



Photo of fishing pier in Atlantic Beach, NC

UNC Retirement Plans Moving to Single Recordkeeper

Earlier this spring it was communicated that the UNC System was exploring the option of moving from our current two retirement plan recordkeepers, TIAA and Fidelity, to a single recordkeeper for all of the UNC Defined Contribution retirement plans.

With the assistance of our plan's investment advisory firm, CAPTRUST, the RFP process was completed at the end of August and the contract to manage all participant retirement plan assets has been awarded to TIAA. This will impact the following UNC Retirement Plans:

- UNC Optional Retirement Program (ORP)
- UNC 403(b) Plan
- UNC 457(b) Plan
- UNC Senior Administrative Officer Retirement Program
- UNC Senior Athletic Employee Retirement Program

As of June 30, 2023, the University had over \$11.8 billion in five defined contribution retirement plans. We have leveraged our position to get lower recordkeeping expenses. Under our new contract, once the consolidation is complete, UNC will have saved participants over \$500,000 a year in record keeping expenses.

Having our assets with a single recordkeeper will also allow participants to take advantage of:

- lower cost investments which include mutual funds and collective investment trusts
- Consider plan pricing structure that further optimizes investment returns for participants
- Contribution planning and investment selection advice
- Enhanced participant engagement on issues related to financial planning
- Customized retirement income solutions
- Consistent messaging about how the various plans work



What's Next?

Beginning on September 1, 2023, all newly hired employees that choose to participate in any UNC Retirement Plan must enroll with TIAA.

Beginning January 1, 2024 any employee that currently has ORP employer and employee contributions split between TIAA and Fidelity, all Fidelity contributions will be re-directed to TIAA. If you also split contributions in UNC 403(b) and/or UNC 457(b) between both vendors, the Fidelity contributions will be re-directed to TIAA. While no action is necessary by you, we do encourage you to check your investment allocation with TIAA prior to January 1, 2024 to ensure that contributions are allocated based on the investments you selected at TIAA.

Plans are currently underway with TIAA to make this transition as seamless as possible. In the coming months, you will receive more information about these changes, which will include a detailed transition guide about the fund mapping process, key dates, and the decision-support resources available to you. You can review the current fund line-up offered through TIAA at [TIAA.org/unc](https://www.tiaa.org/unc).

We encourage you to take advantage of the guidance and tools available to you to help maximize your savings and plan for a successful retirement.

More About TIAA



TIAA (Teachers Insurance Annuity Association) was initially created in 1918 by Andrew Carnegie and his Carnegie Foundation for the Advancement of Teaching to be a fully funded system of pensions for professors. Through its rich history, TIAA has evolved into a Fortune 500, not-for-profit organization that is a leader in the industry, serving the financial needs of people in academics, government, medical, cultural and other nonprofit fields.

TIAA is committed to its clients, its employees and its communities. TIAA's principles guide all they do as they work to deliver retirement security for their clients.

Purpose: They serve a single purpose: your financial well-being

Long-Term Focus: Their disciplined approach was created for your long-term financial goals.

Performance and Value: At TIAA, performance meets great value. They offer high performing funds while more of your money works for you.

For more on TIAA and their approaches, [click here](#).

TIAA Fighting to Retire Inequality for Good

TIAA understands the importance of the future and they are passionate about change to #RetireInequality. Were you aware that there is a 30% gender retirement gap and 54% of Black Americans don't have enough savings to retire?

TIAA partnered with designer Fe Noel at New York Fashion Week to debut this statement making dress and drawing attention to the fact that women are retiring with 30% less in their retirement accounts while typically living longer than men. This powerful dress serves as a symbol of the \$1.6 million women miss out on in retirement.



Now is the time to see if you are on the right track for retirement. [Click here](#) to check if you are on track or schedule your [one-on-one appointment](#) with TIAA.

To learn more about TIAA's #RetireInequality and their efforts to reduce the gap, visit retireinequality.com.

"All achievements, all earned riches have their beginning in an idea"

-Andrew Carnegie



University of North Carolina System Retirement Plans:
Plan Investment Review | Performance Summary
(for the period ending 6.30.2023)

Give Your Retirement a Raise

As most state employees have been eagerly awaiting budget news from the NC General Assembly for the fiscal year that began on July 1st, news finally came at the end of September. A budget has been passed that currently provides state employees a 4% salary increase for 2023/2024 and a 3% salary increase for 2024/2025.

When your paycheck gets a raise, it's a great opportunity to also give your retirement plan a raise. As TIAA has shown in the illustration below, saving a little now could make a huge difference down the road. Even a 1% increase to your UNC Supplemental Retirement account each year could add thousands to your account over time. For more information, [click here](#).

Saving more for retirement is a smart money move with many benefits

Has your paycheck increased over the years? Have your living expenses changed? If so, consider contributing more to your retirement plan.

- **This may help you avoid paying more in current taxes.** That's because any pretax contributions you make are deducted from your salary before taxes are calculated.
- **There are more funds working for you** because contributions and earnings are not taxed until you withdraw your money.*

Saving a little now could make a big difference later. The chart below shows what happens when a person earning \$40,000 a year contributes 3% or 4% of their salary.

Starting salary: \$40,000	Total savings after 5 years	Total savings after 15 years	Total savings after 25 years
3% salary contribution	\$7,389	\$34,624	\$90,756
4% salary contribution	\$9,852	\$46,165	\$121,008

This illustration assumes annual raises of 3%, that contributions earn a hypothetical 6% annual return and that contributions are made at the beginning of each month, compounded monthly and reinvested. This illustration is not meant to predict or project performance. Does not include any withdrawals, fees, or taxes that would reduce performance. Actual returns will vary.

Interested in saving more for retirement but not sure where to begin? The UNC System offers the opportunity to meet one-on-one with our investment advisory firm, CAPTRUST to create your Retirement Blueprint. In addition, you can also contact TIAA directly to schedule a meeting with one of our dedicated TIAA Consultants. See contact information in the chart below to set up your appointment with CAPTRUST and TIAA.

MAKE AN APPOINTMENT WITH A FINANCIAL CONSULTANT TO DISCUSS YOUR FINANCIAL GOALS AND FUTURE RETIREMENT PLANS

Vendor	Plan Options	Reservation Tool	Individual Advisory Service
CAPTRUST	Investment advice for all plans	www.captrustadvice.com/unc	www.captrustadvice.com/
FIDELITY	UNC ORP 401(a) UNC 403(b) and 457(b)	www.fidelity.com/reserve	1-800-642-7131
TIAA	UNC ORP 401(a) UNC 403(b) and 457(b)	www.tiaa.org/schedulenow	1-866-842-3519
EMPOWER Previously Prudential	State's 401(k) State's 457(b)	christy.kelly@empower.com	1-866-627-5267

INVESTOR CORNER

CAPTRUST

Eight Small Habits to Help You Save Big

Experts have discovered ways to help you cut costs and save more!

- Know what you are spending- For some, it's easiest to create a budget and for others it monitoring their checkbook weekly to see where your money is going.
- Use the power of visualization- Have a big savings goal or a large purchase to save for? Cut out a picture, put it on your bathroom mirror or above your desk. Save it as the wallpaper on your cell phone. This will serve as a reminder of your bigger goals and help curb unnecessary purchases.
- Before you buy something, take a pause and think about if it's a need or a want. The pause could be overnight or a week, but this will allow you time to decide if the purchase is necessary.
- Pay at the pump- Paying for gas at the pump to avoid the temptations of adding another \$5-\$10 in snacks and beverages to your total when you go in the store.

For more tips and to view this CAPTRUST article, [click here](#).

TIAA

How to Manage Important Documents

Where to keep your important documents and who needs to know where they are.

- Master List- Have a list of all your account numbers, logins and passwords including those for bank, credit cards, investment and retirement accounts. Include your household bills and insurance policy numbers in addition to contact information for your attorneys, accountants and other primary contacts.
- Personal papers- This can include your will, birth certificates, diplomas, and your Social Security card. These documents should be kept for your lifetime.
- Loans- Keep loan documentation and statements until the loan has been paid off. After your loan is paid, save only the documentation showing it's paid in full.
- Important documents should be stored in a safe deposit box or waterproof and fireproof home safe. Make sure someone else you trust knows where they are and how to access them.

To review more on managing important documents from TIAA, [click here](#).

Engagement Corner

Various retirement readiness resources and tools will be provided each month to help you learn more about how to live a financially well life, save more toward a comfortable retirement future, and gain additional knowledge on many other key retirement topics (Social Security, Medicare, etc.). We encourage you to take advantage of all available resources.

Upcoming Webcasts & Webinars

TIAA: www.tiaa.org/webinars2023

October 4th @ 12pm ET: Quarterly Economic & Market Update: Understanding Volatility and Recent Trends

October 11th @ 3pm ET: Invest for Success: 5 Principles You Need to Know

October 19th @ 2pm ET: Generative AI Cybersecurity: New Insights and Actions to Strengthen Security and Boost Productivity

November 1st @ 12pm ET: W2W: Prepare for your Future: A Guide to Saving and Investing

November 2nd @ 3pm ET: Create a Legacy: Your Guide to Charitable Giving

November 8th @ 2pm ET: Take Control of your Financial Life: 5 Steps to Managing Money and Debt

November 15 @ 12pm ET: Invest for Success: Fine-tuning your Retirement Strategy

December 5th @ 3pm ET: Live with Confidence: 5 Steps to Creating your Retirement Income Plan

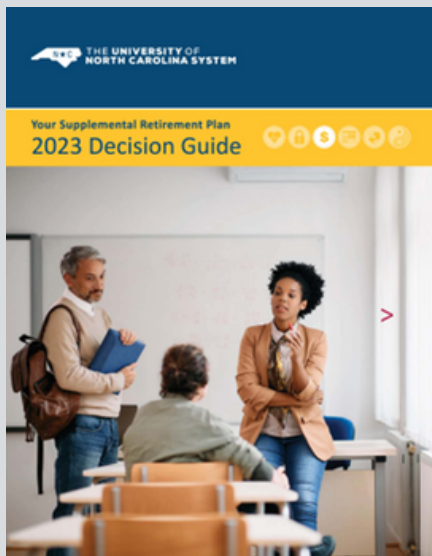
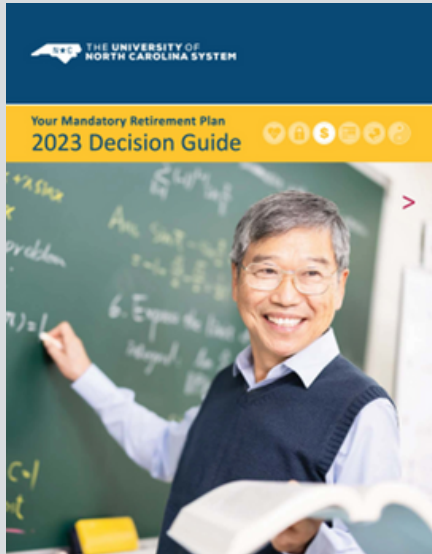
December 7th @ 12pm ET: Make the Move Toward Long-Term Financial Security: Your Mid-Career Retirement Check-In

December 12th @ 2pm ET: Write your Next Chapter: 5 Steps to Setting Your Retirement Date

December 13th @ 12pm ET: W2W: Start 2 Finish

Resource Center

Below are two of the many great resources available to assist with preparing and educating you on your path to financial wellness.



More resources available at:

<https://myapps.northcarolina.edu/hr/benefits-leave/retirement/>

or contact the approved carriers directly.

Start Saving for your Future Today!



Frequently Asked Questions

Q: Where can I view my ORP and UNC Supplemental Retirement Account information?

A: To view your retirement accounts with TIAA and Fidelity, you can login to their websites provided below. On their websites you can review your account balance, update beneficiary information, and change your investment options. For your supplemental accounts, you may also request loans, hardship withdrawals, and distributions. There are also a number of financial tools and learning opportunities available to you.

TIAA: tiaa.org/unc

Fidelity: fidelity.com

Need a Retirement Blueprint?

CAPTRUST has many great financial calculators to help you see where you stand with your future financial goals

Visit
www.captrustadvice.com
or call 800-967-9948 to
talk with a certified
Financial Counselor to
create your future
financial "Blueprint"

ARE YOU ON TRACK?

TIAA offers various tools to provide you with a clear picture of your current retirement savings. Take action to see if you are adequately prepared to meet your long-term goals.

A screenshot of the "ARE YOU ON TRACK?" tool. It shows a form with input fields for "Current Age" (31), "Desired Retirement Age" (65), "Current Salary" (\$60,000), "Savings So Far" (\$15,000), and "Current Contributions" (7.3%). Below the form are three icons representing different lifestyle choices: "The Simple Life", "Stay the Course", and "Dreaming Big".

Disclaimer

The information in this newsletter is general in nature and may be subject to change. Neither The University of North Carolina (UNC), Empower Retirement, TIAA, Fidelity Investments, nor any of their agents, can give legal or tax advice. Applicable laws and regulations are complex and subject to change. For legal and tax advice concerning your situation, you should consult your attorney or tax adviser.

For more information about any of the authorized supplemental retirement carriers or their products, including investment options or charges and expenses, please contact a company representative for a prospectus. Please read the prospectus carefully before selecting a carrier or investment option. In the event of a conflict between this guide and the Plan documents, the Plan documents will take precedent. The UNC System reserves the right to amend the Plan documents.