MICHIGAN OFFICE OF RETIREMENT SERVICES
*Big Plans. Small Steps.*

State of Michigan 401(k) and 457 Plans
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800-748-6128 StateOfMi.Voya.com /MichiganORS

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VOYA®



As of Oct. 16, 2026, you are saving **[CR]**% of your gross wages to your accounts in the State of Michigan 401(k) and 457 Plans.

The Small Steps 1% increase will be applied to **[Plan Name]**

**Your current contribution rate breakdown is:**

State of Michigan 457 Plan: [457 contribution]

Roth 457: [Roth 457 Contribution]




After the Small Steps target contribution rate goal is reached, you may need to save more to reach your retirement goals. To adjust your contribution rate at any time, log in to your account at **StateOfMi.Voya.com** or call **800-748-6128**.

## The rewards of saving with **Small Steps**

Daniel and Lilah earn a salary of $50,000. During their first year on the job, both save 5% of their salary.

Daniel's contribution rate goes up 1% each year with Small Steps until his rate reaches 15% and stays there until he retires.

Lilah opts out. She holds her rate at 5% from start to finish.

**With each annual Small Steps increase, Daniel keeps moving in the right direction. He gradually builds his contribution rate and stays on course for retirement.**

## Keep moving toward your future one step at a time.

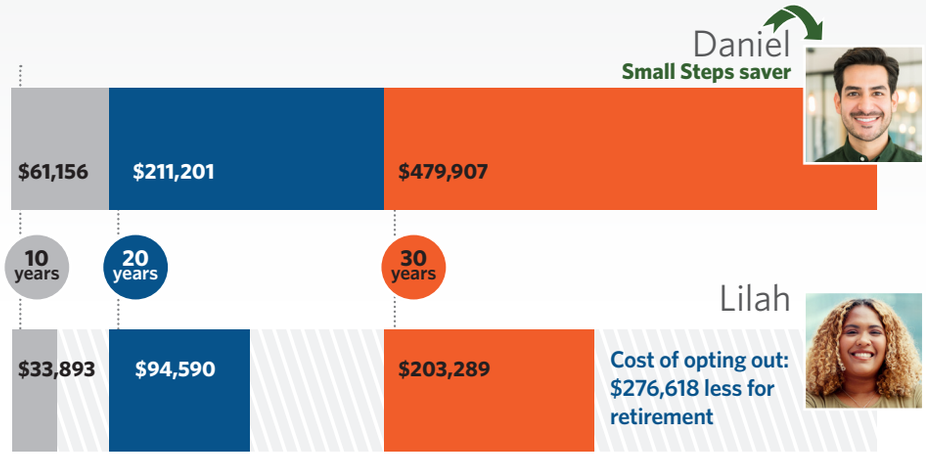
Even when today's expenses make saving feel challenging, each contribution helps you move closer to the retirement path you're building.

Small Steps helps you build momentum by automatically increasing your contribution 1% each year until you reach 15% of pay.

- Increases follow your current investment elections.
- At 15%, the increases stop and your rate holds steady.
- The next increase takes effect in March 2027.

If you do not want to take advantage of the Small Steps 1% increase, you have until **Feb. 7, 2027**, to opt out.

To opt out of the increase in 2027, log in to **SmallStepsToBiggerSavings.com**.
Enter this username and authentication code:
Username: **[last name]**
Authentication code: **[Auth Code]**




This is a hypothetical example for illustrative purposes only and does not represent the performance of an actual investment. It assumes an annual salary of $50,000, pretax contributions, contributing regularly at age 30 until retiring at age 65, 26 pay periods per year, a 6% annual rate of return, and reinvestment of earnings. Investments are subject to investment risk including the possible loss of principal. The investment return and principal value of the security will fluctuate so that when redeemed, it may be worth more or less than the original investment. In addition, these figures do not reflect any adjustment for pay raises, inflation, taxes or any fees, expenses, or charges of any investment product. Taxes are generally due upon withdrawal of tax-deferred assets.

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