



YOUR PASSION.
OUR MISSION.



The Arc
New York

Arc New York 401(k) Plan Universal Availability Notice

As an eligible employee of Arc New York, you are permitted to participate in a 401(k) tax deferred retirement plan.

What is a 401(k) plan?

A 401(k) plan is a tax-deferred retirement plan available to employees of educational institutions and certain non-profit organizations. In this plan, you can make pre-tax contributions for retirement savings. Distributions generally are only available when you reach age 59 ½ or experience a severance of employment. However, distributions can also be available in the event of financial hardship, death, or disability. Short-term needs also can sometimes be met by non-taxable loans.

Why contribute to a 401(k)?

Participating in the retirement plan can provide a number of benefits, including:

- Your 401(k) contributions are made on a pre-tax basis which can greatly reduce your current income tax bill. For example, if your federal marginal income tax rate is 25%, and if you contribute \$100 a month to a 401(k) plan, you've reduced your federal income taxes by roughly \$25 (assuming a 25% tax bracket). In effect, your \$100 contribution costs you only \$75. The tax savings can grow with the size of your 401(k) contribution.
- Your accounts in the 401(k) plan are tax-deferred. This means that your account can grow tax-free until time of withdrawal.
- Other sources of retirement income, including state pension plans and, if applicable, Social Security, often do not adequately replace a person's salary upon retirement. A 401(k) plan can provide a healthy supplement to an employee's retirement income.

How do I get more information?

To obtain more information, including information about how to participate, and about the savings products made available under the plan, contact the Human Resources Department or AIG Retirement Services at 1-800-448-2542.

Not intended as tax or legal advice. Neither your employer nor the investment providers offering savings products under the plan can provide you with tax or legal advice.

We see the future in you.SM

Securities and investment advisory services offered through VALIC Financial Advisors, Inc. (VFA), member FINRA, SIPC and an SEC-registered investment adviser.

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