

DEFERRED COMPENSATION PLAN

Supplemental Benefit

SUMMER 2025

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DEFERRED COMPENSATION PLAN - SUPPLEMENTAL BENEFIT

DEFERRED COMPENSATION PLAN NEWS

Don't get fooled out of the money you've worked so hard for

Some people are at greater risk of financial abuse than others, with older adults being particularly vulnerable. In fact, a study estimated that adults over age 60 in the U.S. are exploited out of \$28.3 billion annually.¹ And a U.S. Department of the Treasury report described elder financial exploitation as a growing money-laundering threat that's been linked to more than \$3 billion in reported financial losses each year.²

As people age, they may become attractive targets for financial abuse because they have built up their savings and property throughout their lifetimes. Also, some older adults may experience a decline in cognitive capabilities, making it harder for them to make financial decisions and recognize fraudulent activities and scams. You may know or care for someone who is aging and may be susceptible to financial abuse — it's important to recognize the warning signs so you can help and look after them.

Elder financial exploitation can be committed by a wide range of people, including family members, caregivers, friends, acquaintances, strangers, and even professionals like attorneys and financial advisors. Anyone who is trusted by an older adult and has access to their financial information can potentially commit elder financial abuse.

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Give your future self a potential raise by increasing your contributions

Everyone loves getting a raise. It's a great feeling when that number on your pay stub grows a little bigger and your annual income gets a nice bump. But what about your future retirement income? How can you give your future self a potential raise so you can make your post-working life a little more comfortable?

It can start with increasing the amount you contribute to your deferred comp account with each paycheck right now. It's a simple formula: By saving more today, you can have a brighter tomorrow — especially when you factor in the power of compounded growth potential.

Consider changing your contribution from a dollar amount to a percentage

When you save a percentage of your annual salary rather than a specific dollar figure, the amount you're saving will increase when your salary increases. This small change could help your savings go up automatically as your earnings increase.

Small changes can make a big difference

Saving more can sometimes seem impossible. We all have a lot of demands on our paycheck, from housing to insurance to loan repayments to groceries ... it's a long list. The good news is, even a small change in the amount you contribute to your retirement account can make a big difference over time. How big of a difference? Saving just 1% more could result in an extra \$225 per month in retirement.³

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Don't get fooled out of the money you've worked so hard for (continued)

What can older adults do to protect themselves?

Older adults can plan ahead and work with trustworthy financial professionals to protect their assets and ensure their wishes are followed. Other steps they can take include:

- Getting help with financial matters only from trusted sources — and having those sources verify financial decision-making.
- Never providing personal information — including Social Security numbers, account numbers, or other financial information — over the phone unless they initiated the call.
- Ordering a copy of their credit report. Everyone is entitled to a free copy of their credit report from each of the three major credit bureaus once every 12 months. Visit annualcreditreport.com⁵ or call 877-322-8228.

How can you protect your deferred comp account?

Empower, the third-party administrator for the deferred comp plan, is dedicated to protecting your financial data. With multiple layers of security, your accounts, money, and information are kept private and secure. But you can do your part too by:

- Registering your account online. Registering your account is an important step in protecting your savings. If you don't register your account, it's easier for fraudsters to pretend to be you.
- Reviewing all security alerts immediately. Ensure that your cellphone number and email on file with Empower are correct. Contact Empower immediately if you receive a security alert.
- Reviewing your account periodically. If you've experienced identity theft or have an account that's been compromised, contact Empower to put additional protections on your account.

Visit sers.empower-retirement.com now to review your account and ensure that it's registered. Learn more about the red flags of elder financial exploitation and what to do if you or someone you know becomes the victim of a scam through the U.S. Department of Justice's Elder Justice Initiative at justice.gov/elderjustice/financial-exploitation.⁵

Give your future self a potential raise by increasing your contributions (continued)

Make it personal with the Lifetime Income ScoreSM

When **you sign in to your online deferred comp account**, you can view your Lifetime Income Score which offers a personalized estimate of how much of your current income you can expect to receive in retirement based on your current saving and investing activity. And you can instantly see an estimate of how an increase in your contribution rate changes your retirement readiness. Check it out today. You might be surprised at the results.

The best part is that you can make a change in your contribution amount right away. With just a few clicks, you could be on the road to a more comfortable retirement. And just imagine how grateful your future self will be.

1 Public Policy Institute, The Scope of Elder Financial Exploitation: What It Costs Victims, June 2023.

2 U.S. Department of Treasury, 2024 National Money Laundering Risk Assessment, February 2024.

3 FOR ILLUSTRATIVE PURPOSES ONLY. This is a hypothetical illustration to show the value of an increase in contributions; it is not intended as a projection or prediction of future investment results, nor is it intended as financial planning or investment advice. It assumes a 6% average annual rate of return, 12 pay periods, \$50,000 starting salary with no increases invested over 30 years, a 25% federal income tax bracket, reinvestment of earnings, and that the payee lives 20 years in retirement. Rates of return may vary. This illustration does not include any charges, expenses, or fees that may be associated with your program. The tax-deferred accumulations shown above would be reduced if these fees had been deducted.

4 The Retirement Readiness Review is provided by an Empower representative registered with Empower Financial Services, Inc. and may provide tailored retirement education and guidance at no additional cost to participants.

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