Welcome to the BENCOR FICA Alternative Plan

Florida International University provides the BENCOR FICA Alternative Plan as an important retirement benefit for all part-time, seasonal and temporary employees not covered under the Florida Retirement System. This letter provides general information about the plan and outlines available resources for you to get more detailed information.

Key Features of your FICA Alternative Plan

- If you are eligible, you are automatically enrolled in the program.
- Instead of Social Security Tax, 7.5% is deducted from your wages on a pre-tax basis and deposited into a retirement account in your name.
- You will permanently save Social Security taxes that otherwise would be deducted from your wages.
- Income taxes are deferred on contributions to the plan until you withdraw the money from your account in the plan.
- Your plan account is always 100% vested and belongs only to you.

Where Can You Get More Information?

1. Your Employer’s Benefits Department
   Access Frequently Asked Questions and plan videos through your employer’s benefits department or benefits web portal.

2. Online
   www.bencorplans.com
   Click on Participant Login, select your State, County and Employer then click on Log In.
   For first time users, click on New User and follow the prompts.
   For returning users, enter your User ID and Password, select Participant from the drop-down menu and Login.

3. BENCOR National Participant Service Center
   866-296-9712
   (M-F 9:00 a.m. - 6:00 pm ET)

4. Your local BENCOR Advisors:
   Frederick Drummond & David Drummond
   954-524-4542