Do something good for yourself

It’s easy to get started

The steps you take today will affect how you spend your tomorrow. Do something good for yourself by planning ahead for the kind of future you envision. Start by setting a little aside regularly for your retirement by enrolling in **your employer’s retirement savings plan.**

CEDAR RAPIDS
City of Five Seasons®

1 Scan the QR Code or go to enroll.voya.com

2 Enter the plan and verification numbers for the plan(s) you wish to enroll in. You must enroll in each plan separately.

Voya Enroll

	Plan number	Verification number
Cedar Rapids 457(b) Plan **Employee Plan**	664855	163999
City of Cedar Rapids 401(a) **Employer Match**	664856	163999

***If you are an eligible bargaining employee, also register for the Match!

*** Please use Location Code 1001 when prompted

The City of Cedar Rapids 457(b) and 401(a) Plans

5 reasons to enroll now

1. Make changes anytime
2. Save automatically
3. Help lower your taxable income
4. Invest your way
5. Take your money with you

PLAN
INVEST
PROTECT

VOYA® FINANCIAL

10 Reasons to Enroll in Your Employer's Retirement Plan

Whether retirement is four years away or forty, you may want to plan a financial strategy now to help you work towards your retirement objectives.

1. It's simple to enroll.

A local representative can help you with the enrollment process. Call us to set up an appointment.

2. It's flexible.

You could choose the amount or percent of pay you would like to contribute, and you can change or stop later.

3. It's automatic.

Your contributions can be set up to be automatically deducted from your pay.

4. It's pre-tax.

Contributions are deducted before federal income taxes. You won't pay federal income taxes right away, and your money has more time to compound. You'll pay tax on the money when it is paid to you at a later date; that's usually at retirement when you may be in a lower income tax bracket. (Distributions will be taxed as ordinary income when distributed and will be subject to an IRS 10% premature distribution penalty tax if taken prior to age 59½, unless an exception applies.)

What about Roth after-tax contributions?

If your Plan permits Roth after-tax employee contributions, according to the IRS, your employer can make matching contributions on your designated Roth contributions but can only allocate your designated Roth contributions to your designated Roth account. Your employer must allocate any Roth match contributions into a pre-tax account, just like matching contributions on traditional, pre-tax elective contributions. The IRS limits how much participants can save per year. Before-tax and Roth limits are combined, and after-tax contributions have different limitations in addition to that.

Visit **voya.com/IRSlimits** for current year limitations.

5. It probably costs less than you think.

If you contribute as little as $3 per day ($90 per month) starting today, those funds may grow to almost $90,000 in 30 years! If you can afford $5 per day ($150 per month), your savings may be even greater.

Amount Saved	at 10 years	at 20 years	at 30 years
$3 per day	$14,693.79	$41,008.12	$88,133.08
$5 per day	$24,489.64	$68,346.87	$146,888.47

This illustration assumes a $90 or $150 contribution per month that earns interest at 6%. It assumes a 30-day month and that contributions are deposited at the beginning of each month. The returns are hypothetical and do not reflect the past or future performance of any specific investment option. Payment of income taxes is not reflected. Systematic investing does not ensure a profit or protect against loss. You should consider your ability to invest consistently in up- and down-markets.

6. It's important to start early.

Waiting could impact how much you'll have for retirement.

Age at Which You Start	$50 Per Pay Period
Age 25	**$207,899.89**
Age 30	**$149,336.18**
Age 40	**$73,525.13**

This hypothetical chart shows the impact of joining at different ages. The accumulated amounts assume contributions over 26 pay periods per year, a 6% annual rate of return compounded monthly and a retirement age of 65.

Contact your local representative for more information about the retirement saving options available to you.

7. Simplified approach to investing.

There are a variety of investment options available, ranging from conservative to aggressive. For those who do not wish to choose their own investments, asset allocation funds are one possible option.

8. Special savings opportunities near retirement.

The opportunities to save increase as you approach the end of your career. Depending on your age, years of service and amount contributed in the past, you may be able to make additional contributions to your account.

9. Maximize your savings.

If your employer makes a supplemental deferred compensation plan available to you in addition to a traditional retirement plan, you may want to consider taking advantage of both, as contributions to one may not offset the amount you can contribute to the other.

10. Portability.

Your savings are "portable." This means that if you go to work for another employer, you may roll over your benefits to your new employer's plan, if that plan accepts rollovers. If that isn't possible, you can receive your benefits or, if the plan permits, leave your account with Voya Financial® and let earnings continue to accumulate tax-deferred. Your savings can also be rolled over into an IRA.

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Understanding your employer's plan

Features of your governmental employer's 457(b) deferred compensation plan

Were you aware that the benefits available to you as a participant in a 457(b) deferred compensation plan have increased in recent years? Time passes quickly and, as your life changes, it is often difficult to keep track of all the benefits available – and how changes can affect you.

If you want to save more, you can save up to the plan's maximum annual contribution amount. If you wish you had started saving earlier, you may be able to "catch-up". Are you at least age 50? If so, you can contribute an additional amount over the regular contribution limits.

This information is provided by Voya for your education only. Neither Voya nor its financial professionals offer tax or legal advice. Please consult your tax or legal advisor before making a tax-related investment/insurance decision. For more information about the Voya companies, please contact your local office or financial professional.

How do you know if you're taking full advantage?

<table>
<tr><th>Feature</th><th>What it means to you</th></tr>
<tr><td>Annual contribution amount</td><td>
Maximum annual contribution amount is shown below (or 100% of includible compensation, if less):
<table><tr><th>Year</th><th>Annual Maximum</th></tr><tr><td>2025</td><td>$23,500</td></tr></table>
Annual limit is not reduced for contributions you make to other plans types (e.g., deferrals to a 403(b) or 401(k) plan). Note: Includible compensation does not include pre-tax 414(h) contributions.
</td></tr>
<tr><td>Ability to catch-up</td><td>
The Special 457 catch-up provision, available during the three consecutive years prior to the year the participant attains normal retirement age (as defined in your 457(b) plan), is shown below. The actual amount available under this catch-up will depend on the amount of your prior contributions to the 457(b) plan and (before 2002) to certain other retirement plans. Contact your local representative for additional information.
<table><tr><th>Year</th><th>Annual Maximum</th></tr><tr><td>2025</td><td>up to $47,000</td></tr></table>
Age Based Catch-Up: If you are age 50-59 or age 64+, you may be eligible to contribute an additional amount over the annual contribution limit, as follows:
<table><tr><th>Year</th><th>Annual Maximum</th></tr><tr><td>2025</td><td>$7,500</td></tr></table>
For taxable years beginning in 2025, participants who attain age 60-63 by December 31 of the current calendar year may contribute an additional amount over the regular annual limit, as follows:
<table><tr><th>Year</th><th>Annual Maximum</th></tr><tr><td>2025</td><td>$11,250</td></tr></table>
Note: Participants cannot use both the 457(b) Special Catch-up provision and the Age Based Catch-up provision in the same year. They must use whichever is greater.
</td></tr>
</table>

Are you aware of the features available to you?

Your employer's 457(b) deferred compensation plan offers something for everyone.* If you want more information on the options available to you, please contact your local financial professional.

Feature	What it means to you
Portability *You may wish to compare your options for differences in cost, benefits, charges and other important features before you roll over assets. You may want to consult your legal or tax advisors.*	• At retirement or severance from employment, rollovers to/from traditional IRAs, 403(b), 401 and governmental 457(b) plans are permitted. Rollovers to a Roth IRA are also available. • Amounts rolled from a governmental 457(b) plan to a different plan type are subject to the IRS 10% premature distribution penalty tax when subsequently distributed from that other plan prior to the participant reaching age 59½ (unless another IRS exception applies). • Amounts rolled over from non-457(b) plans to a governmental 457(b) plan are subject to any applicable IRS 10% premature distribution penalty tax (unless an IRS exception applies) when distributed from that governmental 457(b) plan.
Election and distribution treatment	• There is no requirement to make a benefit payment election when you retire or sever employment if you have not reached the required minimum distribution applicable age 73. • Your benefit payment election is not required to be irrevocable. *Note: Some annuity options may be irrevocable. You should consider the tax consequences of your election, including required minimum distributions. Voya does not offer tax or legal advice. Seek the advice of a tax attorney or of a tax advisor prior to making a tax-related insurance/investment decision.*
Tax treatment in the event of divorce	• Amounts awarded and paid to a former spouse as a result of a qualified domestic relations order are taxable to that former spouse when distributed. • The qualified domestic relations order can permit amounts to be distributed and paid to a participant's former spouse prior to the time that the participant is entitled to a plan distribution.
Ability to buy back service under governmental employer's benefit plan	• Amounts accumulated under a governmental 457(b) plan can be transferred tax-free to an employer's governmental defined benefit plan to buy service credits. • Amounts used will not be taxable in the year transferred.
Tax credit for low- and middle-income participants	• This credit will be a percentage of contributions, up to $2,000. • Participant's adjusted gross income (AGI) and income tax filing status determines credit. • For 2025, AGI must not exceed $79,000 for joint filers; AGI must not exceed $59,250 for head of household filers; AGI must not exceed $39,500 for single filers.

* Subject to the terms of the Plan.

Are you ready for retirement?

City of Cedar Rapids Retirement Plan

Accessing Your Account

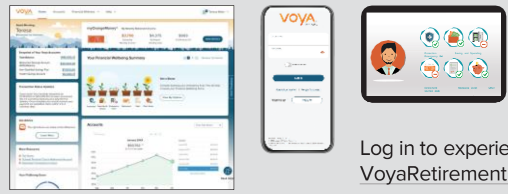
First time users, **need help logging in?**

Wait 24 Hours After Enrollment Before Registering

1. Go to your VoyaRetirementPlans.com and, click *Register Now*.
   - Verify your identity by answering a few questions and click *Continue*.
   - If you already have a PIN, simply click *I have a PIN*.
   - Follow the instructions on the next screen to complete your registration. You'll then create a unique username and password for use on the website. Your unique login credentials will also be used for the Voya Retire mobile app.
2. Set up a unique username and password for use on the website and the Voya Retire mobile app.
3. Provide your mobile number or an alternate email address to ensure the security of your account. We will use this for the future recovery of your username or password, as needed, or if you login using a computer or device that is not recognized.

Resources On the Go

Get online and get going



Log in to experience them now: VoyaRetirementPlans.com

Welcome to your online retirement experience that brings together your financial life. Connect your external accounts like checking, credit cards, savings and more alongside your Voya accounts to help you balance your needs today and in the future.

- Comprehensive view of all Voya accounts
- Add all types of accounts to view net worth, spending and budgeting
- Innovative feature that distills complex data into easy to understand financial insights
- Automatic personal finance resources
- Tailor the experience so it's personal

Personalized savings and planning features

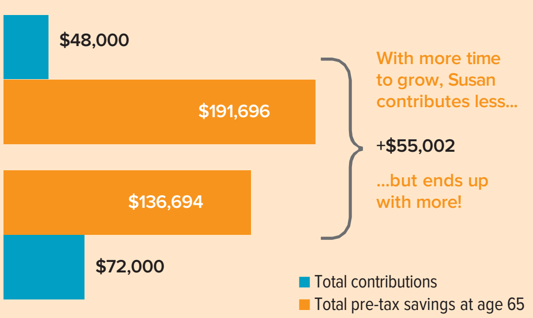
- Take advantage of myOrangeMoney®,* an interactive educational experience to help you estimate savings scenarios and make sure you're on track for the future you envision.
- Assess your financial wellbeing with a quick survey to find out where you stand across the six pillars of financial wellness and access tools and resources to help you make meaningful improvements

The impact of waiting

The following chart shows that waiting may cost you (depending on your investment choice and market conditions).

Susan started saving $100 a month at age 25. After 40 years she saved **$191,696.**

Larry started saving $300 a month at age 45. After 20 years he saved **$136,694.**



* Assumes contributions are made at the end of each month, and earn a 6% rate of return compounded monthly. This illustration is hypothetical, is not guaranteed and is not intended to reflect the performance of any specific investment. Systematic investing does not ensure a profit nor guarantee against loss.

Designating a beneficiary

Have you named your beneficiary?

In the event of your death, the decisions you make today may have lasting effects on the loved ones that are left behind.

Step 1 After logging in to your account, find **Personal Info > Beneficiary Information > Add/Edit Beneficiary** in the menu bar.

Step 2 Enter the requested information. Items marked with an asterisk (*) are required. Depending on your Plan rules, if you are married, your spouse may need to be your primary beneficiary:

Relationship: Select *Spouse*
Type: Select *Primary* and fill in the box with 100.

Complete the remaining information and click **Next**.

If you want someone other than your spouse as primary beneficiary, you must fill out a paper beneficiary form located in the Forms section.

Step 3 To add a contingent beneficiary, click **Add Beneficiary**:

Relationship: Select the appropriate option (e.g. Son, Daughter)
Type: Select *Contingent* and enter the appropriate percentage or select *Equal* percent to all, if you want to split evenly among multiple contingent beneficiaries. Complete the remaining information, and click **Next**.

Repeat this process until you have entered all contingent beneficiaries.

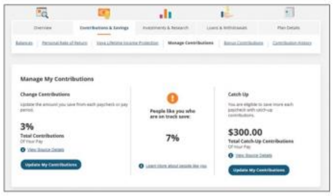
Step 4 When you have entered all desired beneficiary/contingent beneficiary information, be sure to click Save, located on the lower right hand side of the screen.

Step 5 You are now ready to submit your Beneficiary designation(s). When complete, you will see a confirmation screen with your beneficiary designation(s).

Making Contribution Changes

Using any device with internet access, log in to your account to review and make changes to your current contributions as well as manage your money.

Step 1 After you've logged into your account at **VoyaRetirementPlans.com**, click on the *Contributions and savings* tab at the top of the page. Choose *Contributions > Change Contributions*.



Step 2 **Select your contribution type**, by clicking update. If your Plan allows you to make more than one type (pre-tax, after-tax, Roth), you'll see each, with the option to change it. Be sure to enter "0" for the value of any of the contribution types you don't wish to utilize.

Step 3 **Enter your new rate or amount to contribute.** Next to your current rate or amount, you'll see a box to type in your desired new rate or amount. This number represents the percentage or amount of your pay you will contribute into the Plan each year. You may be limited to the rate, or the amount you can select, by the IRS or your Plan.

Step 4 **Review and submit your changes.** Review the information shown for accuracy. If correct, submit your changes, or click Cancel to start over.

Tap the app to save in a snap

Download the Voya Retire mobile app

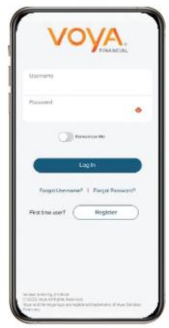
The Voya Retire mobile app is an easy, secure and convenient way to access and manage your retirement account all in one place – so you can help boost your retirement savings and manage your money all while on the go.

Power in the palm of your hands
You'll have easy access to:

- smart learning tools
- resources and everything you need to confidently take control of your finances

Intuitive, interactive and simple to use
With its clean design and intuitive global navigation, you can quickly view:

- your savings progress and quarterly statements
- update contributions and beneficiaries
- transfer money, change investments and more



Wherever life takes you, take the Voya Retire mobile app with you so you can retire well – with confidence.

Want to learn more about the Voya Retire mobile app? Scan this QR code.

Not FDIC/NCUA/NCUSIF I Insured Not a Deposit of a Bank/Credit Union I May Lose Value I Not Bank/Credit Union Guaranteed I Not Insured by Any Federal Government Agency

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