

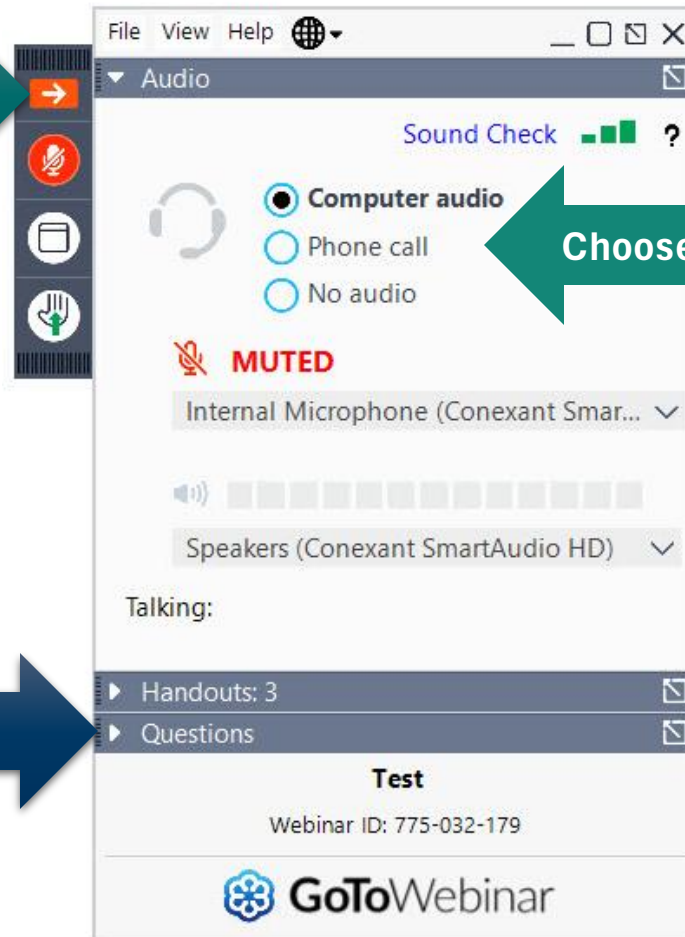


# Optional Retirement Plan for Higher Education Annual Employer Update

September 25, 2024

# GoToWebinar Control Panel

Minimize the control panel.



Choose how to listen to the webinar.

Ask your questions.



**Susan Gooden, PhD**

Chair

VRS Defined Contribution  
Plans Advisory Committee

VRS Board of Trustees

# Agenda

- Plan Summary and Review
- Administrative Update
- Open Enrollment Overview
- Participant Resources
- Questions

**Kelly Hiers**

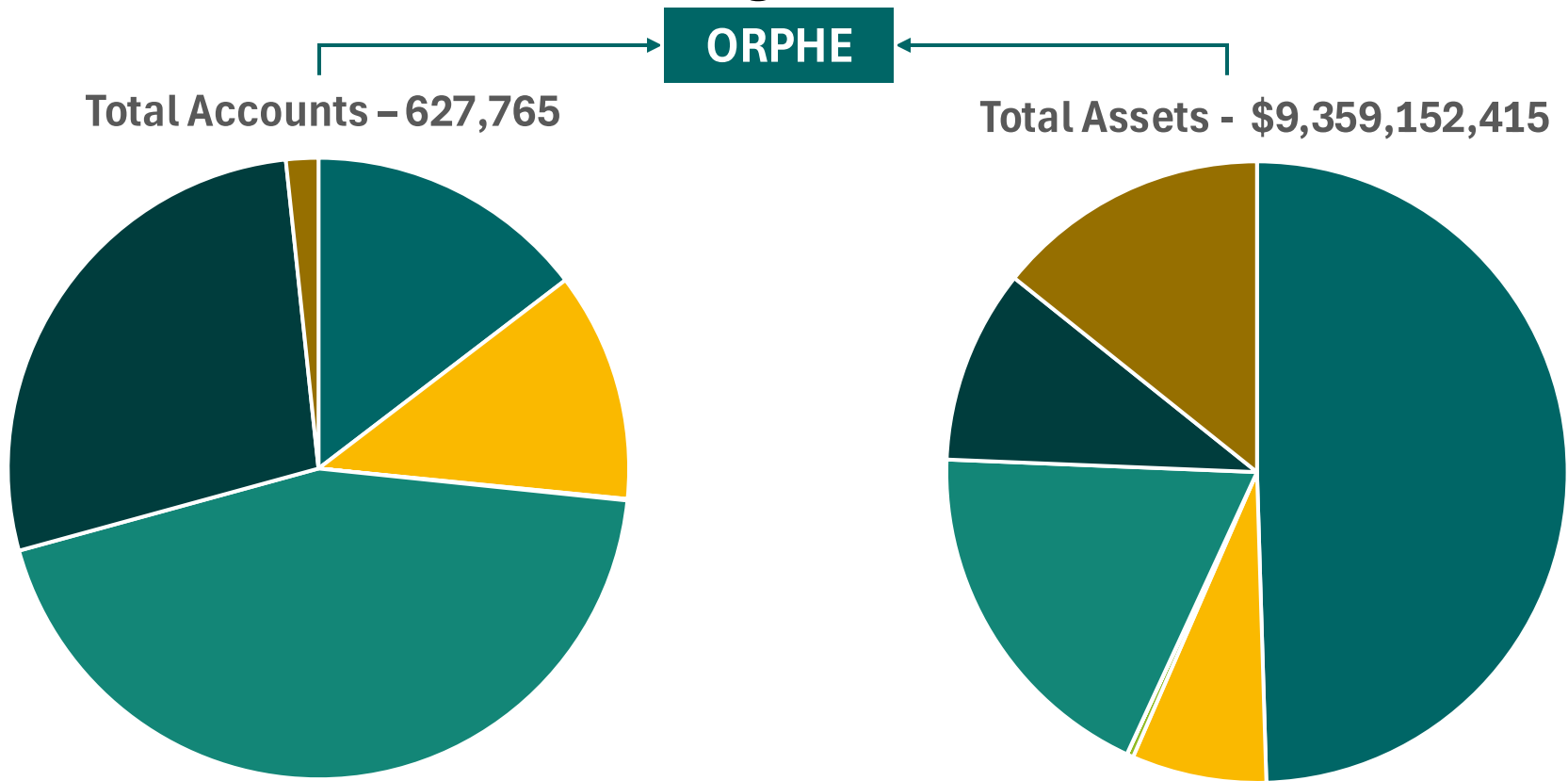
**DC Plans Administrator**





# ORPHE Overview

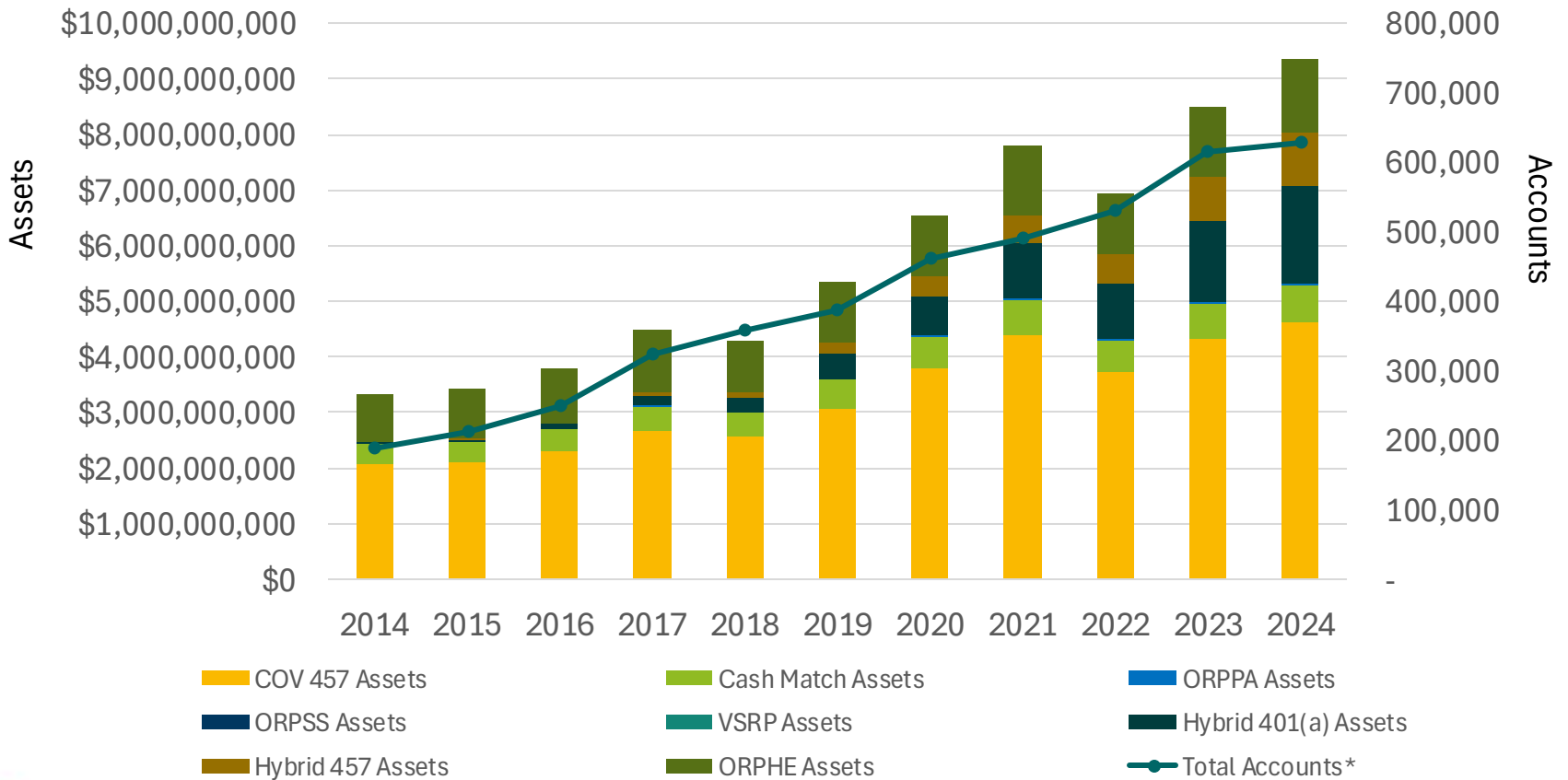
VRS administers 8 separate defined contribution plans, including 3 ORPs.



- COV 457
- Cash Match
- ORPPA
- ORPSS
- VSRP
- Hybrid 401(a)
- Hybrid 457
- ORPHE

# Total Assets and Accounts Over Time

Totals as of 6/30/2024	Assets	Accounts	Assets ↑ 3% Accounts ↑ 1% Since 3/31/2024
	\$9,359,152,415	627,765	



Note: All data except for the current year reflects totals as of calendar year-end and includes ORPHE selected providers and MissionSquare participant, beneficiary, forfeiture & reserve accounts. 2024 data is as of 6/30/2024.

\*Does not indicate unique participants.



# ORPHE Overview

ORPHE Totals*			
	3/31/2024	6/30/2024	% Change
Assets	\$1,309,794,296	\$1,334,874,889	2%
Participants	10,612	10,561	0%
Average Balance	\$123,426	\$126,397	2%



DCP	
	6/30/2024
Assets	\$179,213,957
Participants	2,281
Average Balance	\$78,568

27% of new hires through Q2 2024 elected DCP as their provider.



TIAA**	
	6/30/2024
Assets	\$1,155,660,932
Participants	8,280
Average Balance	\$139,573

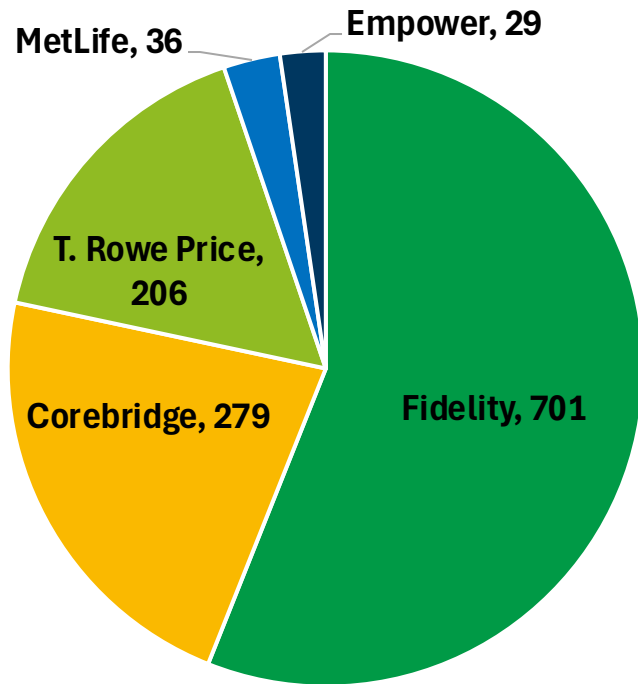
73% of new hires through Q2 2024 elected TIAA as their provider.



\*Excludes deselected providers.  
 \*\*Includes assets in GRA/RA and RC contracts.  
 Data through 6/30/2024.

# Deselected Providers Assets and Accounts

Accounts with Deselected Providers



**Total Assets: \$158,773,527**

Date	Total Accounts
6/30/2022	1,419
12/31/2022	1,376
6/30/2023	1,332
12/31/2023	1,292
6/30/2024	1,251





# Record Keeper Transition

## VRS' New Record Keeper for the VRS Defined Contribution Plans

- Voya will assume record keeper responsibilities effective January 2025.
  - Will serve in the same role as MissionSquare currently does today.
- No impact to accounts with TIAA.

MissionSquare  
RETIREMENT

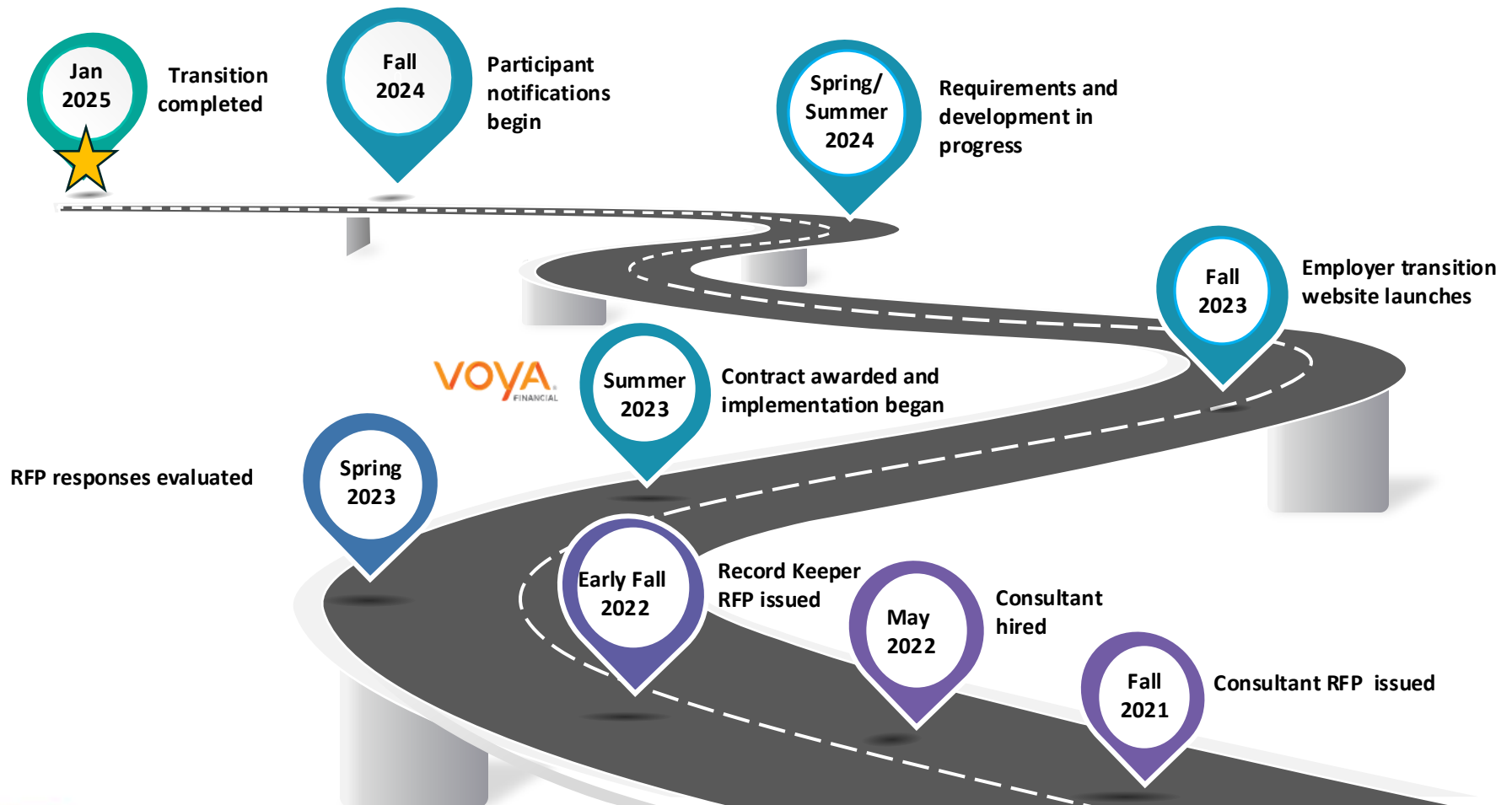


VOYA  
FINANCIAL



# Record Keeper RFP/Transition Process

- MissionSquare's contract is scheduled to end on December 31, 2024, requiring a competitive bidding process to obtain record keeper services.



# Administrative Updates

Steve Cerreto  
Lead DC Plans Analyst



# Administrative Update

## ■ Agenda

- Policy Update
  - 401(a)(17) Compensation Limit Changes
  - Contribution Funding
- ORPHE 2024 Open Enrollment
  - Open Enrollment Employer Acknowledgement
- VRS-65D – Termination Certification Form
- myVRS Financial Wellness
- Fall Reminders
- Questions

# Policy Updates – Plan Year 2024

## 401(a)(17) Compensation Limit

- Change in Time Period for calculation of the 401(a)(17) Compensation Limits to when contributions are **earned**.

### **Plan Year 2024: 401(a)(17) Compensation Limits**

Contribution dates shifted forward by 1 payroll

Pay Period (Earned)	Pay Date
Start: 6/25/2024 to 7/9/2024	7/16/2024 (FY 2 <sup>nd</sup> pay date, July 2024)
End: 6/10/2025 to 6/24/2025	7/1/2025 (FY 1 <sup>st</sup> pay date, July 2025)



# Policy Updates – Plan Year 2024

## 401(a)(17) Compensation Limit

Plan Year 7/16/2024 to 7/1/2025	ORPHE Plan 1	ORPHE Plan 2
\$345,000	\$345,000 X 10.4%=\$35,880 ER	\$345,000 X 8.5% = \$29,325 ER X 5.0% = \$17,250 EE
\$505,000*	\$505,000 X 10.4%=\$52,520 ER	N/A

# Contribution Funding

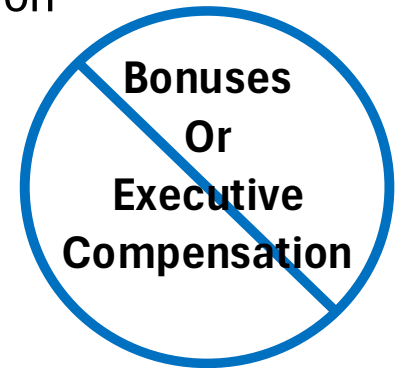
## ORPHE Contributions

**Code of Virginia § 51.1-126. Employees of institutions of higher education**

Plan 1: 10.4% Employer Contribution

Plan 2: 8.5% Employer and 5% Employee Contribution

**Compensation outside of what is allowed by the Code is not permitted in the plan. Balances from other qualified plans may be rolled into the plan.**



Alternative plans for bonuses or board-approved executive compensation include supplemental retirement plans\* like the VRS-administered COV 457\* or a 403(b) plan administered by your college or university.

**Speak to your benefits counsel for information regarding other options that may be available.**

\*All applicable IRS limits apply.

# myVRS ORPHE 2024 Open Enrollment

The screenshot displays the myVRS ORPHE 2024 Open Enrollment website. The top navigation bar includes links for Home, My History, Manage My Benefits, Retirement Planning, Benefit Estimator, Financial Wellness, Help, and a user profile for Zipporah Steinhauer. The main content area is titled "Select Provider" and features a progress bar with three steps: Choose, Confirm, and Next Steps. Below the progress bar, users are prompted to "Select a provider for your ORPHE plan:" and are presented with two options: DCP (Virginia Retirement System) and TIAA. A "Resources" section on the right provides links to the ORPHE Website and the ORPHE Plan Handbook. A confirmation message states: "Success! Your employer will be notified of your selection(s). Please print this page for your records." Below this message, a confirmation table lists the following details:

Confirmation	
Confirmation Number:	11319
Provider Selected:	TIAA
Transaction Date:	07/16/2019
Effective Date:	01/01/2020

At the bottom of the page, a table compares investment performance and plan administrative fees for DCP and TIAA:

Investment Performance	<a href="#">View Now</a>	<a href="#">View Now</a>
Plan Administrative Fees	\$30.50 flat fee annually	\$66.00 flat fee annually



Participant Inquiries and assistance with requests to transfer funds from an existing ORP balance to their new provider should be sent to [orphe@varetire.org](mailto:orphe@varetire.org).

# myVRS Navigator Employer Acknowledgement

## Employer Acknowledgement

- myVRS Provider change election will automatically update in myVRS Navigator.
- Records pending acknowledgement in myVRS Navigator based on provider change will indicate Provider Election Reason of 'Open Enrollment.'
- Provider change will automatically be sent to DOA/Cardinal for centralized payroll agencies on the January monthly file.

The image displays three overlapping screenshots of the myVRS Navigator web application interface.

**Top Left Screenshot: Employer Dashboard**  
The 'Organization' menu item is highlighted with a red box. Below it, the 'Election Acknowledgement Maintenance' option is also highlighted with a red box and a mouse cursor. The dashboard includes sections for 'Employer Headlines' and 'My Alerts/Notifications'.

**Top Middle Screenshot: Election Acknowledgement Maintenance**  
This screen shows a table of 'Election Acknowledgement Details'. The table has columns for Employee ID, First Name, Last Name, Hire Date, and Plan Election Deadline. The row for Rhonda Williamson (Employee ID 005756327) is selected with a checkmark.

Employee ID	First Name	Last Name	Hire Date	Plan Election Deadline
<input type="checkbox"/> 001554876	Vanessa	Wong	10/01/1986	
<input checked="" type="checkbox"/> 005756327	Rhonda	Williamson	10/01/2012	
<input type="checkbox"/> 002580846	Geraldine	Evans	08/10/1997	
<input type="checkbox"/> 005756327	Rhonda	Williamson	10/01/2012	
<input type="checkbox"/> 456547	Name	root	05/01/2017	06/30/2017
<input type="checkbox"/> 789809	Ed	Gooding	05/01/2017	06/30/2017
<input type="checkbox"/> 4351	Naomi	Root	05/01/2017	06/30/2017
<input checked="" type="checkbox"/> 654	Ed	Gooding	05/01/2017	06/30/2017
<input type="checkbox"/> 4554	Ed	gooding	05/01/2017	06/30/2017

**Bottom Right Screenshot: Person Account Maintenance**  
This screen shows details for a person's account. The 'Person Details' section displays VRS Customer ID: V1238908, First Name: New, Middle Name: , Last Name: Horse. The 'Plan Details' section shows Plan: ORPH(E) - Plan 2, Coverage Start Date: 07/01/2017, Provider: Fidelity Investments, and Status: Active.

# VRS-65D, Termination Certification Form

## Verifies

- Agency Transfers / Return to Work
- Separation of Employment
- Group Life Eligibility

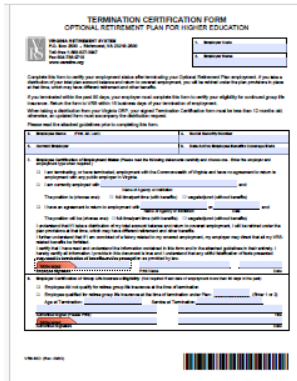
## Distributions

### Retrieve from

- All Separated ORPHE Employees
- Not Only Retirees Eligible for Ancillary Benefits

### Distributions

- **REQUIRED** – signed after last period of employment
- Saves processing time



# Provider Contacts (for employers)



- Sonya C. Bessong
- **Senior Relationship Manager**
- 1410 Clarkview Road
- Baltimore, MD 21209
- [sonya.bessong@tiaa.org](mailto:sonya.bessong@tiaa.org)
- Phone: 513-263-2846



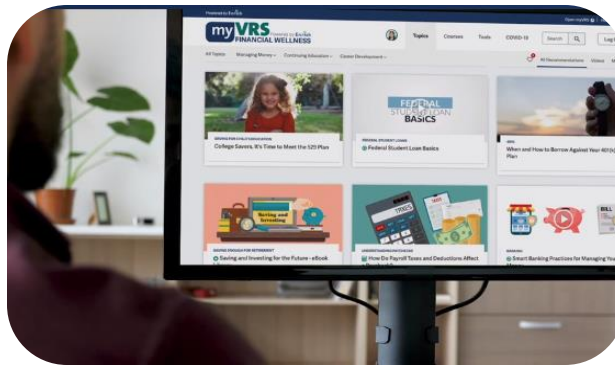
- Carolina LaMonica
- **Director, MissionSquare Client Services**
- 777 N. Capitol Street, NE
- Washington, DC 20002
- [clamonica@missonsq.org](mailto:clamonica@missonsq.org)
- Phone: 202-759-7128



# myVRS Financial Wellness



Interactive learning resources



Personalized content in myVRS, including videos to get you started



Easy access to courses for your needs and interests



Courses



Educational Games



Budgeting Tools



Calculators

# Financial Planning Services



Feel confident about your financial security

Connect with a CERTIFIED FINANCIAL PLANNER™ professional who can help

GUIDE YOUR FINANCIAL JOURNEY

- Complements existing myVRS Financial Wellness program.
- Available to *all* VRS members and retirees, regardless of participation in a DC plan, through MissionSquare Retirement.

[varetire.org/make-a-plan](https://varetire.org/make-a-plan)

## Individual Consultation:

Comprehensive financial planning beyond retirement savings

- 30-minute phone or video consultation with a CFP®

## Financial Plans

- Goal-Specific Plan
- Comprehensive Financial Plan

## Financial Planning Webinars

- Live CFP® led webinars

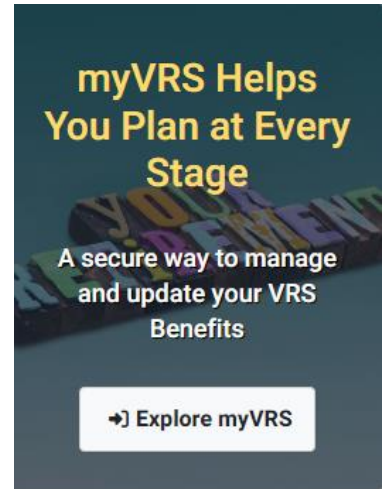
# Annual Participant Reminders



CHECKLIST



**Beneficiaries  
Review and Update**



# Questions?





# Adjournment

**Rick Larson**

Member,  
Defined Contribution  
Plans Advisory  
Committee



An hourglass with white sand is positioned in the center-right of the frame. The top bulb is partially filled with sand. In the background, a calendar is visible with dates 19, 20, 21, 22, 29, and 30. The overall scene is brightly lit, creating a soft, professional atmosphere.

# Thank you for joining us!

Provider service review slides will be sent out to attendees separately.



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