



WELCOME!

Your Automatic Enrollment in the Roman Catholic Archdiocese of Boston 401(k) Retirement Savings Plan

Congratulations! You will be automatically enrolled in the RCAB 401(k) Retirement Savings Plan (the Plan) as described below. This means you can take control of saving for your future with:

- **Built-in savings discipline** — your Plan contributions are automatically deducted from your pay, so you don't have to remember to save
- **Tax deductions** — saving in the Plan may provide certain tax advantages now and in retirement
- **A variety of investment options** — you decide how to invest your contributions
- **Investment advice** — get help with your saving, investing, and planning decisions
- **Easy account access** — manage your account 24/7 on the web and through the Voya Retire[®] mobile app

For more information, read the accompanying Plan Highlights, which provides an overview of the 401(k) Retirement Savings Plan features, investment options, and retirement planning tools or visit rcab.voya.com or catholicbenefits.org/401k/401k.html.

Automatic Enrollment in the Plan

You will be automatically enrolled in the Plan:

- on the first pay day on or after 45 days from your hire date with your new employer;
- on the first pay date on or after 45 days from your re-hire date if you are returning to employment with the same employer; or
- on the first pay date on or after 45 days from the effective date of your change to benefit-eligible status.

A 3% pre-tax contribution will be deducted from your pay, and you will be invested in an American Funds Target Date Retirement Fund based on the year that you turn 65.

To get details on the Target Date Funds or any of the other investment options, including historical performance, expenses, fund fact sheets and more, go to the *Investments* section at rcab.voya.com.

Your contributions are automatically deducted from your paycheck, and you can change your contribution rate at any time by logging in to rcab.voya.com. More information on changing your contributions is in the Plan Highlights.

Options if you do not want to be Automatically Enrolled

- You have the option to actively enroll in the Plan before automatic enrollment begins, at a contribution rate of your choice on a before-tax and/or Roth after-tax basis. You can choose from a wide range of investment options or request advice from a professional. If no action is taken within 30 days from the date of the enclosed confirmation statement, you will be automatically enrolled into the Plan at a contribution rate of 3%. This contribution will be deducted from your paycheck before taxes (pre-tax).
- If you want to decline automatic enrollment, you have 30 days from the date of the enclosed confirmation statement to opt out. Go to rcab.voya.com and follow the instructions. You may also call Voya at **855-817-1664**.
- You may also opt out of participating in the Plan at any time after you are automatically enrolled. If you are automatically enrolled and you choose to stop contributing, you can request a refund within 90 days of the first contribution posting date. You must elect a contribution rate of zero when electing the refund option.

CUSTOMER SERVICE ASSOCIATES



Call Voya at **855-817-1664**
(Hearing impaired: 800-579-5708).

English- and Spanish-speaking Voya Customer Service Associates (CSAs) are available to assist you, weekdays from 8 a.m. to 8 p.m. ET, excluding stock market holidays.

IMPORTANT NOTES

If you previously worked for another employer in the Plan

If you still have a balance in the Plan, your account balance, beneficiary information, and any applicable loan balance and deductions will automatically transfer to your new Plan account. You can use your existing Personal Identification Number (PIN) that was provided to you by Voya.

If you work for multiple employers in the Plan

You will maintain separate account balances, including contribution rates, investment elections, and beneficiaries for each employer. Your PIN that was provided to you by Voya will apply to all account balances.