

# VRS HYBRID RETIREMENT PLAN

## HYBRID CONTRIBUTIONS ILLUSTRATION



### Hybrid Retirement Plan

#### Defined Benefit (DB) Component

Provides a lifetime monthly benefit based on a formula

**Mandatory *Employee* Contribution**  
4%

***Employer* Contribution**  
Actuarially determined rate

Employee contributions are placed into the Member Contribution Account and are used to provide a monthly retirement benefit.

The employer makes a separate contribution to VRS for all covered employees (not individuals).

VRS invests these contributions to provide a monthly retirement benefit once the member meets eligibility requirements.

#### Defined Contribution (DC) Component

Provides a balance to draw from in retirement based on contributions and investment performance

**Mandatory *Employee* 401(a) Contribution**  
1%

**Voluntary *Employee* 457 Contribution**  
0–4%

**Mandatory *Employer* 401(a) Contribution**  
1%

***Employer* Matching 401(a) Contribution**  
0–2.5%

All mandatory contributions, along with any employer matching contributions, are placed into the Hybrid 401(a) Cash Match Plan. All voluntary contributions are placed into the Hybrid 457 Deferred Compensation Plan.

The employee should consider investment objectives, risks, fees and expenses carefully before investing.

*This flyer provides general information regarding your retirement benefits, with a high-level overview of plan contributions. For further details, please refer to your VRS Hybrid Retirement Plan Handbook and additional resources at [varetire.org/hybrid](https://varetire.org/hybrid) under Publications.*

#### For help with defined benefit component hybrid questions:

- Call VRS at 855-291-2285
- Email: [vrshybridsupport@varetire.org](mailto:vrshybridsupport@varetire.org)

#### For help with defined contribution component hybrid questions:

- Call Participant Services at 877-327-5261, option 1
- Email: [DefinedContributionsEmployerSupport@missionsq.org](mailto:DefinedContributionsEmployerSupport@missionsq.org)
- Contact your VRS Defined Contribution Plans Specialist

Visit [varetire.org/hybrid](https://varetire.org/hybrid) for more resources.