



THE PIER

Planning | Investment | Engagment | Retirement

Photo of: Emerald Isle, NC

“A simple fact that is hard to learn is that the time to save money is when you have some.” ~ Joe Moore

TAKE THE FIRST STEP TOWARD FINANCIAL FITNESS

1. Increase your financial strength by increasing your financial knowledge.
2. Create a sound financial budget to pay off debt and increase savings.
3. Build an emergency fund to protect your current funds and assets.
4. Continually review and reassess your retirement plan.
5. Retire timely and within the standard of living you're accustomed too.



Saving for retirement is a marathon not a sprint....

Each mile brings its own set of challenges and rewards. Whether it's a fuel station or an untimely cramp, you have to be prepared to deal with both so you can get across that finish line.



Are you saving enough toward retirement to get yourself across that finish line?

The start of a new year has become one of the most popular times to set goals and make plans. A **2018 Fidelity Investments survey** found that nearly one-third of Americans will use the new year to make financial resolutions. When looking to your vision of financial freedom, both present and future, take time to be specific in your financial goals. Specific goals will help guide you down the right path to achieving financial and retirement security.



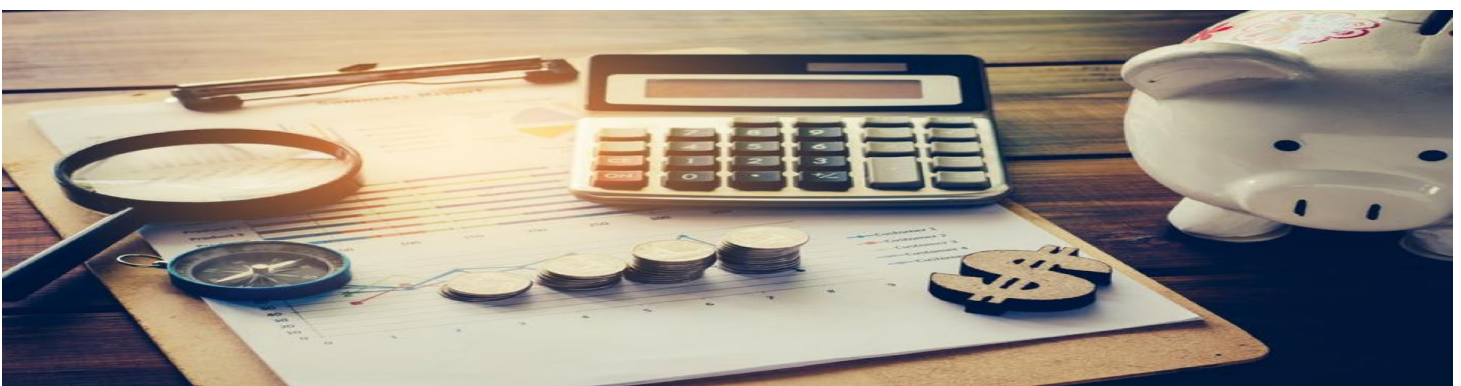
“Find out where you’re at, where you’re going and make a plan to get there.”

~Robert Kiyosaki

Take the first step in the right direction by contacting a UNC Retirement vendor (FIDELITY or TIAA) or CAPTRUST for a one-on-one counseling or use their Individual Advisory Service line to get started on a clear plan to achieve your financial goals toward retirement security.

MAKE A RESERVATION WITH A FINANCIAL COUNSELOR TO DISCUSS YOUR FINANCIAL GOALS AND FUTURE RETIREMENT PLANS

Vendor	Line	Reservation Tool	Individual Advisory Service
CAPTRUST	800-967-9948	www.captrustadvice.com/unc	www.captrustadvice.com
FIDELITY	800-642-7131	www.fidelity.com/reserve	866-343-3548
TIAA	800-732-8353	www.tiaa.org/schedulenow	866-842-3519
PRUDENTIAL	919-602-8226	Christy.kelly@prudential.com	866-627-5267



INVESTOR CORNER



CAPTRUST

TIAA

FIDELITY

Understanding Volatility

[CAPTRUST](#)'s Brandon Aber discusses how the markets work and how volatility impacts an investor's portfolio in this very informative video. Specifically, he covers short-term and long-term market behavior, as well as how those markets are dictated. Key takeaways include the indicators an investor should focus on when thinking about long-term returns, and why time in the market is more important than timing the market.



Invest In Your Future

Investing can seem complicated. There're technical terms like *compounding*, *dollar cost averaging*, and options, such as stocks, bonds and real estate. Not sure where to turn? [Investing 101](#) is a great place to start. Check out this section of [TIAA.org](#) to learn the lingo in plain English, get the basics, and find out some interesting pointers such as:

- Five mistakes even smart investors make
- What to do—and what not to do—in volatile markets
- The different options to help you build a diversified portfolio



Plan to Tackle Debt

Between credit cards, student loans, medical bills, mortgage, car notes, etc. there are many types of debt out there. [Fidelity](#) research reveals that 66% of people carry a credit card balance from month to month which could mean paying hundreds or even thousands more for your purchases than intended. The stress of debt seems to overwhelm many employees daily and in turn affects other facets of their life and wellbeing. Prioritization can help tackle the different types of debt and eliminate the long list faster. [Fidelity.com](#) provides many tools to help reshape your financial life. Start by checking out this short video with tips on prioritizing your debt.

HOW TO
PRIORITIZE
YOUR **DEBT** TO
GET RID OF IT FAST

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, as well as gain additional knowledge on many other key retirement topics (Social Security, Medicare, etc.). We encourage you to take advantage of all available resources.

	January	February	March
TIAA	Annual Financial Checklist - highlights four important things you can do to start the New Year off on the right financial foot	<i>America Saves Week</i> (Feb. 24-29, 2020)	Financial Foundation "Diversification" - increase awareness on the importance of an appropriate asset allocation mix as well as staying engaged with your portfolio.
FIDELITY	Retirement Assessment & Understanding Social Security / Live Web Workshop: Get Started and Save for the Future You	<i>America Saves Week</i> (Feb. 24-29, 2020) / Live Web Workshop: Create a Budget, Ditch Your Debt, and Start Saving for the Future You	Live Web Workshop: Take the First Step to Investing

RETIREMENT PLAN UPDATES

The New Year will usher in retirement plan changes. Review the changes to find what impact they may have on your contributions and your retirement plan investments.




Contribution Increases


The [IRS](#) has approved contribution limit increases for 2020. You can now contribute up to \$19,500 to your retirement account. If you are age 50 or older, you are eligible to contribute an additional \$6,500 for a total of \$26,000 annually.

Remember: Saving more will help bring you closer to your retirement goals. Contact your local Benefits Representative or one of the UNC retirement vendors (Fidelity or TIAA) with any questions you have concerning this contribution limit increase.

UNC SECTION 403(B) Plan Changes

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- **Hardship Distribution & Loan Changes:** The UNC Section 403(b) plan document has been amended to reflect the following changes:
 - Employee contributions will no longer be suspended
 - Requirement to take available loans prior to hardship will no longer be required
 - **NO CHANGE** to the TIAA and Fidelity application process.
 - Changes go into effective January 1, 2020
 - **Loan Changes to UNC 403(b) and UNC 457(b) Plans:**
 - Effective March 1, 2020
 - Moving from Collateralized Loans to Retirement Plan Loans
 - More information to follow

Fund Lineup Change



The University of North Carolina Investment Committee met during the third quarter and reviewed the current investment line-up. Based on benchmark information and committee discussions, a couple of changes will take place during the first quarter of 2020. Employees affected by this change will receive a communication from their retirement vendor.



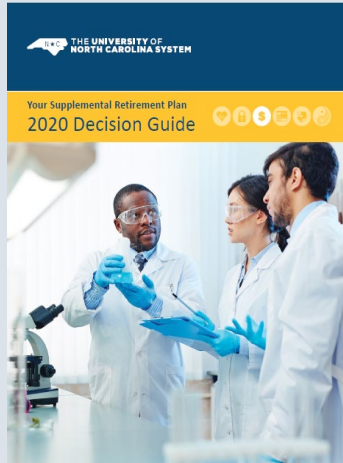
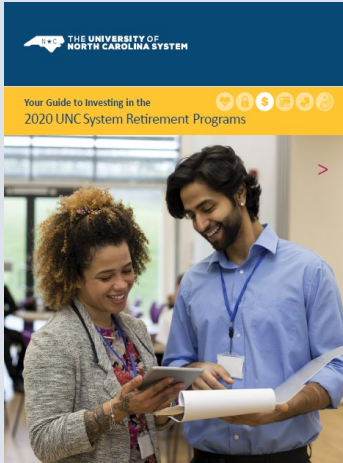
University of North Carolina System Retirement Plans:

Plan Investment Review | Performance Summary

(for the period ending 09.30.2019)

Resources Center

Below are just two of many great resources available to assist with educating, preparing, and getting you started down the path to future financial wellness.



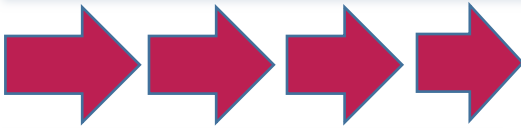
More resources available at: <https://myapps.northcarolina.edu/hr/benefits-leave/retirement/>, or contact the approved carriers directly.

Frequently Asked Questions

Can I contribute more than 6% to my mandatory retirement plan (TSERS or ORP)?

Employer and employee contribution percentages are established by the General Assembly and are made on a pre-tax basis, and cannot be increased.

Employees can save additional money for retirement by contributing additional funds in Supplemental Retirement Plans - UNC 403(b) or UNC 457(b)



Disclaimer

The information in this newsletter is general in nature and may be subject to change. Neither the University of North Carolina (UNC), Prudential 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, 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 control. UNC System reserves the right to amend the Plan documents.



ARE YOU ON TRACK?

TIAA and Fidelity have great tools available to provide you with a clear picture of your current retirement savings. Take action to see if you are adequately preparing for your long-term goals.

A screenshot of a web-based calculator titled "ARE YOU ON TRACK?". It asks, "Are your long-term savings and retirement plans on track, or could they use some course corrections? Use the tracker to see if your retirement savings are on course." The form includes input fields for: Current Age (31), Desired Retirement Age (65), Current Salary (\$60,000), Savings So Far (\$15,000), and Current Contributions (3%). At the bottom, there are three lifestyle icons: "The Simple Life (60% of Salary)", "Stay the Course (70% of Salary)", and "Dreaming Big (80% of Salary)".

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".

