

DEFERRED COMPENSATION PLAN

Supplemental Benefit

Fall 2026

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DEFERRED COMPENSATION PLAN — SUPPLEMENTAL BENEFIT

DEFERRED COMPENSATION PLAN NEWS

National Retirement Security Month: Check in on your future

October is National Retirement Security Month, a good reminder to take a closer look at the future you're working toward. Whether retirement is years away or just around the corner, a few minutes spent reviewing your deferred comp plan can help you understand where you stand and what steps may make sense for you.

Start with a quick retirement check-in:

- **Review your savings rate:** Are you contributing an amount that works for your budget and retirement goals? As your income or expenses change, consider whether there may be an opportunity to increase your contribution.
- **Look at your retirement income outlook:** Use the planning tools available through your online account to see how your current savings may translate into estimated retirement income.
- **Consider the bigger picture:** Your deferred comp savings are only one part of your retirement income. Consider how your pension, Social Security, and other savings may work together to support your future needs.

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Stay ahead of changing cyber risks

October is Cybersecurity Awareness Month, a good time to review how you can help protect your deferred comp plan account.

As technology changes, scams are changing, too. Artificial intelligence can make fraudulent emails, texts, websites, and even cloned voices more convincing. Scammers may also create a sense of urgency to pressure you to act quickly. Knowing what to watch for can help you recognize a suspicious request before you respond.

- **Pause:** Be suspicious of unexpected requests involving your money, account, or personal information, especially when someone pressures you to act quickly.
- **Verify:** Confirm unusual requests using a trusted contact method. A familiar voice, realistic message, or professional-looking website does not necessarily mean something is legitimate.
- **Protect:** Use a strong, unique password and a password manager to help you securely manage your passwords. Enable multifactor authentication whenever available. It adds another layer of protection if your password is compromised.

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Questions or Request Your Free Retirement Readiness Review

1.866.737.7457 | www.SERS.pa.gov



Pennsylvania State Employees' Retirement System | 30 North 3rd Street, Suite 150 | Harrisburg PA 17101

National Retirement Security Month: Check in on your future

- **Check your investments:** Review whether your investment strategy still aligns with your retirement timeline, goals, and comfort with risk.
- **Review your account information:** Make sure your contact information and beneficiary designations are current.

Sign in to your deferred comp account to review your savings progress and consider one action you can take toward your goals. Want help with your retirement check-in? For personalized support, consider **scheduling a meeting with your local plan specialist** to review your retirement strategy and identify next steps based on your goals.

National Retirement Security Month may come once a year, but checking in on your retirement strategy regularly can help keep your plans for the future in focus.

Stay ahead of changing cyber risks (continued)

When it comes to your deferred comp plan, use trusted channels to access your account or get help:

- **Online:** Go directly to sers.empower-retirement.com to access your account.
- **Empower app:** Use the **Empower app** to securely access and monitor your account.
- **See something suspicious?** Notify Empower immediately at **1.866.737.7457**.

Avoid using links or phone numbers from unexpected emails, texts, or calls. Using trusted channels can help you safely connect with your account and avoid fraudulent contact information.

Your deferred comp plan also has an added layer of protection through the Empower Security Guarantee. Empower will restore losses to your account that result from unauthorized transactions made through no fault of your own.¹

Making catch-up contributions? Know the new Roth rule

A SECURE 2.0 provision took effect January 1, 2026. If you meet certain requirements, your age-based catch-up contributions to the deferred comp plan must now be made as Roth after-tax contributions.²

This applies to you in 2026 if you:

- Are age 50 or older.
- Had more than \$150,000 in FICA wages in 2025.
- Make age-based (age 50+ or age 60-63) catch-up contributions to the deferred comp plan.

What does this mean for you?

Only your age-based catch-up contributions are subject to this Roth requirement. You can still make your regular contributions on a pretax basis.

If this applies to you, **sign in to your account** to review your contribution elections or consider **scheduling a meeting with your local plan specialist** to discuss how the Roth catch-up requirement may affect your savings strategy.

¹ For more information regarding account security, including the Empower Security Guarantee, visit sers.empower-retirement.com and, from the list of additional links at the bottom of the page, select *Security center*.

² Roth withdrawals are federally tax-free if they are qualified distributions as defined by the IRS. For a distribution to be qualified, the account must have been open for at least five years, and the withdrawal must occur after age 59½, death, or disability. Earnings withdrawn before those conditions are met may be subject to taxes and penalties. Tax laws are subject to change. State and local taxes may still apply.

Point-in-time advice is provided by an Empower representative registered with Empower Financial Services, Inc. at no additional cost to account owners and may include savings, investment allocation, distribution, and rollover advice, including advice on consolidating outside retirement accounts. There is no guarantee provided by any party that use of the advice will result in a profit.

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