



A Quarterly Bulletin

Updates for Employers

If You're Planning Special Pay ...

As of January 1, 2011, employers participating in the Adventist Retirement Plan could elect to make Special Pay Contributions on behalf of Plan participants eligible to receive a post-1999 retirement allowance. Employers make the election by sending a copy of board minutes showing that Special Pay was adopted and the date it became effective to Adventist Retirement.



Employers that adopt Special Pay Contributions are required to submit all post-1999 retirement allowances as Special Pay Contributions in the ARP payroll file. **Employers cannot pay post-1999 retirement allowance in any other way unless:**

- **A Plan participant dies.** If a participant dies, the retirement allowance cannot be sent to Empower as a Special Pay Contribution. The retirement allowance must be paid to the participant's designated beneficiary and is taxable to the participant.
- **A participant has exceeded the Plan's 415(c) contribution limit for the year.** If the participant has exceeded the 415(c) contribution limit, the amount of the retirement allowance over the limit must be paid as taxable income to the participant. An alternative to this would be to pay the amount of Special Pay in the current year that is within the 415(c) limit and pay the remainder or part of the remainder of Special Pay in subsequent years up to three years post retirement.

The 415(c) contribution limit for 2023 is the lesser of 100% of the participant's includible compensation (defined as federal taxable wages, PLUS pre-tax elective salary deferral and pre-tax cafeteria plan contributions made by the individual) or \$66,000. The IRS periodically adjusts this limit. The contributions that are subject to the 415(c) limit are elective salary deferrals (pre-tax and

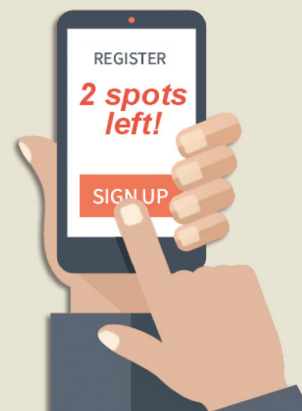
Roth), voluntary after-tax contributions, and employer match, employer basic, and employer Special Pay contributions.

The Special Pay field or data item in the payroll file is only to be used for the Special Pay post-1999 retirement allowance paid by employers who officially adopted the [Special Pay Resolution](#).

Each year the Adventist Retirement Plan works with Empower on compliance testing. If you have questions on the Special Pay Contribution or compliance testing, please contact Kristinadahabura@nadadventist.org

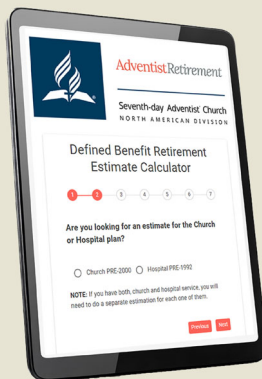
Retirement Training Not to be Missed

Do you work with any aspect of the Defined Benefit (DB), Defined Contribution (DC), and SHARP healthcare assistance Plans? If so, you'll want to sign up for this two-day HR Training which covers all things retirement—including policies, the application process, rules of SHARP and how to on-board a new employee for the Empower contributions. Go to the link below to enroll in either the March or July session (they cover the same material).



- [Reserve your space today!](#)

The Estimator is Up and Running!



There's a nifty new tool in the employee toolbox: the Defined Benefits Plan Estimator is now ready for use on our website. The Estimator is specifically built to give an employee with Church or Hospital Defined Benefits service the opportunity to enter their personal service record data and receive an estimate of their monthly pension. To access the Estimator, just use this link: estimate.adventistretirement.org

And Remember to Use This Calculator

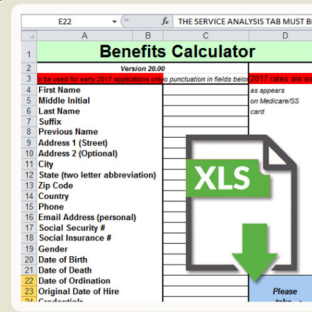
In case you've forgotten (hey, it happens), you must use the 2023 Benefit Calculator for all applications submitted after January 1, 2023. The version you want is v26.01.xls and it's easily found in the eAdventist Personnel program under "Retirement."

For Retiring Employees Baffled About Healthcare Enrollment

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We understand there is some confusion about how a newly retiring employee can learn about the Alight Retiree Health Solutions process. That's easy to clear up! The Adventist Retirement website provides multiple access points that will help the employee as they navigate healthcare enrollment in retirement. They'll find these at www.adventistretirement.org, which is the website an employee should always use. (Keep in mind--and make sure they understand--that they will not have access to the Adventist Retirement dedicated website at Alight Retiree Health Solutions until they are retired and the application has been sent to Adventist Retirement.)



Under the Employee tab they will see three tabs: [SHARP](#), [Defined Benefit Plan](#), and [Defined Contribution Plan](#). Each tab is specific to a plan or benefit offered under Adventist Retirement.

The SHARP tab provides a [Retirement Information booklet](#) which answers questions about the Alight Retiree Health Solutions enrollment process, Medicare and the HRA (Health Reimbursement Account). This booklet is a downloadable PDF file. In the middle of the page there is also a short video about YSA (Your Spending Account) and access to the HRA (Health Reimbursement Arrangement). Finally, they (and you) can review all the available resources by clicking on the Resources tab at the very top of the page. If all else fails, SHARP is just a phone call away at 443-391-7338.

Free Every Month: Empowering Webinars on Finance

Here's a great perk for participants with an Empower retirement account—a finance education webinar provided by Empower (in both English and Spanish) at no cost every month. You can register for an upcoming live session online at educationseries.empowermytime.com. You will then receive a confirmation email with the meeting link that can be added to your calendar. The easiest way to join your session is to click that meeting link at the appropriate time. Topics include retirement planning for women (March), retirement readiness (April), retirement planning and investing (May), estate planning for the LGBTQ+ community (June), and navigating financial setbacks (July).



In fact, one of these events is just around the corner. Empower is offering a webinar on Financial Wellness, just for Adventist participants, on consecutive days—March 21, 22 and 23. Register for the day and time that suits you best.

■ [Register Now](#)

Yep, It's Your Special Place on the Website

You do so much to assist your employees that you might sometimes wonder, “What about me?” So here's a reminder that the employer pages of our website are just for you! There are employer sections for [SHARP](#), [Defined Benefit Plan](#), [Defined Contribution Plan](#), [Guam Defined Contribution Plan](#), [Quarterly Bulletin](#), [FAQs](#), and [Contact Us](#).



Here are just a few of the resources you will find on our website:

- On the “Employer Defined Benefit Plan” page you will find the [2023 Benefits Calculator](#) and the [SDA Church DB Plan document](#).
- On the “Employer Defined Contribution Plan” page you will find the [Admin Manual](#) written to help employers navigate the DC Plan task they do for their employees, the [Summary Plan Description](#) that should be given to every employee to help them understand their Defined Contribution Plan benefits, and the [CFP Flyer](#) so employees know they have the benefit of their own certified financial planner.

Again, there's much more to be found in the employer sections so don't forget to explore them.

With that, we'll draw this quarter's bulletin to a close. Continue to do the fantastic work that we appreciate so much!

-Your Adventist Retirement Team

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