



A foundation for your future

University System of Georgia Retirement Plan
Enhancements coming Spring 2019



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University System of Georgia Benefits



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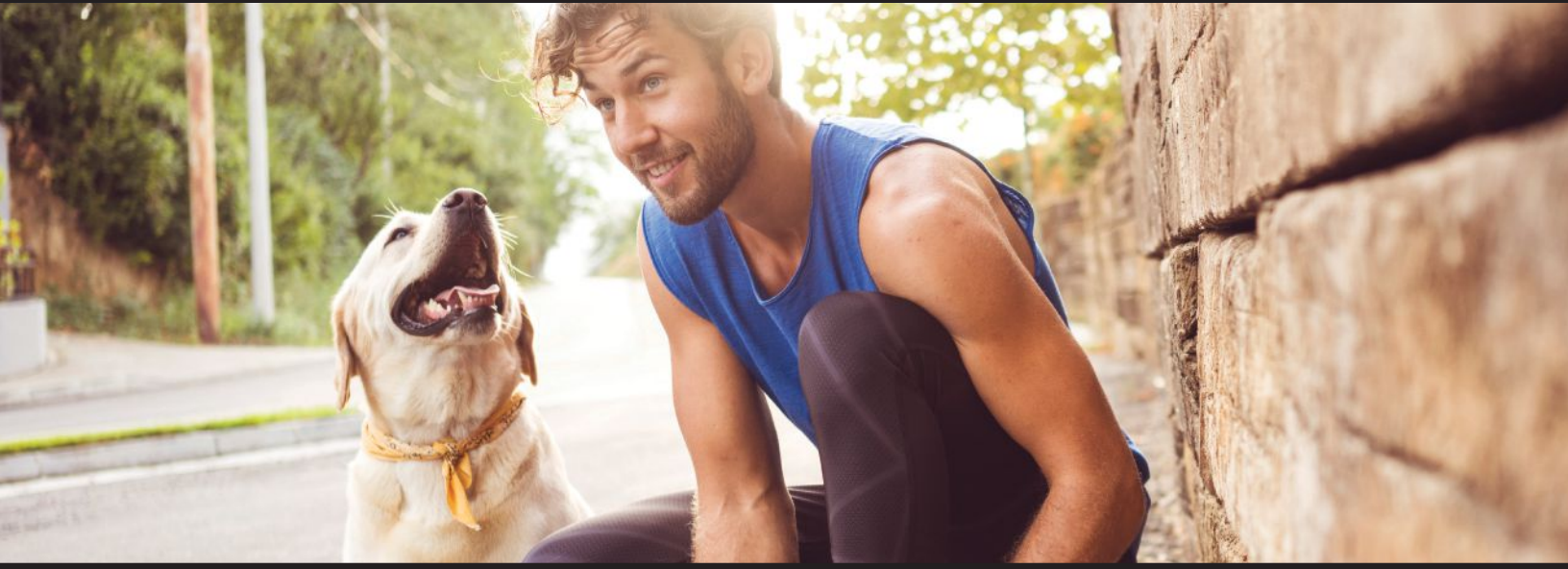
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A new chapter is about to start



The University System of Georgia (USG) is introducing important enhancements to the retirement plans to help simplify retirement planning and offer options to create a diversified retirement portfolio. The enhancements include:

- Merging existing voluntary 403(b) and 457(b) retirement plans administered by each institution into systemwide plans.
- Streamlining provider selection across the plans.
- Creating consistent investment lineups by provider across all plans.
- Adopting a more efficient cost structure for the plans with clear fee and expense information.
- Providing enhanced resources to assist you with retirement and financial planning.

This guide and the enclosed *Guide to New Investments* inserts provide important details about these enhancements and actions you may need to take. Please take special note of the Key dates chart on page 4 of this guide.

Overview of enhancements

What is changing for May 2019?

- **Three providers will be available for all the plans at all institutions—** Fidelity, TIAA and VALIC.
- **All other providers in the current voluntary 403(b) and 457(b) plans will be eliminated for future contributions as of May 1, 2019.**¹ Eliminated providers include: Ameriprise, AXA, First Investors, Lincoln Financial Group, MassMutual, Peach State Reserves 401(k)/457(b), Primerica, USAA, Voya, and Waddell and Reed.
- **TIAA will be the default provider for the new plans.** If you currently invest in the 403(b) or 457(b) plans with an eliminated provider (except for Peach State Reserves 401(k)/457(b)), and do not select a new provider by April 19, 2019, you will be defaulted to TIAA as your provider. You will be enrolled in a new TIAA account with a new contract. Your future contributions will be directed to USG's default fund for the plans—the Vanguard Institutional Target Retirement Date Fund that corresponds with your projected retirement date based on age.
If you invest with Peach State Reserves 401(k)/457(b) plans, you must enroll with either Fidelity, TIAA or VALIC by April 19, 2019. If you do not select a new provider, *your contributions to the Peach State Reserves will stop with the April 30, 2019 monthly payroll,* and you will not be defaulted to TIAA.
- **If you contribute to, invest with, or hold a mutual fund balance with TIAA,** a new TIAA contract will be established for you. No new contributions will be directed to the existing contracts.
- **Each provider will offer an investment lineup that is consistent across the Optional Retirement Plan (ORP), 403(b) and 457(b) plans.** The investment choices vary slightly among investment providers. These lineups will give you the opportunity to create a diversified portfolio that matches your goals. Review the enclosed *Guide to New Investments* inserts from each provider to see the differences in investment lineups among providers.
- **Existing mutual fund balances at Fidelity, TIAA and VALIC will be transferred to the new investment options** as shown in the *Guide to New Investments* inserts.

continued

¹ **Note:** All providers other than Fidelity, TIAA and VALIC will be eliminated from the plan. You may contact your HR/Benefits Office to confirm which providers are being eliminated at your institution, if any.

- **Expanded investment advice or guidance will be available from Fidelity, TIAA and VALIC, plus CAPTRUST**, an independent investment advisory firm that provides investment advice to participants who need help navigating their retirement benefits.
- **Self-directed brokerage options at each provider will be available on the voluntary plans, in addition to the ORP.**
- **A Roth after-tax contribution option will be available** from all three providers on the 403(b) and 457(b) plans.
- **TIAA will offer new Retirement Plan Loans** where the principal loan amount will be deducted from your plan accounts, and loan payments, including interest, will be credited to your account(s) based on the allocation for your contributions. Fidelity and VALIC will continue to offer loans on the 403(b) and 457(b) plans.
- **The new investment lineups from Fidelity, TIAA and VALIC** will be available for the Executive 403(b) and 415(m) Excess Benefit plans. Reference the *Guide to New Investments* inserts for more information on the lineups.

What is not changing?

- The basic design of the ORP and voluntary plans—eligibility and immediate vesting—remain the same.
- Employees continue to be enrolled automatically into the appropriate plan through USG unless certain eligible employees opt out per the plan rules and invest in the ORP instead.
- Teachers Retirement System (TRS), Employee Retirement System (ERS), Georgia Defined Contribution Plan (GDGP) and ORP contribution rates remain the same as determined by the Board each year.
- TRS, ERS and GDGP plan design remains the same.
- The Executive 457(f) plan design remains the same.

Available July 2019

A new Retirement@Work online portal will be available to enroll in the plans, select providers, manage your investments and view your plan balances, including the ORP. See page 19 for more information.

Attend a group education session to learn more about the plan enhancements and your options. Choose a session at education-session.usg.edu.

Key dates

Approximate date (2019)	Key steps
January 7	<ul style="list-style-type: none"> If you currently invest with an eliminated provider, select a new provider(s) for contributions beginning with the April 30, 2019, monthly payroll and choose investments. Review investments outlined in the <i>Guide to New Investments</i> inserts.
January 16	Group education sessions begin. See a full schedule and sign up at education-session.usg.edu .
April 19	<p>This is the last day to select a new provider(s) and choose investments if you currently invest with an eliminated provider:</p> <p>Current investors with Ameriprise, AXA, First Investors, Lincoln Financial Group, MassMutual, Primerica, USAA, Voya, and Waddell and Reed: If you don't make a selection, you will be defaulted to TIAA as your provider, will be enrolled in a new TIAA account, and your contributions will be directed to the default fund for the plans, the Vanguard Target Date Institutional Fund that corresponds with your projected retirement date based on your age.</p> <p>Current investors with Peach State Reserves 401(k)/457(b): If you do not select a new provider, your contributions to Peach State Reserves will stop with the April 30, 2019: monthly payroll, and a new account will not be opened for you at TIAA. You may enroll in the 403(b) plan, 457(b) plan or both.</p>
The week ending April 26	Plans administered by individual institutions merge into new systemwide 403(b) and 457(b) plans.
April 30	First contributions are directed to the new merged plans using the new lineups at each of the three providers.
Between April 30 and May 10	Existing account balances transfer to the new lineups and new accounts are created, where applicable. Please refer to the <i>Guide to New Investments</i> inserts for details.
July	Retirement@Work online portal is available to help you manage your account.

Action plan for the enhancements

The chart below lists the key steps you should take based on the USG retirement plans you participate in and the providers you have selected in those plans.

Steps you can take

If you contribute to	Your key steps	How to take action
<p>An eliminated voluntary provider:</p> <ul style="list-style-type: none"> • Ameriprise • AXA • First Investors • Lincoln Financial Group • MassMutual • Peach State Reserves 401(k)/457(b) • Primerica • USAA • Voya • Waddell and Reed <p>Note: All providers other than Fidelity, TIAA and VALIC will be eliminated from the plan. You may contact your HR/Benefits Office to confirm.</p>	<p>Choose an investment provider—Fidelity, TIAA or VALIC.</p>	<p>From January 7-April 19, 2019, you must:</p> <p>Complete a new Salary Reduction Agreement, available at your institution’s Human Resources Department or Benefits Office (<i>or online through Retirement Manager for participants at the University of Georgia</i>).</p> <p>After you select your new provider, you must select your investments with that provider for your contributions beginning with the April 30, 2019, monthly payroll. Visit choose-investments.usg.edu for further instructions on how to select investments with Fidelity, TIAA and/or VALIC.</p> <p>These choices become effective with the April 30, 2019, monthly payroll.</p>
<p>The ORP and/or</p> <p>A voluntary plan with Fidelity, TIAA and/or VALIC.</p>	<p>Review your investments.</p>	<p>Reference the enclosed <i>Guide to New Investments</i> inserts to see how investment elections will be transferred to the new lineup(s) for your future contributions and existing balances, and take any action you think is necessary.</p> <p>The new investments become effective with the April 30, 2019, monthly payroll.</p>

All USG Retirement Plan participants should consider these steps:

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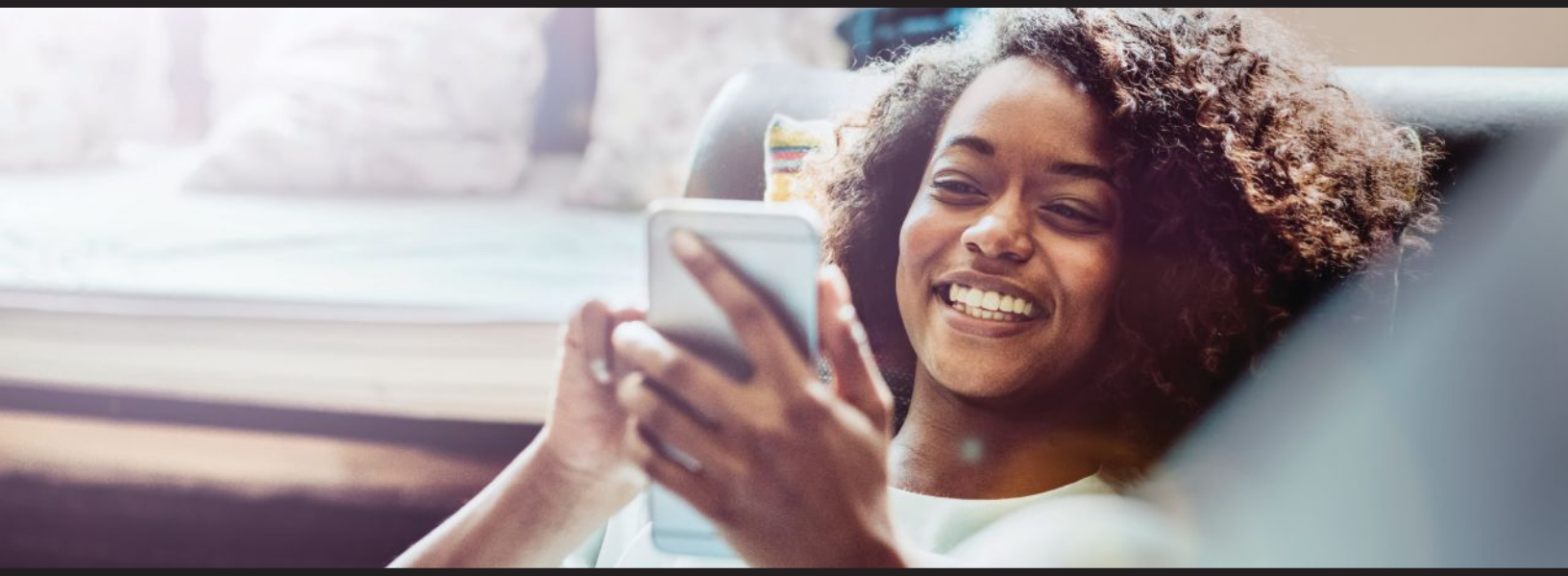
Action plan for the enhancements

Steps you can take

If you contribute to	Your key steps	How to take action
Any USG retirement plan	Get answers to your questions about the plan investments.	Attend a group education session or webinar to understand the plan changes. You may also stop by an information desk to get quick answers to your questions Visit education-session.usg.edu for a schedule and to sign up for a session.
	Schedule a one-on-one personal financial counseling session.	Sign up for a personalized counseling session with representatives from your investment provider(s) to create your financial plan and choose investments: Fidelity: getguidance.fidelity.com TIAA: TIAA.org/schedulenow VALIC: USG.VALIC.com CAPTRUST is also available to help you understand your retirement benefits and choose a provider and investment options based on your financial goals. To schedule an advice session, call CAPTRUST at 800-967-9948 , Monday to Thursday, 7:30 a.m. to 4:30 p.m., and Friday, 7:30 a.m. to 3 p.m. (ET). Or you can sign up at captrustadvice.com . Evening appointments are available.
	Check your beneficiary information.	Log in to your account(s) with your provider(s) or call them to review and update your beneficiary information.

IMPORTANT: There will be a quiet period from April 20 through April 30, 2019, to ensure all information is transferred accurately to the new plans. You will be unable to change your salary reduction amount during this time.

Plan mergers



USG will merge the individual 403(b) and 457(b) plans administered by each institution into systemwide 403(b) and 457(b) plans administered by USG. To accommodate these plan mergers, the providers will create new plans to accept future contributions and transfers of current assets.

For administrative reasons, current assets and future contributions will be transitioned to these new plans on different dates. The *Guide to New Investments* inserts in this package outline how each provider will manage these transitions.

Future contributions and existing balances

	Provider	Maintain existing balances	Future contributions allowed
Retained providers on the plans	Fidelity	Yes	Yes, using the new menu starting May 1, 2019.
	TIAA	Yes	Yes, using the new menu starting May 1, 2019.
	VALIC	Yes	Yes, using the new menu starting May 1, 2019.
Eliminated providers from the plans (offered at some USG institutions).	Ameriprise, AXA, First Investors, Lincoln Financial Group, MassMutual, Primerica, USAA, Voya, and Waddell and Reed Note: All providers other than Fidelity, TIAA and VALIC will be eliminated from the plan. You may contact your HR/Benefits Office to confirm.	Yes	No. If a new provider is not selected by April 19, 2019, an account will be opened for you with TIAA. Your investments will be set to the default Vanguard Target Date Institutional Fund based on your age and your beneficiary will be set to "Estate".
	Peach State Reserves 401(k)/457(b)	Yes	No. If a new provider is not selected by April 19, 2019, your contributions will stop.

Learn more about how your future contributions and current balances will be directed or transferred by reviewing the enclosed *Guide to New Investments* insert(s) for your provider(s).

You can also attend an information session to learn more about the plan enhancements. Choose a session at education-session.usg.edu.

Action needed if you contribute to the eliminated providers

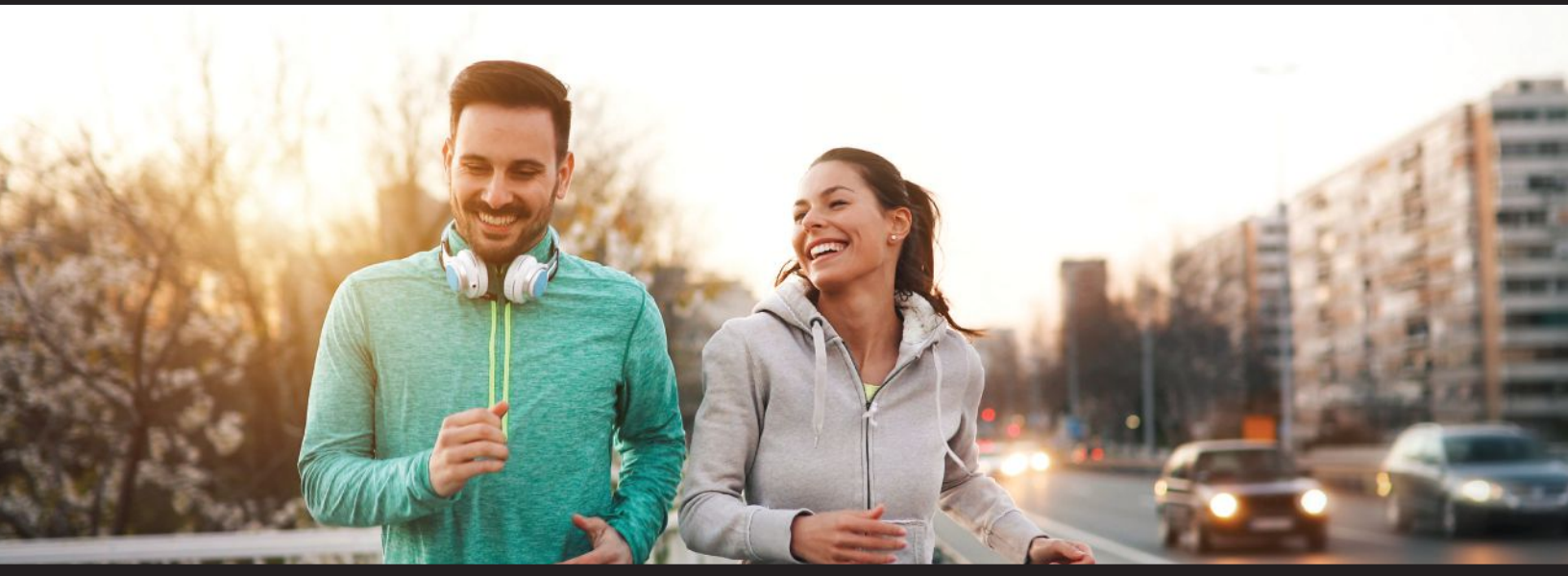


If you currently contribute to a voluntary plan with any provider other than Fidelity, TIAA and VALIC, you must enroll with Fidelity, TIAA or VALIC for each plan and select from the investment options offered by the providers by April 19, 2019. If you don't make a selection, you will be defaulted to TIAA as your provider. You will then be enrolled in a new TIAA account the week ending May 3, 2019, and future contributions will be directed to the default fund for the plans—the Vanguard Target Date Institutional Fund that corresponds with your projected retirement date based on your age. The beneficiary for your new TIAA account will be set to "Estate."

Action needed if you contribute to Peach State Reserves 401(k)/457(b)

If you currently invest with the Peach State Reserves 401(k)/457(b) voluntary plan, you must enroll with Fidelity, TIAA or VALIC by April 19. If you do not, your contributions to Peach State Reserves will stop with the April 30, 2019, monthly payroll and a new account will **not** be opened for you at TIAA.

New investment lineups effective May 1, 2019



The University System of Georgia's investment advisory committee partnered with CAPTRUST, an independent investment advisory firm, to build new investment lineups for the ORP, 403(b) and 457(b) plans with Fidelity, TIAA and VALIC. The investment advisory committee will work with CAPTRUST to monitor the performance of the investment options. In addition, a self-directed brokerage account will be available outside of the core investment lineups. You may view each provider's new lineups in the *Guide to New Investments* inserts included in this package.

You can get help to understand the new investment lineups. Register for an information session today at education-session.usg.edu.

The new investment lineups offer you several benefits

- **Simplified menu and tiers.** New tiers to help you make investment choices.
- **Diversification.** The lineup provides an array of investments across multiple asset classes.
- **Fee transparency.** You will have a clear picture of fees and expenses for the options you choose. Many investments have lower fees.
- **Self-directed brokerage account.** This option will be available in all three plans from all three providers and will offer access to thousands of additional investments for experienced investors. Investment options available in the brokerage account vary by provider. Additional brokerage account fees apply.

New tiered investment options

Investment tiers

The University System of Georgia's new investment options will be arranged in a tiered structure, offering a variety of investments from several fund families. You can create a tailored retirement strategy by investing in options from any of the tiers.

Tier 1: Allocation Tier^{1,2}

The Allocation Tier includes options that offer a diversified investment within a single fund. Many options in this tier are age-based target-date funds. Selecting a target-date fund may be a good choice if you prefer a hands-off approach to managing your retirement savings. Each of these investments creates a diversified portfolio within one fund, based on your expected retirement year.³ The "target date" indicates when you may plan to begin making withdrawals, and the fund's investments become more conservative as the target date approaches. After the target date, the fund may be merged into a fund designed for investors already in retirement.

Tier 2: Passively managed/index fund options

As a part of the core lineup, passively managed funds are offered for participants who would like to construct and manage their own investment portfolios to meet their specific objectives. Passive management is designed to provide consistency of returns relative to a benchmark, at relatively low cost.

Tier 3: Actively managed fund options

As another part of the core lineup, actively managed funds are also offered for participants who would like to construct and manage their own investment portfolios to meet their specific objectives. Active strategies are designed to have the potential to generate above-market returns.

continued

¹ Target-date funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. In addition to the fees and expenses associated with the target-date funds, there is exposure to the fees and expenses associated with the underlying mutual funds. For more information about the target-date fund applicable to your age, see the enclosed *Guide to New Investments* for your provider(s).

² As with all mutual funds, the principal value of a target-date fund isn't guaranteed at any time, even at the target date. The target date represents an approximate date when investors may choose to begin withdrawing from the fund.

³ Diversification is a technique to help reduce risk. It is not guaranteed to protect against loss.

New tiered investment options



Tier 4: Self-directed brokerage services

For experienced investors seeking maximum flexibility, the USG Retirement Program offers a self-directed brokerage option that allows you to select from a wide array of mutual funds, individual stocks and ETFs for employee contributions. Investors may use this feature to add diversification above and beyond the core offerings. However, please note that some investments offered through the self-directed brokerage window may have additional fees and expenses, and annual administrative fees may also apply. Please check with your provider prior to investing. It is your responsibility to determine if this option is appropriate for your goals. You are responsible for monitoring these investments over time and adjusting your portfolio when necessary.

Please note: USG does not monitor investments offered through the brokerage option. For more information, see page 13.

Brokerage option now available for all plans from all providers

For investors with specialized investing needs, more choice can mean more opportunity to direct retirement investments across markets and asset classes outside of the plan's core lineup. With your brokerage account,¹ you can independently research and select from thousands of mutual funds, individual stocks and ETFs. Individual investment options vary by plan and by provider. Additional brokerage account fees apply.²

It's important to understand that USG will not monitor the performance of the funds offered through the brokerage account, and investment advice is not available for brokerage assets. Plan participants will bear the risk of investing through the brokerage account. USG recommends that you exercise caution and consider seeking professional guidance when investing through a brokerage account.

Call your provider(s) to learn more about the brokerage account² offering:

Fidelity Brokerage
800-343-0860

TIAA Brokerage
800-927-3059

VALIC Brokerage
800-448-2542

¹ The TIAA Brokerage account option is available to participants who maintain both a legitimate U.S. residential address and a legitimate U.S. mailing address. Certain securities may not be suitable for all investors. Securities are subject to investment risk, including possible loss of the principal amount invested.

Fidelity Investments BrokerageLink includes investments beyond those in your plan's lineup. BrokerageLink accounts are brokerage accounts established as part of an employee retirement plan and are subject to plan rules. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. Plan participants have trading authority over BrokerageLink accounts. It is your responsibility to ensure the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance. See the fact sheet and commission schedule for applicable fees and risks.

The brokerage option offered through VALIC is a Schwab Personal Choice Retirement Account® (PCRA). Investing involves risk, including the possible loss of principal. **Please read the prospectus carefully before investing.**

² By opening a TIAA Brokerage account, you will be charged a commission only on applicable transactions and other account-related fees in accordance with the TIAA Commission and Fee Schedule. Please visit [TIAA.org/SDA_CAA](https://www.tiaa.org/SDA_CAA). Other fees and expenses apply to a continued investment in the funds and are described in the fund's current prospectus.

Understanding your plan fees and expenses



To keep the retirement plans in line with industry best practices, USG will update the fee structure arrangement. The new fee structure provides a significant savings overall. However, the amount of savings each participant will experience depends on how individual contributions and balances are allocated among the investment options.

Participants in the plan have generally paid for three categories of plan-related costs:

- Recordkeeping fees (paid to the plan's recordkeepers).
- Administrative fees (paid to the plan's investment consultant, auditors, accountants, outside counsel and other administrative resources).
- Investment expenses (taken out of individual investments by the managers of the funds in which participants were invested).

In the past, participants did not see separate charges for these plan-related costs on their quarterly statements; the costs were netted against participants' investment balances. The recordkeeping and administrative fees were paid out of the investment expenses charged by the providers of the funds in which the participants were invested, and were based on the total assets in each participant's account.

Going forward, the recordkeeping fees will be assessed based on a percentage of your account balance and will vary by provider. These fees and the investment expenses charged by the managers of the funds in the investment lineup are listed in the *Guide to New Investments* inserts included in this package. These expenses are generally lower than the expenses charged by the managers of the funds in the prior lineup.

Transition to the new investment lineups

Fidelity, TIAA and VALIC will create new 403(b) and 457(b) plans at USG and transition current mutual fund balances and future contributions as shown in the *Guide to New Investments* inserts for each provider. These investments were carefully selected by USG and CAPTRUST and are similar to those in the current lineup.

Fidelity

Fidelity will direct future contributions and move existing balances to the new lineups according to the transfer charts in the Fidelity *Guide to New Investments*. You can look up your current investment options in the guide to see how your contributions and balances will move.

Beneficiary designations. If you participate in the 403(b) or 457(b) at **Georgia State University, the University of Georgia, or the Georgia Institute of Technology**, your current beneficiary designations will transfer to the new merged plans. If you participate in these plans at any other institution, your beneficiary elections will not transfer to the new plans. Therefore, on or after May 1, 2019, you should call Fidelity at **800-343-0860**, or visit **netbenefits.com/usg** to designate your beneficiaries.

New accounts. Fidelity will not automatically issue new accounts. However, if you select Fidelity as the provider of your new plan account(s), you will receive an enrollment confirmation notice and welcome-to-the-plan materials.

TIAA

TIAA will direct future contributions and move existing mutual fund balances to the new lineups in the new plans as shown in the TIAA *Guide to New Investments* insert. You can look up your current investment options in the guide to see how your contributions and balances will move. Existing annuity account balances will remain invested in the current annuity options unless you make a change.

Beneficiary designations. Your current beneficiary designations for your 403(b), 457(b) and/or ORP will transfer to the new merged plans. You may review and update your beneficiary designations at any time at **TIAA.org/usg** or by calling TIAA at **844-230-7524**.

New accounts. TIAA will issue new accounts if you currently contribute to, have a balance with, or are defaulted to TIAA. You will receive a Welcome Kit enrollment confirmation for each new account.

continued

Transition to the new investment lineups

If you are a current TIAA participant, your current beneficiary information will be applied to your new account(s). If you choose TIAA as a new provider, you will be prompted to designate a beneficiary during that process. If you are defaulted to TIAA because your prior provider has been eliminated and you did not select a new provider, your beneficiary will be set to "Estate." Be sure to update your beneficiary as soon as you receive the confirmation, either online at [TIAA.org/usg](https://www.tiaa.org/usg), or by calling TIAA at **844-230-7524**.

VALIC

VALIC will direct future contributions and move existing mutual fund balances to the new lineups according to the transfer charts in the VALIC *Guide to New Investments* insert. You can look up your current investment options in the guide to see how your contributions and balances will move.

Beneficiary designations. Your current beneficiary designations for your 403(b) and 457(b) will transfer to the new merged plans. You may review and update your beneficiary designations at any time at [USG.VALIC.com](https://www.usg.valic.com) or by calling VALIC at **800-448-2542**.

New accounts. VALIC will issue new mutual fund accounts for participants who currently invest in annuity options as of April 30, 2019. You will receive a Welcome Letter for any new account created. Future contributions will be directed to the new lineups in the new mutual fund accounts according to the schedule listed in the VALIC *Guide to New Investments* insert. Existing annuity account balances will remain invested in the current annuity options unless you make a change.

If you are a current VALIC participant, your current beneficiary information will be applied to your new account(s). If you choose VALIC as a new provider, you will be prompted to designate a beneficiary during that process.

For help understanding your options and how they fit in your financial plan, attend a group education session or webinar (see the full schedule at [education-session.usg.edu](https://www.education-session.usg.edu)). You can also schedule a one-on-one consultation for assistance. Evening appointments are available.

TIAA **800-732-8353**, weekdays, 8 a.m. to 8 p.m. (ET)
[TIAA.org/schedulenow](https://www.tiaa.org/schedulenow)

Fidelity **800-642-7131**, weekdays, 8 a.m. to 9 p.m. (ET)
[getguidance.fidelity.com](https://www.getguidance.fidelity.com)

VALIC **770-395-4794**, weekdays, 8:30 a.m. to 5:30 p.m. (ET)
You may also directly contact the VALIC advisor for your institution using the list in the VALIC *Guide to New Investments* insert.
[USG.VALIC.com](https://www.usg.valic.com)

Roth after-tax contribution option

A Roth after-tax option for the 403(b) and 457(b) plans will now be available at all institutions. It offers another way you can save for your financial future by enabling you to contribute money to your plan after you have already paid your taxes and withdraw the contributions and earnings tax free in retirement.¹ You can invest after taxes through the Roth, continue contributing before taxes, or choose a combined approach.

Is the Roth contribution option right for you?

Contributing to the Roth option today may provide significant tax savings—especially if you expect your tax rate to be higher when you retire. While it's difficult to predict what your future tax situation may be, you'll want to estimate as best as you can, taking into consideration the most appropriate choice for your current tax circumstances. Please consult your tax advisor.

If you expect your tax rate during retirement will be:	Contribution option
Higher than your current rate	Roth after-tax contribution option. Since you already paid taxes on your contributions, withdrawals are tax free.
Lower than your current rate	Pretax contribution option. While the withdrawals are taxable, you expect to benefit by being in a lower tax bracket during retirement.
Same as your current rate	Either or both.

Important notes

Roth contributions are included in your maximum contribution limits, plus any catch-up limits, if applicable. Roth contributions may reduce your loan-taking capacity. If you have a Roth balance, it will be included in the calculation of your loan amount availability, but the loan amount must come from your pretax balances only. Furthermore, loans solely from Roth balances are not available.

¹ Your ability to withdraw tax free assumes you meet the government requirements for distribution. Generally, you can make tax-free distributions from the Roth after a taxable five-year period of participation in the Roth, and the withdrawal is either: made on or after the date you attain age 59½; made after your death; or attributable to your being disabled.

Retirement program investment advice

Beginning January 1, 2019, USG will offer all retirement program participants an opportunity to schedule a one-on-one advice session with CAPTRUST as a resource to help you during the transition to:

- Better understand the enhancements and how they may affect your goals for saving for retirement.
- Review your current retirement investment strategy.
- Choose your provider and an investment mix based on factors specific to your needs.
- Determine if you are on track to achieve your retirement goals.

To schedule an advice session, call CAPTRUST at **800-967-9948**, Monday to Thursday, 7:30 a.m. to 4:30 p.m., and Friday, 7:30 a.m. to 3 p.m. (ET). Visit **captrustadvice.com** to schedule an appointment, attend webinars and access educational information. Evening appointments are available.

There is no additional fee for engaging CAPTRUST. This is an enhanced service offered to plan participants.

Of course, you can continue to work with your selected providers—Fidelity, TIAA and VALIC—to receive advice and guidance on the plan’s investments and your goals for the future, and to determine if you are on track to meet your goals. Call or go online to schedule a consultation. Evening appointments are available.

Fidelity **800-642-7131**
getguidance.fidelity.com

TIAA **800-732-8353**
TIAA.org/schedulenow

VALIC **770-395-4794**
You may also directly contact the VALIC advisor for your institution using the list in the VALIC *Guide to New Investments* insert.
USG.VALIC.com

Available July 2019

Retirement@Work®



The new Retirement@Work online portal was designed to give you greater access to your University System of Georgia retirement plans. TIAA, as one of your retirement providers, will also serve as the primary point of contact and host for the online portal.

You will use the online portal to:

- Enroll in the retirement plans.
- View all USG retirement plan balances regardless of investment provider.
- Start, change or stop voluntary contributions.
- Select investment providers.
- Select new investment options, including the expanded brokerage options, using links to each provider's website.
- Manage your account and access investment tools and calculators.

You will receive a step-by-step guide about how to use Retirement@Work once the system is available in July 2019.

Frequently asked questions



Why are enhancements being made to the USG retirement plans?

At USG, we know how important it is for employees to prepare for retirement. We are committed to making sure our retirement plans provide a valuable, quality benefit to enhance your opportunities to save for your future. These enhancements will provide you with streamlined investment choices in the plans to help simplify retirement planning and decision making. You will also benefit from lower administration and investment fees. Overall, there will be \$7 million in savings to plan participants.

What enhancements will be made to USG's retirement plans in 2019?

Effective May 1, 2019, USG will be providing important enhancements to the retirement plans. In late spring, the individual 403(b) and 457(b) plans administered by each institution will be merged into one 403(b) and one 457(b) plan for all institutions governed by USG. The Optional Retirement Plan (ORP), 403(b) and 457(b) plans will have consistent investment options across the plans, consistent provider options and a new fee structure.

continued



What are the specific enhancements to the new plans?

- There will be one 403(b) and one 457(b) plan for all institutions across the University System of Georgia.
- New investment options with each plan provider (Fidelity, TIAA and VALIC) have been selected based on performance and cost, resulting in an overall reduction of fees.
- There will be a consistent offering of providers—Fidelity, TIAA, and VALIC—in each plan. TIAA will become the primary service provider for plan administration. A more focused selection of providers can make it easier for employees to make a well-informed decision.
- The following investment providers will no longer be available in the plan: Ameriprise, AXA, First Investors, Lincoln Financial Group, MassMutual, Peach State Reserves 401(k)/457(b), Primerica, USAA, Voya, and Waddell and Reed. You will be able to keep existing assets with these providers, but will have to select new providers and new investment options for future contributions.

Note: If you contribute with Peach State Reserves 401(k)/457(b), you must choose a new provider before April 19, 2019. If you do not enroll with a new provider, your contributions to Peach State Reserves 401(k)/403(b) will stop with the April 30, 2019, monthly payroll, and a new account will not be opened for you at TIAA.

continued

Frequently asked questions

- There will be a new fee structure and enhanced fee transparency. Administrative fees will be reduced across all providers and will vary by provider. Beginning July 1, 2019, fees will be charged as a line item on your quarterly statements for each provider. Previously, plan fees were deducted from your investment earnings and did not appear on your statement.
- A new USG-sponsored portal will allow for easy, online enrollment into the plan as well as easy access to update your contribution amount and change providers.

When will the enhancements take effect and what will happen?

The retirement plan enhancements will take effect May 1, 2019, and the new USG-sponsored portal will be available in July 2019.

Will there be any changes to the amount of contributions made by USG?

The ORP employee and employer contributions remain unchanged. The ORP contribution amounts are reviewed each year and communicated prior to the beginning of the year. The contribution amounts for 2019 are:

- 6.00% employee contribution
- 9.24% employer contribution

Will there be any changes to the amount of contributions I can make?

You can continue to defer up to the maximum amount of pretax, Roth after-tax or a combination of contributions allowed by the Internal Revenue Code. Please note:

- The 2019 contribution limit is \$19,000 to each supplemental savings plan.
- Any employee age 50 or older is eligible for an additional catch-up contribution of \$6,000 to each supplemental savings plan.
- The 15-year catch-up election will no longer be available.
- The salary reduction limit on the 457(b) will be increased for the final three years before attaining normal retirement age. Eligibility for this increased limit is based on an IRS calculation.

403(b) elective deferral	\$19,000	457(b) elective deferral	\$19,000
403(b) age 50 catch-up	\$6,000	457(b) age 50 catch-up	\$6,000

continued

What do I need to do if I currently contribute to a provider that will no longer be offered for the 403(b) and 457(b) plans?

If you currently contribute to any provider other than Fidelity, TIAA and VALIC, you must enroll with a new provider(s) for each plan and select from the investment options offered by the provider(s) by April 19, 2019. If you don't make a selection, you will be defaulted to TIAA as your provider. You will be enrolled in a new TIAA account the week ending May 3, 2019, and future contributions will be directed to the default fund for the plans—the Vanguard Target Date Institutional Fund that corresponds with your projected retirement date based on your age.

If you currently invest with Peach State Reserves, you must enroll with either Fidelity, TIAA or VALIC by April 19, 2019. If you do not enroll with a new provider, your contributions to Peach State Reserves will stop with the April 30 monthly payroll, and a new account will not be opened for you at TIAA.

When making any changes, it is important to review the new provider and investment options in addition to the fees for both your current balances and future contributions.

What happens to my assets that are currently with a provider who will no longer be offered for the 403(b)/457(b) voluntary plans?

If you currently have assets with a provider who will no longer be offered, you can:

- Elect to move your current account balance to one of the three providers offered under the plan—Fidelity, TIAA or VALIC—and choose new investment options for your current and future contributions.
- Keep the current account balance with the eliminated provider and choose a new provider and new investment options for future contributions effective with the April 30 monthly payroll.

When making any changes, it is important to review the new provider and investment options in addition to the fees for both your current balances and future contributions.

A comprehensive list of FAQs is available at retirement.usg.edu.

Frequently asked questions

Will there be any enhancements to the Teachers Retirement System of Georgia (TRS), Employee Retirement System (ERS) or Georgia Defined Contribution Plan (GDGP)?

These enhancements only impact the USG retirement plans (i.e., the ORP and the supplemental 403(b) and 457(b) plans).

Who do I contact with questions about these enhancements?

If you have any questions about these enhancements to your retirement plan, please contact your provider or CAPTRUST via phone:

Fidelity:	800-343-0860
TIAA:	844-230-7524
VALIC :	800-448-2542
CAPTRUST:	800-967-9948

Information is also available on the USG retirement website at **retirement.usg.edu**.

What types of educational resources are available?

You have several resources to help you prepare and understand the enhancements to the USG retirement plans:

- Group information sessions.
- One-on-one counseling sessions with CAPTRUST, Fidelity, TIAA and VALIC. Financial advisors and representatives will be available to answer questions about investment strategy, specific investments and transferring funds between providers.
- E-mails will be sent throughout the year to provide additional details.
- The USG Retirement website, **retirement.usg.edu**, will be updated throughout the transition and will provide you with the latest information, key dates, and action steps to take.

We're here to help



Accessing advice services

By phone or in person

Schedule a one-on-one consultation to get answers to your financial questions or develop an action plan with clear steps that help you address your retirement goals.

If you schedule a consultation, bring your financial account statements (including statements for retirement investments outside of the USG retirement plans) and your most recent Social Security statement, if available.

To receive help deciding how to build your portfolio with your chosen investment provider(s). Evening appointments are available.

Fidelity **800-642-7131**, weekdays, 8 a.m. to 9 p.m. (ET)
getguidance.fidelity.com

TIAA **800-732-8353**, weekdays, 8 a.m. to 8 p.m. (ET)
TIAA.org/schedulenow

VALIC **770-395-4794**, weekdays, 8:30 a.m. to 5:30 p.m. (ET)
You may also directly contact the VALIC advisor for your institution using the list in the VALIC *Guide to New Investments* insert.
USG.VALIC.com

CAPTRUST **800-967-9948**, Monday to Thursday, 7:30 a.m. to 4:30 p.m., and Friday, 7:30 a.m. to 3 p.m. (ET)
captrustadvice.com

How to access your account

You can access your account by phone or online.

Fidelity	800-343-0860	netbenefits.com/usg
TIAA	844-230-7524	TIAA.org/usg
VALIC	800-448-2542	USG.VALIC.com



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Distributions from tax-deferred plans before age 59½, severance from employment, death or disability may be prohibited, limited and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call your investment provider for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.