

A man and a woman are sitting at a table, looking at documents and a tablet. The man is pointing at the tablet screen. They appear to be discussing pension enrollment. The background is a bright, modern room.

Pursuing the future you imagine

# Enrolling in the Cornell-Hart Pension



# PURSUING THE FUTURE YOU IMAGINE

## What will your retirement look like?

No matter how far or near you are to retirement, you probably have a picture in your head of what you'd like it to look like. How you want to live in retirement will help determine how much you need to save.



Travel to places you've always wanted to visit



Spend more time with friends and family



Split time between two homes



Have more quiet time at home or a busy social calendar

# YOUR RETIREMENT INCOME

## WHERE YOUR INCOME IN RETIREMENT CAN COME FROM

Social Security may not be enough. For many, Social Security will only replace a portion of income in retirement.



Social Security



Pensions and  
retirement plans



Income from  
assets



Income from  
earnings



Other

Many financial planners say you'll need between **70% and 90% of your pre-retirement income** to live comfortably in retirement. (Your workplace savings plan could be a good source to replace that income.)

## BENEFITS OF YOUR PLAN



### ONE OF THE EASIEST WAYS TO SAVE FOR YOUR FUTURE

After you sign up, **your employer automatically deducts** the amount you specify from your paycheck then BeneSys Administrators puts it into your plan account. You don't have to write a check or move money around yourself.

Consider **increasing your contribution** each year—even if it's by just a little.

Financial professionals recommend that you gradually work your way up to saving **10-15%** of your pay.

Timing of Contributions. Contributions are due from the Employers by the 15<sup>th</sup> of each month.

## BENEFITS OF YOUR PLAN



### WHEN YOU CAN GET STARTED

Cornell-Hart Pension Plan eligibility is immediate for those working under the following agreements with employer contributions being made to the District 9 Pension Plan on their behalf:

- Inside
- Residential
- Sound & Communication
- Panel Shop
- Inside Support

### You are not eligible to enroll if you are:

- A non-bargaining person
- Owner (even if working with the tools)
- Alumni
- Apprentice Level 1 & 2
- Anyone without contributions to the District 9 Pension

## BENEFITS OF YOUR PLAN

## HOW VESTING WORKS



**Ownership of Safe Harbor Non-elective plan contributions**

Vesting schedule:

100% Immediate



## BENEFITS OF YOUR PLAN



### POTENTIAL TAX ADVANTAGES

You work hard for your money and want to keep as much of it as possible — whether now or later.

Contributions made on a **pretax basis** can lower your taxable income.



## BENEFITS OF YOUR PLAN

### THE BEAUTY OF COMPOUND INTEREST

When it comes to saving for the future, **time may be your best friend**. With compound interest, not only do your contributions earn interest, but you also **gain interest on your interest** for potentially faster growth.

The money you start saving today could **double** in just 12 years — and **triple** in 19 years.



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## BENEFITS OF YOUR PLAN



### YOU'RE IN CHARGE

You choose the dollar amount you want to save and the types of investments you'd like to make. After all, **it's your future you're saving for.** But remember, we're always here to help you.

Save as much or as little as you like (up to the **IRS maximum**).

You can **change your contribution** rate anytime by going to your employer's payroll department.

**Invest** in a way that suits your needs.



## BENEFITS OF YOUR PLAN



### HOW MUCH YOU CAN CONTRIBUTE

Like everything in life, there are some rules when it comes to contributing to your plan.

IRS annual limit for individual: **\$19,500**

Annual Catch-up contributions: An additional **\$6,500 for people 50 and older**

#### Contribution rate

Minimum \$1 per hour

Contributions are deducted from your paycheck as a pre-tax deferral

# BENEFITS OF YOUR PLAN

## DISTRIBUTIONS & LOANS

Like everything in life, there are some rules when it comes to taking a distribution from your plan.

### DISTRIBUTIONS

- At least age 55 and Retired from covered employment.
- Permanent disability, any age.
- Application and spousal consent; must be returned the Trust office.
- Payout Options: Full lump sum; monthly installment; joint survivor; or a combination of lump sum and monthly payments.
- There is a Hardship Withdrawal Provision

### LOANS

- Minimum account balance of \$2,000.
- Minimum loan amount is \$1,000 with a Maximum of 50% of the vested account balance up to \$50,000.
- One loan allowed at a time.
- Loan documents are available on the Cornell-Hart website; must be returned the Trust office.
- Loan terms of 12 to 60 months.
- Repayment is required by autopayment.



## INVESTING IN YOUR RETIREMENT ACCOUNTS

Different investment  
strategies may impact  
how your savings potentially  
grow.



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RETIREMENT

## INVESTING IN YOUR RETIREMENT ACCOUNTS



### BUILDING YOUR PORTFOLIO ON YOUR OWN OR USE THE DEFAULT OR TARGET DATE FUNDS

You can choose from the **individual core funds** included as part of your plan to create a diversified mix of investments to match your **risk tolerance**. Or you can simply use the Retirement Target Date or Ferguson Wellman balanced funds.

**SELECT YOUR OWN MIX OF INDIVIDUAL FUNDS.**

**DECIDE HOW MUCH TO INVEST IN EACH FUND.**

**MANAGE AND MONITOR YOUR ACCOUNT ACCORDINGLY.**

# INVESTING IN YOUR RETIREMENT ACCOUNTS



## BECOMING A SMARTER INVESTOR STARTS BY UNDERSTANDING THE LANGUAGE

Understanding the **terminology and principles of investing**, as well as how they work together, may help set you up for success.

### TERMS YOU NEED TO KNOW

#### **Asset classes**

A grouping of **similar types** of investments such as **stocks**, **bonds** and **capital preservation**.

#### **Asset allocation**

Choosing **how much to invest** in each asset class to create your portfolio.

#### **Diversification**

**Mixing your investments** among the different asset classes or within an asset class.

#### **Rebalancing**

Adjusting **your asset allocation** to align with your evolving investment strategy.

Asset allocation, diversification and rebalancing do not ensure a profit and do not protect against loss in declining markets.



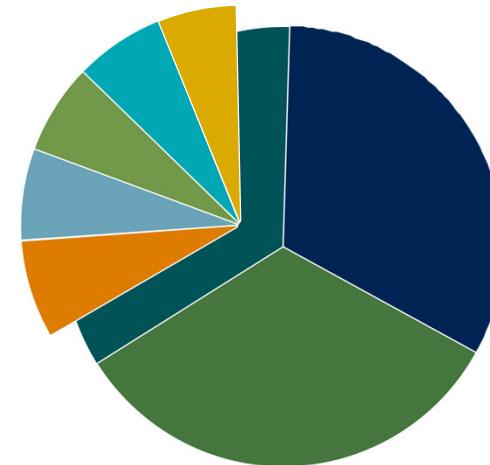
# INVESTING IN YOUR RETIREMENT ACCOUNTS

## WHY DIVERSIFICATION MATTERS

Each of your **investments reacts** differently to any given **economic situation**. Diversifying your investments may help **offset market volatility** and manage the **overall risk** of your portfolio.

### Sample of diversified investments

- Capital preservation
- Bonds
- Stock
- Small-cap value
- Small-cap growth
- Large-cap value
- Large-cap growth
- International

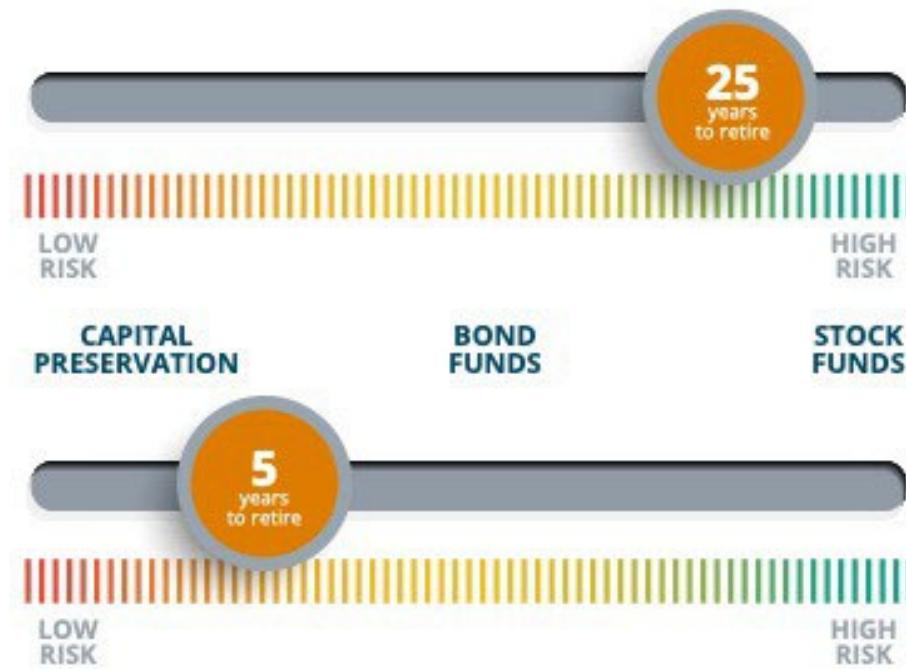


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# INVESTING IN YOUR RETIREMENT ACCOUNTS

## HOW YOUR AGE AND RISK TOLERANCE INFLUENCE YOUR INVESTMENT STRATEGY

Generally speaking, the further people are from retirement, the **more aggressive** they are able to invest.



# INVESTING IN YOUR RETIREMENT ACCOUNTS



## YOUR INVESTMENT OPTIONS

Here are the **self-directed investment options** available to you.

### Core funds

- 1) Nuveen Real Estate Securities R6
- 2) American Funds EuroPacific Growth R6
- 3) Vanguard Small Cap Index Adm
- 4) Vanguard 500 Index Admiral
- 5) Dodge & Cox Income
- 6) UST IBEW-NECA Stable Value Fund

### Target date funds (6)

T. Rowe Price Retirement series

### Balanced funds

- 1) Ferguson Wellman Moderate Balanced - Default
- 2) Ferguson Wellman Aggressive Balanced

To learn more about the investment options in the plan  
or to make changes:  
**[empowermyretirement.com](http://empowermyretirement.com)**  
**800-338-4015**



## HOW TO ENROLL

The sooner you enroll, the  
sooner you can start  
**saving for your future.**



EMPOWER  
RETIREMENT

## HOW TO ENROLL

### ENROLLING IS EASY

Here's how it works.

- Get the enrollment forms from BeneSys, Inc. at [www.cornellbenefits.org](http://www.cornellbenefits.org)
- Read the forms carefully, complete each section, then sign and return them to your employer
- Contact a Cornell-Hart customer service representative if you have any questions at 800-547-4457 x1682.

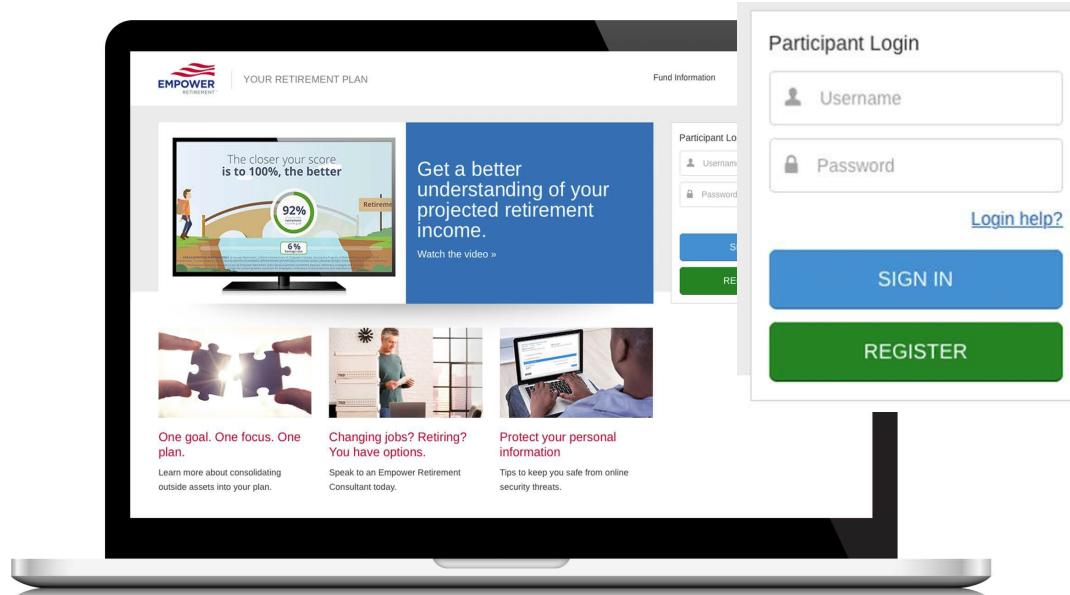
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## NEXT STEPS

## REGISTER YOUR ACCOUNT ONLINE

It takes just a few simple steps.



[empowermyretirement.com](http://empowermyretirement.com)

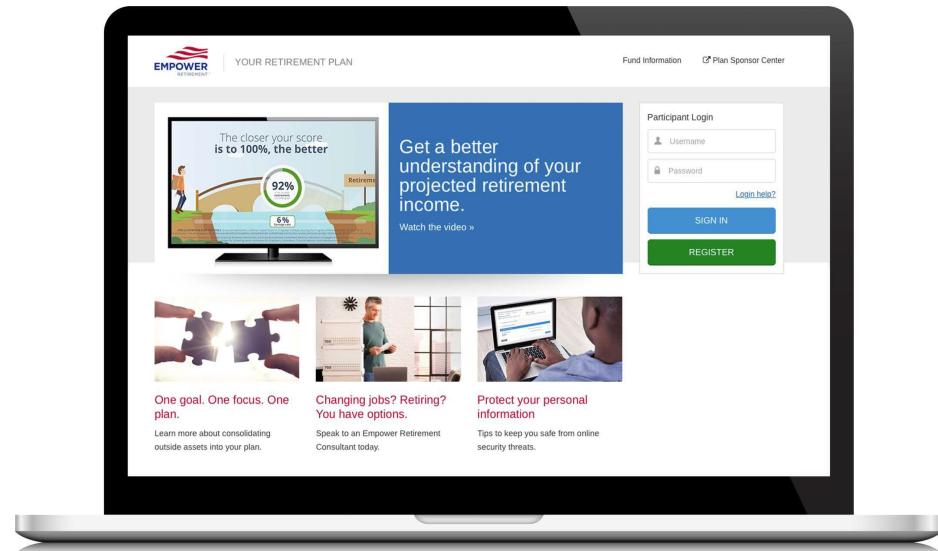
Click on the **Register** button.

Follow the system instructions or the instructions given to you by the plan.

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## NEXT STEPS    WAYS TO ENHANCE YOUR SAVINGS JOURNEY



PROVIDE YOUR  
EMAIL ADDRESS  
AND  
MOBILE PHONE  
NUMBER

A PEEK AT YOUR WEBSITE EXPERIENCE  
We make it easy to manage every aspect  
of your account in one place.

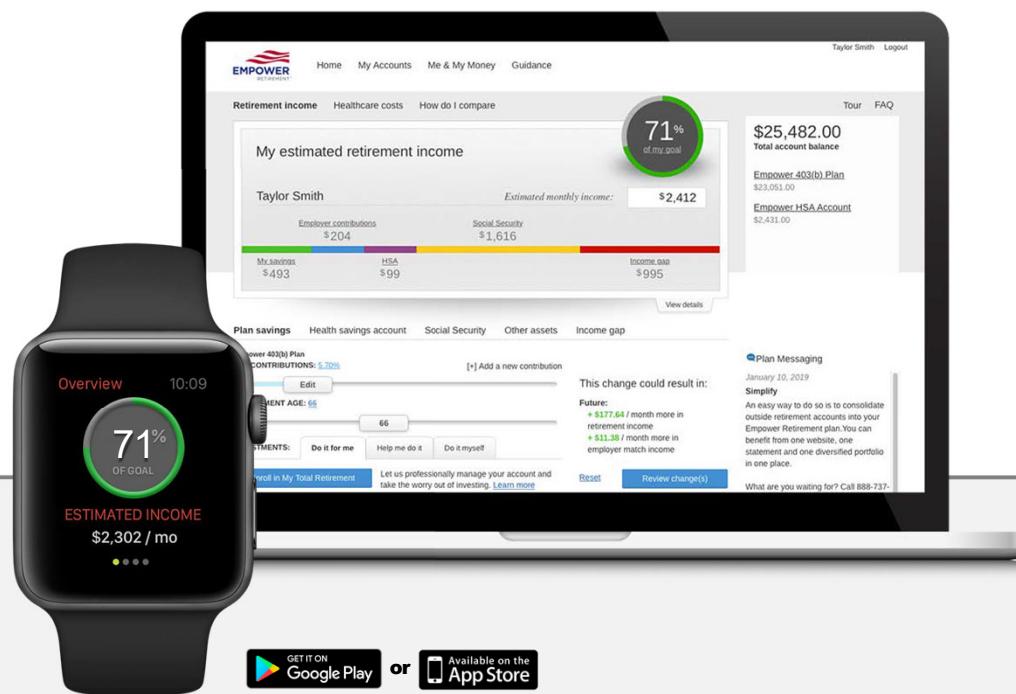
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## NEXT STEPS

## SEE WHERE YOUR RETIREMENT SAVINGS STAND

Log in to your account to see your monthly retirement income and what percent of your retirement income goal you're on track to reach. Plus enjoy access wherever you are with the mobile app or on your Apple Watch®.



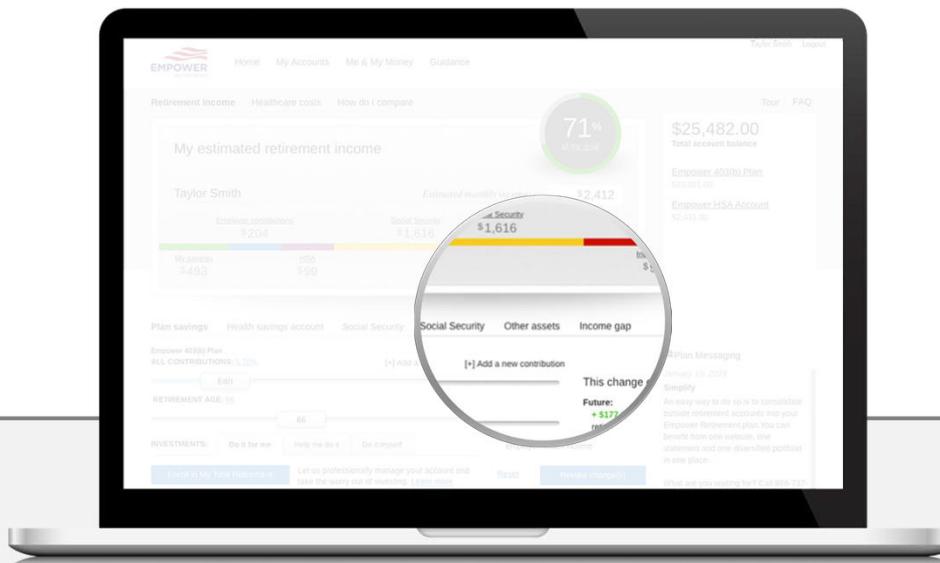
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## NEXT STEPS

### GET THE MOST ACCURATE VIEW OF YOUR RETIREMENT PICTURE

Adding any **outside assets** to your profile will give you a more precise estimate of your monthly retirement income.



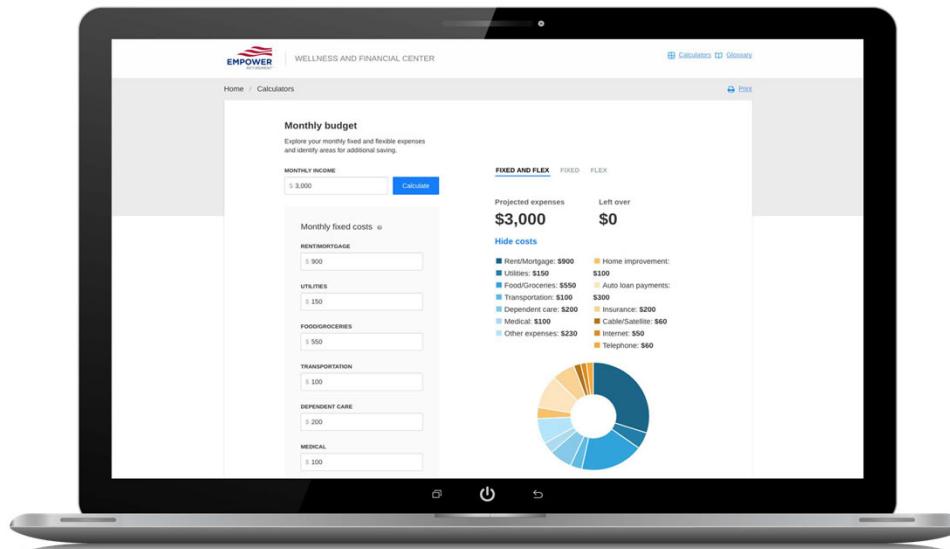
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## NEXT STEPS

## ME & MY MONEY

Visit the **Wellness and Financial Center** to get a complete view of your financial picture with information about spending, saving, investing and protecting your money.



[empoweringmymoney.com](http://empoweringmymoney.com)

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## CONTACT US

## WE'RE HERE WHEN YOU NEED US

Cornell-Hart Pension Plan #337773-01

BeneSys:

[www.cornellbenefits.org](http://www.cornellbenefits.org)

800-547-4457 x1682 or 503-224-0048x1682

Empower Retirement:

[www.empowermyretirement.com](http://www.empowermyretirement.com)

800-338-4015

Monday through Friday 5am– 7pm Pacific time and

Saturdays 6am–2:30pm Pacific time

Automated system available 24/7. Password required.

TTY: 800-345-1833

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