Conquer Your Questions!

Have questions about retirement planning and your URS benefits? Today’s the day to turn those “Q’s” into “A’s”!

Special Q&A Edition

The starting point to better understanding your retirement

» Pages 4-6
Send Secure Online Messages
Need to communicate with URS? Have a secure document or form to give us? Try the URS Message Center at myURS at www.urs.org. Find the Message Center at the top of the myURS homepage (next to the orange envelope icon). Take advantage of this new feature any time you need to correspond with URS. We usually respond on weekdays within 48 hours.

Let Us Know If You Plan to Move
Planning a big move? Please let us know your new address as soon as you know it. Keeping us in the loop ensures you get all the information and benefits we provide. Make the address change at myURS at www.urs.org.

Inside: URS Summary Annual Report
Interested in the inner-workings of URS? See inside for the URS Summary Annual Report, provided yearly to update URS members on the condition of the pension systems and to share statistics, news, and other information about URS.

Far-Reaching Impact
URS pension payments help keep Utah’s economy buzzing, supporting thousands of jobs and significantly boosting the tax base. A recent study by the University of Utah’s Kem C. Gardner Policy Institute shows how these payments ripple throughout Utah’s economy. Go to newsroom.urs.org/2018econimpact to see the full report.

358,615,912
$677
$59MILLION
IN STATE AND LOCAL TAX REVENUE

8,818
$358,615,912
$1.5
60,363
1.1%
BILLION
Billion
IN GDP
ECONOMIC ACTIVITY SUPPORTED...

Source: University of Utah’s Kem C. Gardner Policy Institute.
See full study at newsroom.urs.org/2018econimpact
Important: If you do not log in to your myURS account at least once each calendar year, you’ll be opted into paper delivery.
Q: What Happens to My URS Savings Plans When I Retire?
A: You’re never required to move your money out of URS Savings Plans simply because you are no longer working. Stay with URS for professional money management, low-cost investing, and local customer service. Once you’re eligible for withdrawals, URS has many options to fit your personal needs. You can choose among monthly, quarterly, semiannual, or annual automatic payments. Once you reach the age of 70½, and are no longer working for a URS covered employer, you’re required to start taking a small portion out of your 401(k) or 457 each year. This is called a required minimum distribution (RMD). If you have questions, contact the URS Savings Plans Department at 801-366-7720 or 800-688-4015.

Q: How do I adjust tax withholdings from my retirement check?
A: Log in to myURS at www.urs.org. 1) From the myURS homepage, click “Pension” from the menu at the top-right. 2) Select “Payment History” from the menu at left. 3) Click “Edit” to modify your withholdings.

Important: Are your beneficiaries current? Make a habit of reviewing your beneficiaries at least once a year to make sure their contact information hasn’t changed.

Retirement Isn’t the Finish Line
This free seminar addresses issues retirees need to understand

Just because you’re retired doesn’t mean you’re done with retirement planning. The free, full-day URS Retiree Seminar addresses financial and other issues important to you. Join us on Sept. 18 at Granite Education Center in Salt Lake City (2500 South State St.). Space is limited and filling up fast. To register, log in to myURS at www.urs.org and click “Education.” You’ll get a big-picture overview of the following topics:

Your Pension » Cost-of-living increases, returning to work, and beneficiaries.
Accessing Your Money » Considerations as you draw from your retirement savings plans.
Retiree Services » Medicare, Social Security, and aging resources.
Legal & Estate Planning » Wills, trusts, and more.

Learn More: www.urs.org/us/seminars
If you return to work for a URS participating employer after you’ve retired, make sure you understand how it will affect your pension. Different standards apply depending on the length of time between when you retire and return to work. A brief overview is below.

Rules for post-retirement employment are complicated. Call us at 801-366-7770 or 800-695-4877 to make sure your pension isn’t in jeopardy.

**Post-Retired Employment**

**Plan to Work After Retirement?**

Understand how it will affect your retirement benefit

If you return to work for a URS participating employer after you’ve retired, make sure you understand how it will affect your pension.

Different standards apply depending on the length of time between when you retire and return to work. A brief overview is below.

Rules for post-retirement employment are complicated. Call us at 801-366-7770 or 800-695-4877 to make sure your pension isn’t in jeopardy.

**What Happens to Your Pension**

When you go to work for a URS participating employer after your retirement date with URS...

**Within 60 Days**

Your retirement benefit will be canceled. You’ll return to active status and earn additional service credit, if you’re eligible.

**After 60 Days and Within One Year**

Your retirement benefit will continue only if you meet these criteria:

- You don’t receive any employer provided benefits, including, but not limited to: medical, dental, paid time off, annual leave, sick leave, other insurance benefits, excluding workers’ compensation.
- Your salary is limited to the lesser of $16,500 or half of your final average salary during a calendar year. If you exceed the earnings’ limitation or receive benefits, your retirement benefit will be canceled.

**After One Year**

If you meet the separation requirement, you choose to either keep receiving your retirement benefit or to cancel your retirement benefit and earn additional service credit. If you choose the latter, a separate benefit will be calculated based on your new service and salary at the time of your second retirement. Your original retirement benefit and the new retirement benefit will be combined.

To meet the separation requirement, you must not work for any URS participating employer (including part-time and contract arrangements) for 12 consecutive months.

**To Learn More**

Find this “Post-Retirement Employment” brochure at www.urs.org. Or request a copy: publications@urs.org.
COLA Served Here

URS cost-of-living adjustment is calculated in January

What It Is
As the cost of living rises, so will your retirement benefit. It’s an outstanding advantage of having a URS pension. Not all public pension plans have a COLA, and those that do are often calculated less generously than yours.

When You Get It
The COLA is calculated for the previous year each January. You'll be eligible for the previous year’s COLA on the anniversary of your retirement date.

How It’s Calculated
Your COLA is based on the Consumer Price Index (CPI) for the previous year as determined by the U.S. Bureau of Labor Statistics. We calculate COLA based on the average monthly change in the CPI.

Where to Find It
We post the COLA for the previous year each January. Go to www.urs.org/us/cola. If you have questions, please call 801-366-7770 or 800-695-4877.

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<thead>
<tr>
<th>Year</th>
<th>URS COLA</th>
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<tbody>
<tr>
<td>2015</td>
<td>0.1%</td>
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<tr>
<td>2016</td>
<td>1.3%</td>
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<td>2017</td>
<td>2.1%</td>
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<tr>
<td>2018</td>
<td>2.4%</td>
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Extra Coverage

PEHP Medicare Supplement is an exclusive URS benefit. Here’s a quick rundown of what it’s all about.

Benefits of PEHP Plans
- Covers deductibles and co-insurance costs Medicare doesn’t cover.
- Great options: three medical plans, three pharmacy plans, two dental plans, two vision plans
- Provides coverage for out-of-state and out-of-country needs.
- Payment is easy: Premiums can be deducted from your URS retirement check.

Learn More About Medicare
Join PEHP Health & Benefits for a free, one-hour presentation about Medicare and Supplement plans. You're welcome to join us — you don't need to register.

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<td>July 9, 2019</td>
<td>10 a.m.</td>
<td>Davis County</td>
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<td>Cache County</td>
<td>North Logan City Library</td>
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<tr>
<td></td>
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<td>475 East 2500 North, Logan</td>
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Who’s Eligible
Anyone who’s ever been part of the URS system or married to someone who was.

Enrollment
- When you first become eligible for Medicare
- When your current coverage ends
- At our annual open enrollment in the fall

www.pehp.org/medsup
How to Donate to Charity Tax-Free From Your IRA

If you’re 70 ½ or older, you can donate up to $100K

If you’re age 70½ or over and have a Traditional or Roth IRA, you can directly transfer, tax-free, up to $100,000 per year to an eligible charity.

This option can be used whether or not you itemize your deductions. The distributed amount is excluded from your income; however, no deduction, such as a charitable contribution deduction on Schedule A, may be taken for the distributed amount.

To qualify, you must be age 70½ or older at the time of distribution and the funds must be transferred directly by the IRA trustee (URS) to the eligible charity. Not all charities are eligible.

For example, donor-advised funds and supporting organizations are not eligible recipients. Distributions from employer-sponsored retirement plans, such as the URS 401(k) and 457 plans, are not eligible for this option.

Amounts transferred to a charity from your IRA are counted toward your IRA’s required minimum distribution (RMD) for the year. If you’ve made nondeductible contributions to your Traditional IRA, a special rule treats amounts distributed to charities as coming first from taxable funds, instead of proportionately from taxable and nontaxable funds, as would be the case with regular IRA distributions.