

New Hire TRS Mandatory Retirement Plan Election/Enrollment

5. The **Enroll in Your Retirement** page will populate with information regarding both the Teacher Retirement System of Georgia (TRS) and the Optional Retirement Plan (ORP). Choose the plan that you would like to enroll in by clicking the button associated with that plan. Once selected, you cannot change your election. If you have questions, cancel out of this page and get more information from your HR/Benefits representative or on the [USG Benefits website](#).

Click **Continue**.

NOTE: If you are eligible for ERS, GSEPS or need to make an election other than TRS or ORP for any other reason, you must contact your local institution's HR/Benefits office.

← Benefits
Retirement at Work

05/15/2019

Enroll In Your Retirement

Teacher's Retirement System of Georgia (TRS)

TRS is a Defined Benefit Plan. In this type of plan, your retirement benefit is "defined" based on a predetermined designated formula. You are required to make a mandatory pre-tax contribution to the plan and your employer contributes a matching contribution on your behalf.
Your Retirement Benefit is calculated based upon 2% times your length of service and your average monthly salary derived from your highest consecutive 24 months of earnings. You do not make investment decisions nor do you assume the risks associated with investment decisions.
You become 100% vested after 10 years of creditable service. If you leave employment with the USG prior to becoming vested, you have the option of leaving your contributions with TRS (accrues interest for 4 years), roll over your contributions to another qualified plan or IRA or request a lump-sum distribution (tax penalties may apply).
You should carefully consider the implications of the 10 year vesting schedule in making your retirement plan election, for example positions with limited term assignments.
There are 5 key plan provisions to the TRS plan:
1. Mandatory 6% employee contributions and matching 21.14% employer contributions (effective 07-01-2019 and are subject to change)
2. 100% vested after 10 years of creditable service
3. No loans allowed
4. No hardship or unforeseen emergency withdrawals
5. No in-service distributions

Teacher's Retirement System
TRS Start Date: 05/01/2019

Optional Retirement Plan (ORP)

ORP is a 401(a) Defined Contribution Plan. In this type of plan, the employer and employee make contributions to the plan on a regular basis. You are required to make a mandatory pre-tax contribution to the plan and your employer contributes a matching contribution on your behalf.
Your account balance is based upon EE/ER contributions and accumulated earnings. You become 100% vested immediately. You are responsible for making investment decisions and assume the risks associated with investment decisions. You can divide your investments between 3 retirement plan vendors: TIAA, Fidelity and VALIC/AIG.
If you leave employment with USG, you have the option of leaving your contributions with your retirement plan vendor, roll over your contributions to another qualified plan or IRA or request a lump-sum distribution (tax penalties may apply). This plan doesn't accept rollovers into the plan.
There are 5 key plan provisions to the ORP plan:
1. Mandatory 6% employee contributions and matching 9.24% employer contributions (subject to change)
2. 100% vested (upon enrollment in the plan)
3. No loans allowed
4. No hardship or unforeseen emergency withdrawals
5. No in-service distributions

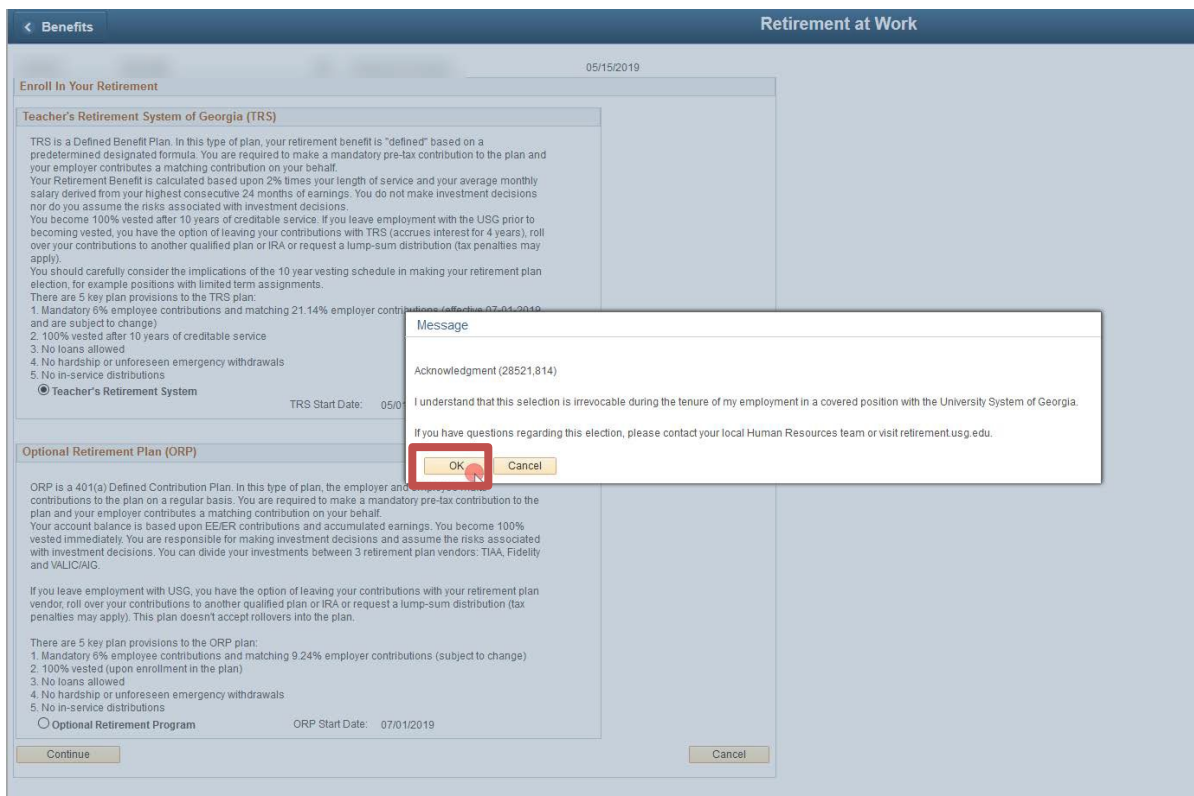
Optional Retirement Program
ORP Start Date: 07/01/2019

Continue

Cancel

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6. You will receive an acknowledgement message after you have made your election. To acknowledge and confirm you understand your retirement plan election and that your election is irrevocable for as long as you are employed at the USG, click **OK**. **NOTE: YOU CAN NOT CHANGE THIS ELECTION ONCE IT HAS BEEN MADE.** If you have questions, cancel out of this page and get more information from your HR/Benefits representative or through the [USGBenefits website](http://USGBenefits.usg.edu).



Retirement at Work

05/15/2019

Enroll In Your Retirement

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Teacher's Retirement System TRS Start Date: 05/01/2019

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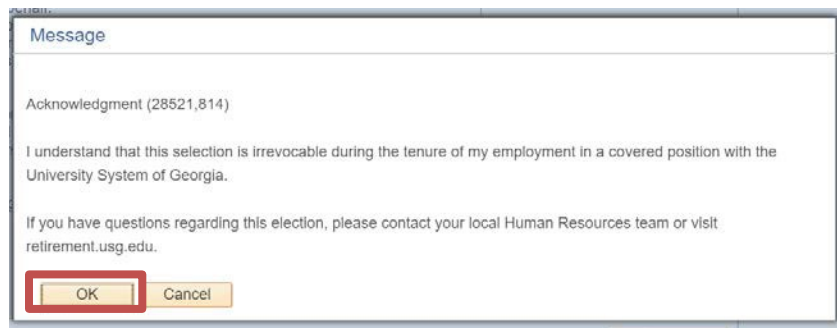
Optional Retirement Program ORP Start Date: 07/01/2019

Message

Acknowledgment (28521,814)

I understand that this selection is irrevocable during the tenure of my employment in a covered position with the University System of Georgia.

If you have questions regarding this election, please contact your local Human Resources team or visit retirement.usg.edu.



Message

Acknowledgment (28521,814)

I understand that this selection is irrevocable during the tenure of my employment in a covered position with the University System of Georgia.

If you have questions regarding this election, please contact your local Human Resources team or visit retirement.usg.edu.



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- If you elected **Teacher Retirement System (TRS)**, a Teacher Retirement System acknowledgement signature panel will be shown. Acknowledge your enrollment in the Teacher's Retirement System by **Typing Your Full Name** in the box provided. Then click **Save**.

NOTE: You should receive an email confirmation of your election.

You will then receive the following message with a link to Retirement@Work. Click the **Retirement@Work** button if you would like to enroll in the **voluntary savings plans {403(b) and/or 457(b)}** for additional retirement savings.

CONGRATULATIONS! You have now completed your enrollment in TRS.