, which you can invest while working and use to purchase an annuity for lifelong retirement income. From your start date, you have 60 days to select your preferred plan. If you do not decide within 60 days, you will default into the plan of your employers' choosing. To review the contributions your employer makes to your retirement plan and which default option your employer has selected, go to the Retirement Savings Plan fact sheet on [page five](#). Once you have made a choice or default, you cannot change it. The Retirement Savings Plan quiz on [page six](#) may help you decide which plan is best for you.

You may also want to review the "Which option is best for you?" side by side comparison of the two plans on [page seven](#). For more information on annuities, watch our "What is a Defined Contribution (DC) Account?" video at <http://bit.ly/whatisINPRSDC>.

As you are looking over which plan is right for you, be sure to think about your investment options. From day one, *the money in your DC is yours to control*. Take our award-winning **Investing 101** course at <http://bit.ly/INPRsInvesting101> to learn more about investing and find out what kind of investments match up with your goals.

In the coming weeks, you will receive your account login information in the mail. You will need this information in order to log on to your INPRS account and select your plan. When you log on, be sure to provide your email address and select the electronic communication option. This will allow you to receive our quarterly newsletters, account statements and other important information.

We encourage you to look at all your retirement plan options before making a decision. If you have any unanswered questions after reviewing this information, please contact us at (844) GO-INPRS Monday through Friday from 8 a.m. to 8 p.m. EST.

Please follow us on social media to stay informed on what's new at INPRS. We're on Facebook at www.facebook.com/INPRS, Twitter at www.twitter.com/INPRS, Instagram at www.instagram.com/indianapublicretirement, LinkedIn at www.linkedin.com/company/indiana-public-retirement-system, and YouTube at www.youtube.com/inprs.

Again, congratulations on your new position and welcome to INPRS!



PERF AT A GLANCE FOR LOCAL GOVERNMENT EMPLOYEES

Contributions

Mandatory 3 percent employee share of gross wages paid by employer, employee, or shared by the employer and employee.

Employer share is 0 to 3.9 percent. Members must meet vesting requirements.^{1,2}

Voluntary Contributions

- Employee may do direct rollovers from qualified plans

Voluntary Contributions, continued

- Employee can elect up to 10 percent of gross wages to contribute additional monies
- Employer may choose to match 0 percent OR 50 percent of employee contributions.
- Employee's voluntary contributions are post-tax.

Employee share fully vested upon hire.

Vesting

Employer share based on full years of participation:

- 1 year = 20 percent
- 2 years = 40 percent
- 3 years = 60 percent
- 4 years = 80 percent
- 5 years = 100 percent

Eligibility for Plan Participation

You must be a new employee entering into PERF-covered employment. You will be able to choose membership in either the Hybrid or My Choice: Retirement Savings Plan, if both plans are offered.³

Eligibility for Disability Benefit Payment

- Qualified for Social Security disability benefits and furnished proof of qualification
- Received a salary from a position covered by the My Choice: Retirement Savings Plan within 30 days of termination date
- Minimum of one year of service

Automatic eligibility for withdrawal if receiving a disability benefit.

Withdrawal is limited to the vested portion of the employee's account balance with this option.

Investment Options

Members direct their investments in a combination of any of eight funds (see list below). The default investment fund is the target date fund based on a member's estimated retirement date.

- Money Market Fund
- Fixed Income Fund

- Large Cap Equity Index Fund
- Small/Mid Cap Equity Fund
- International Equity Fund
- Inflation-Linked Fixed Income Fund
- Stable Value Fund
- Target Date Funds

¹My Choice: Retirement Savings Plan employer contribution rates are set annually by the INPRS Board of Trustees.

²Contribution amounts covering unfunded pension liability are not made to My Choice: Retirement Savings Plan accounts.

³More information is available in the My Choice: Retirement Savings Plan Handbook for Local Government Employees.



PERF AT A GLANCE FOR LOCAL GOVERNMENT EMPLOYEES

Account Information

Daily valuation allows members to manage their Defined Contribution account investments on a daily basis.

Withdrawals Before Retirement

Members who are disabled or those with a rollover account balance are eligible for withdrawal of all or part of the balance of their account.

Employer share withdrawal is limited to the vested portion of the employee's account balance with the disability option.

Members who are not separated from service

- PERF My Choice members working in My Choice plan covered positions who are at least age 62 with at least 5 years of service may take a DC withdrawal while still working.

- Members working in position NOT covered by the My Choice plan who are at least age 59.5 may also take a DC withdrawal while still working.

Members who are disabled or separated from service

- May leave account invested in the My Choice: Retirement Savings Plan, or receive a distribution
- Rollover to qualified plan or other eligible retirement account
- No loans

Income and Options at Retirement

Members who meet the age and minimum balance requirements must make their distribution elections on the retirement application.

Choices determine payments

- May defer payment until age 72
- May choose lump sum or rollover distribution
- May choose monthly payment for annuity
- Amount of distribution determined by account balance, taxes withheld, and distribution option chosen

Beneficiaries/ Spousal survivors

Payment

- Following death of retired member under applicable payment options
- Following death of active member in limited circumstances

Balance payment

- Receives total accumulated amount after death of active members or retired members who elected to defer payment

FOR YOUR BENEFIT

This handout is an overview of the PERF My Choice: Retirement Savings Plan provisions. Complete details of the plan's provisions are available in the current member handbook. You may read it or print your own copy from the INPRS website at www.inprs.in.gov. You may also request a copy in writing or by calling our toll-free number, (844) GO-INPRS.

Keep your information current. Report any changes in your name, address or beneficiary choices directly to INPRS. This is NOT something your employer can do for you. To change your beneficiary, name or address information, log on to your online member account by visiting www.inprs.in.gov.

Every attempt has been made to verify that the information in this publication is correct and up-to-date. Published content does not constitute legal advice. If a conflict arises between information contained in this publication and the law, the applicable law shall apply.



PERF Hybrid Plan or My Choice: Retirement Savings Plan?

As a new PERF employee, you have a choice between the PERF Hybrid plan or the My Choice: Retirement Savings Plan. You have 60 days from your start date to select your preferred plan. A big decision like this should be considered carefully based on your retirement goals. Your decision is irrevocable. Although the plans are similar, there are a few distinct differences. If you don't know where to start, take this short quiz to see which path may be best for you.

For more information about your options, visit www.in.gov/inprs/hybridvsmchoice.htm.

	YES	NO
Do you plan to spend your working career in a PERF-covered position?	<input type="checkbox"/>	<input type="checkbox"/>
Do you want to be solely responsible for your retirement account?	<input type="checkbox"/>	<input type="checkbox"/>
Which is more important to you?	A guaranteed lifetime monthly retirement benefit based on salary and years worked <input type="checkbox"/>	A lump sum payout or monthly annuity based on contributions and investment earnings <input type="checkbox"/>
Do you plan to work until full retirement age?	<input type="checkbox"/>	<input type="checkbox"/>
Do you want to be eligible for a reduced retirement benefit (i.e. retire at a younger age with specific age and service requirements)?	<input type="checkbox"/>	<input type="checkbox"/>

HOW DID YOU DO?

More yes than no? The PERF Hybrid plan may be the right choice for you.

More no than yes? The My Choice: Retirement Savings Plan may be the one for you.

To ensure you're making the best choice, review the resources for both plans before you make your election.

The results of this interactive tool are offered as suggestions only and not a formula for determining your actual selection of the PERF Hybrid plan or My Choice: Retirement Savings Plan. You should evaluate your short and long-term goals and carefully review all information related to both the PERF Hybrid plan and My Choice: Retirement Savings Plan before making an election decision. You may even wish to speak to a financial advisor about how each option would impact you long term. Your decision is irrevocable.



Which option is right for you? For Local Government Employees

As a new employee entering into PERF-covered employment, you may have a choice between two retirement plan options. Your employer can confirm if this choice is available to you. You will receive a PIN number with instructions on how to access your online account in order to make an election. If you do not make a choice, you will default to the plan your employer chooses. Your choice, or default is irrevocable. For more information about your options, visit www.in.gov/inprs/hybridvsmchoice.htm.

Plan Type	PERF Hybrid Defined Contribution Account (DC) and Defined Benefit (DB)	My Choice: Retirement Savings Plan
Election	60 days to choose this plan	60 days to choose this plan
Contributions	Mandatory 3% of gross wages/May elect to make post-tax voluntary contributions not to exceed 10 percent of gross wages*	
	0-3.9 percent for participating employers**	
Vesting	For mandatory contributions (3% of gross wages): 100% vesting from date of hire	
	DB: 10 years of service	Employer Contribution: 20 percent vesting increase for every full year of participation up to 5 years
Retirement Options	DB: Available upon separation of employment and age and service requirements: <ul style="list-style-type: none"> ■ age 50 to 59 and 15 years of service ■ age 55 and 30 years of service (Rule of 85) ■ age 60 and 15 years of service ■ age 65 and 10 years of service ■ age 70 and 20 years of service*** 	Employer Contribution: Available upon separation of employment and based on full years of participation: <ul style="list-style-type: none"> 1 year = 20% 2 years = 40% 3 years = 60% 4 years = 80% 5 years = 100%
Disability	Payment of retirement benefit if disabled by Social Security Administration and have at least 5 years of service	Full withdrawal of 3% mandatory contributions and vested percentage of employer contribution

*Voluntary post-tax contributions election is available immediately.

**Effective 1/1/22 through 12/31/22.

***See the Public Employees' Retirement Fund Member Handbook.