The advantages of Small Steps

- This program helps you move toward a retirement savings target that reflects the new stock market realities and rising healthcare costs for retirees, giving you more confidence in your ability to afford a comfortable retirement.
- The more you save today, the greater your income could be in retirement.
- If you’re not saving enough to receive your employer’s match, your Small Steps increases will help you get there.
- Your pre-tax savings help lower your current taxes.
- Small Steps increases are gradual, easing the impact on your take-home pay and budget.

Don’t want to wait for January? Set your own savings increase schedule! If you do, the Small Steps increase won’t apply to your account.

Go to stateofmi.voya.com and log into your account. Select Account > Contributions > Rate Escalator. Or call 1-800-748-6128 to change your savings rate.
Make steady progress in Small Steps

Sally and Jack each earn a salary of $40,000. Both save 5 percent of their pay during their first year on the job.

The Small Steps program starts the next year. Sally’s in. Jack opts out. Jack sticks to saving 5 percent a year. Under the Small Steps program, Sally saves 1 percent more annually, until she’s saving 10 percent every year.

As you can see below, Sally would have so much more for her retirement than Jack, whether they saved for 10, 20 or 30 years. And these account balances don’t include the employer match, which would add even more!

See the difference Small Steps could make

<table>
<thead>
<tr>
<th>Year</th>
<th>Sally's Balance</th>
<th>Jack's Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>End of Year 1</td>
<td>$17,481.38</td>
<td>$2,061.73</td>
</tr>
<tr>
<td>End of Year 10</td>
<td>$134,323.49</td>
<td>$75,841.61</td>
</tr>
<tr>
<td>End of Year 20</td>
<td>$131,906.98</td>
<td>$58,481.68</td>
</tr>
<tr>
<td>End of Year 30</td>
<td>$294,903.29</td>
<td>$163,906.31</td>
</tr>
</tbody>
</table>

This is a hypothetical example for illustrative purposes only and does not represent the performance of an actual investment. It assumes pre-tax contributions from an annual salary of $40,000, 26 pay periods per year, a 6 percent annual rate of return and reinvestment of earnings. Investments are subject to investment risk including the possible loss of principal. The investment return and principal value of the security will fluctuate so that when redeemed, it may be worth more or less than the original investment. In addition, these figures do not reflect any adjustment for pay raises, inflation, taxes or any fees, expenses or charges of any investment product. Taxes are generally due upon withdrawal of tax-deferred assets.

Or you can choose to stand still

Not interested in moving forward a little bit at a time in Small Steps toward your retirement goal?

You can opt to keep your savings rate where it is.

You have from December 5 – 18, 2016 to say “no” to the Small Steps 1 percent savings increase that begins January 1, 2017.

- Go to www.smallstepstobiggersavings.com
- Log in using the username and authentication code below.
  Username: [redacted] Authentication Code: [redacted]

You can log into your account at stateofmi.voya.com or call 1-800-748-6128 to change your savings rate.