



CRSP 403(b) Spring Enrollment

Frequently Asked Questions

Why are we conducting a CRSP 403(b) Spring Enrollment campaign?

Retirement can sneak up on our workers. So we want to take this opportunity to remind them to prepare for retirement by saving in the Concordia Retirement Savings Plan (CRSP) 403(b). This Spring Enrollment campaign helps separate retirement savings from other decisions workers have to make during Annual Open Enrollment. CRSP 403(b) Spring Enrollment is March 17-28, 2025.

Currently we have an estimated 50% of workers who will not be retirement ready, which means they will need to save, or save more, to improve their retirement readiness (see retirement readiness question below).

Who is included in the campaign?

Full-time, active workers at employers who have adopted the CRSP 403(b), and part-time workers who are currently saving. Workers at employers who have not adopted the CRSP 403(b) are excluded from this campaign.

How can workers save/change their savings amount?

- Online through the Member Portal: ConcordiaPlans.org/MemberPortal. Once logged in to the Member Portal, workers should select “Benefits Management/Enroll or Make Changes” and then select “CRSP 403(b) Contribution Change” to update their CRSP 403(b) election.
- Complete a Salary Deferral Agreement (Savings Form): [CRSP Salary Deferral Agreement \(11381\)](#).
- Workers can access Vision, the online retirement planning tool from ProManage, to update their deferral amount. Vision can be found in the “Quick Links” menu in the Member Portal.

Workers can visit ConcordiaPlans.org/CRSP for instructions and additional resources to help them update their deferral amount.

What is retirement readiness?

Retirement readiness, from a financial standpoint only, is an estimate of whether a person is on track to be able to live in retirement without a reduction in his/her standard of living due to financial considerations.

This score is calculated by using:

- Projected Concordia Retirement Plan (CRP) pension benefits.
- Projected Social Security benefits.
- Age.
- Projected CRSP 403(b) balance at current savings rate.
- Projected future scenarios (based on the financial market).
- Modest assumption of retirement savings outside of the LCMS.

These measures are estimated and an individual's retirement readiness may be different, especially if they have financial considerations not included above.

How can we help our workers learn more about saving for retirement?

- Encourage workers to use financial planning tools available on our website.
- Share the contact information for the Financial Educators, who can provide one-on-one financial planning assistance: MoneyMatters@ConcordiaPlans.org.
- Spread the word by sharing this link ConcordiaPlans.org/CRSPSpring for the CRSP 403(b) Spring Enrollment dedicated webpage, where workers will find resources and retirement planning information.

How do employers reach the 90 Degree Benefits site?

Visit 90 Degree Benefits at <https://crsp403b-90db.com/>.

Are CRSP elections made by workers during Spring Enrollment period automatically remitted?

No. CRSP 403(b) elections and changes made by workers will need to be updated by the employer and remitted to 90 Degree Benefits or your payroll partner if using Paychex or Paycor to remit CRSP 403(b) contributions. If you have questions about remitting contributions, contact 90 Degree Benefits at 800-486-7664 ext. 2556 or LCMS.t7@90degreebenefits.com.

What are my responsibilities as an employer?

As the employer, you are expected to:

- Report current compensation data to Concordia Plans on the Annual Compensation Report.
- Start new deductions in your payroll system based on your workers' elections made during Spring Enrollment.
- Remit new contribution amounts to 90 Degree Benefits or your payroll administrator.

What is included in this campaign?

To help prepare for the CRSP 403(b) Spring Enrollment, employers can visit [our website](#) to watch a recorded webinar that includes information on Spring Enrollment. Additional communications will also be included in the upcoming employer newsletters, as well as informational emails.

Workers will receive a printed communication piece and segmented email communications regarding Spring Enrollment.

What can employers do to encourage their workers to better prepare for retirement?

- Put workers on the right path by automatically enrolling them to save in the CRSP 403(b). Workers always have the option to opt out of saving but most don't.
- Putting in place an employer match. This can be done in a budget friendly way. Ask us how!
- Setting up a specific one-on-one day with Financial Educators where everyone has a 15-minute time slot to discuss and get started if not already saving.

Who do I contact if I have questions?

If you are interested in offering the CRSP 403(b) to your workers, or more information on adopting the CRSP 403(b) for part-time workers, please contact your Account Manager. For questions about administering the CRSP 403(b), contact the CRSP team at CRSP@ConcordiaPlans.org or 888-927-7526 ext. 6008.