



Winter 2019 Newsletter

Shining a Light on Acronyms

We often receive questions regarding the acronyms that are used when describing the retirement plans offered by the Oregon Public Universities. Don't worry--we are here to help! Following is a guide that should illuminate these often-confused terms.

Oregon PERS - This stands for Oregon Public Employees Retirement System. Current members in the Oregon PERS plan will retire with a pension (if vested), and an IAP account (this acronym is addressed later in the article).

PERS has two programs that they administer. Currently, there is the Tiered program, and the OPSRP program. The program that you may be enrolled in is determined by your date of hire in a qualifying position.

Tiered Program: If you were hired into a qualified position prior to January 1, 1996, it is likely that you are a Tier 1 member. If you were hired between January 1, 1996 and August 28, 2003, it is likely that you are a Tier 2 member. If you vest, you will receive a monthly pension once you retire.

OPSRP Program: This acronym stands for Oregon Public Service Retirement Plan. If you were hired into a qualifying position after August 28, 2003, it is likely that you are an OPSRP member. If you vest, you will receive a monthly pension once you retire.

IAP Program - This stands for Individual Account Program. If you are a current PERS member, you will have an IAP account. This is an account that is available to you when you leave a PERS employer. While you are employed, six percent of your salary is sent to your IAP account and is administered by

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PERS. Beginning in 2018, your IAP account is invested in a Target Date Fund based on the year you will turn age 65. Information on the IAP Target Date Fund can be found here: <https://www.oregon.gov/pers/Documents/Changes%20to%20IAP%20Investment%20Strategy.pdf>

The record keeper for the IAP is VOYA Investments. This account fluctuates with market activity. Therefore, when you terminate employment with a PERS employer, there will be a balance in the IAP account that has fluctuated with the market. If you terminate employment, but are not retired, we recommend that you contact PERS to see if a withdrawal is right for you. By taking a distribution, this may affect your tier level if you ever return to an Oregon PERS employer. If you are terminated and retired, you have the option to roll your money to an Oregon Public Universities 403(b) Retirement Plan if you had established an account prior to termination of employment.

OPURP - This stands for Oregon Public Universities Retirement Plans. This is the office that administers the Optional Retirement Plan (ORP) and the Tax Deferred Investment Plan (403(b)). Non-classified employees have a choice to participate in either PERS/OPSRP, or the ORP if certain eligibility requirements are met. Both classified and non-classified employees can elect participation in the 403(b) plan, if certain eligibility requirements are met.

We are based out of University of Oregon, but we are responsible for administering the ORP 401(a) and 403(b) plans for the employees of the seven public universities in Oregon.

ORP - This stands for the Optional Retirement Plan. The Optional Retirement Plan is a 401(a) retirement plan offered to non-classified employees. The ORP is an alternative plan to PERS. If you are a member of the ORP, your employer sends contributions each pay period to TIAA, Fidelity or VALIC on your behalf. These contributions are comprised of a percentage of your salary. This percentage is dependent on the Tier level that you were enrolled in, based on your hire date into a qualifying position.

Tier 1 ORP employees consist of individuals who were hired into a qualifying position before January 1, 1996.

Tier 2 ORP employees consist of individuals who were hired into a qualifying position on or after January 1, 1996.

Tier 3 ORP employees consist of individuals who were hired into a qualifying position on or after August 29, 2003.

Tier 4 ORP employees consist of individuals who were hired into a qualifying position on or after July 1, 2014.

For employees in Tiers 1-3, the employer will contribute money to an “employer” account, and to an “employee” account. The percentage contributed to these accounts may be adjusted if PERS rates are changed. If you terminate employment before you are vested, you are entitled to your “employee” account, and your “employer” account balance will be forfeited.

For Tier 4 employees, the structure is different. The employer will contribute 8 percent of your salary to the ORP each month. If you contribute to your 403(b) account, the employer will match up to 4 percent, which will be deposited into your ORP match account. If you terminate employment before you are vested, you are entitled to your 403(b) account, and your ORP match account. Any amount in the ORP employer account will be forfeited.



Regardless of tier, before you take any distribution, it is recommended that you meet with a campus benefits manager in the Human Resources department. If you take any distribution from your account, it could affect tier level, vesting schedule, wait time and forfeiture restoration should you choose to return to any of the public universities in Oregon.

TDI / 403(b) Plan - The TDI stands for tax-deferred investment. You may see the terms TDI and 403(b) used interchangeably. Luckily, our plan is a bit more encompassing than just tax-deferred investments. Our TDI/403(b) plan allows you to contribute on a pre-tax basis, or on a Roth (post-tax) basis. The TDI/403(b) plan is open to everybody in the university system, with the exception of the following individuals:

- Employees who are nonresident aliens and who receive no earned income from sources within the United States
- Students
- Student workers

Employees who want to participate in this plan should complete a Salary Reduction Agreement (SRA) and indicate what percentage of pay they would like to contribute to the plan, and then turn it in to the Human Resources department at their school. This money is then sent to TIAA, Fidelity or VALIC and invested according to the elections that they have made. Participants can enroll, modify or stop contributions at any time by completing an updated Salary Reduction Agreement and submitting it to your HR department. The plan rules state that you can only take a distribution or rollover from your plan if you have terminated employment, or have reached age 59½. Since this is all money that you had contributed, if termination occurs, 100% of the funds are yours. There is no vesting requirement for the 403(b) plan.



To enroll in the 403(b) plan, please complete a Salary Reduction Agreement that can be found here: https://www.opurp.org/sites/opurp1.uoregon.edu/files/sra_form_fillable_2019.pdf

OSGP -

The acronym OSGP stands for Oregon Savings Growth Plan. This is a 457(b) plan that is available to all state of Oregon employees, including university employees. Participants in this plan are permitted to contribute a flat dollar amount, on a pre-tax or Roth (post-tax) basis. The OSGP is administered by the state of Oregon, and VOYA is the record keeper for this plan. If you would like to enroll in the OSGP, please visit the OSGP website by clicking on the following link:

https://voyamarketingzone.dmplocal.com/sites/3650/osgp_welcome.html

Did You Know?

The IRS has increased the amount that you can contribute to your 403(b) plan in 2019. This annual limit has been increased by \$500.00. Please see the chart below:

Year	Age of Participant	Maximum Annual Contribution
2018	Younger than 50 years old	\$18,500.00
2018	Age 50 or older	\$24,500.00
2019	Younger than 50 years old	\$19,000.00
2019	Age 50 or older	\$25,000.00

If you would like to increase the amount that you contribute to your 403(b) plan (or if you would like to begin saving), simply follow this link to obtain the new Salary Reduction Agreement for 2019:

https://www.opurp.org/sites/opurp1.uoregon.edu/files/sra_form_fillable_2019.pdf



AMERICASAVESWEEK

February 25 – March 2, 2019

You'll thank yourself later.



Are you ready for what's ahead? America Saves Week is the perfect time to make sure you're on track to help reach your long-term savings goals.

Make the most of America Saves Week and think about increasing your contributions to your Oregon Public Universities TDI Plan. It's a smart and easy way to help your savings growth potential well into the future. And that's something to be thankful for.

America Saves Week is a national campaign that brings together thousands of nonprofit, government, and corporate groups to encourage their employees to save the money they need to plan confidently for the future.

During America Saves Week, why not take the opportunity to expand your financial knowledge, gain some new insights, or just brush up on the basics. Look at the attached schedule of workshops available throughout the week! Even if you can't increase your contributions right now, it's a great time to learn about the benefits of your plans!



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February 25 – March 2, 2019

AMERICA SAVES WEEK



During America Saves Week, why not take the opportunity to expand your financial knowledge, gain some new insights, or just brush up on the basics?

Join Fidelity for a complimentary curriculum of workshops on a range of topics, from managing finances to college planning strategies and learning to invest with confidence. Attend one or sign up for several—but register early as space is limited. Log on to NetBenefits.Fidelity.com/livewebmeetings.

MONDAY | FEBRUARY 25

Prepare for the Reality of Health Care in Retirement	10 a.m. ET
Create a Budget, Ditch Your Debt, and Start Building for the Future	12 p.m. ET
Get Started and Save for the Future You	2 p.m. ET
Identify and Prioritize Your Savings Goals	4 p.m. ET

TUESDAY | FEBRUARY 26

Invest Confidently for Your Future	12 p.m. ET
Make The Most of Your Retirement Savings	2 p.m. ET
Your College Savings Options	4 p.m. ET
Maximize Social Security in Your Retirement Strategy	6 p.m. ET

WEDNESDAY | FEBRUARY 27

Take the First Step to Investing	8 a.m. ET
Preserving Your Savings for Future Generations	2 p.m. ET
Organize, Plan, and Own Your Future—Making Financial Health a Priority for Women	4 p.m. ET
Turn Your Savings Into Retirement Income	8 p.m. ET

THURSDAY | FEBRUARY 28

Maximize Social Security in Your Retirement Strategy	10 a.m. ET
Prepare for the Reality of Health Care in Retirement	12 p.m. ET
Create a Budget, Ditch Your Debt, and Start Building for the Future	2 p.m. ET
Get Started and Save for the Future You	4 p.m. ET

FRIDAY | MARCH 1

Identify and Prioritize Your Savings Goals	10 a.m. ET
Your College Savings Options	12 p.m. ET
Preserving Your Savings for Future Generations	2 p.m. ET
Turn Your Savings Into Retirement Income	4 p.m. ET



To register, log on to:
NetBenefits.Fidelity.com/livewebmeetings



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What's the Deal with Socially Responsible Investing?



Last year's responsible investing study highlighted the importance of environmental and social causes for many investors. For example, we found that nearly nine in 10 (88%) of investors recycle every day and seven in 10 (76%) prefer to use reusable bags. This year, we see investors wanting to take further action. Political environment is sparking investment action. More than seven in 10 (72%) of investors say "given today's political climate, I prefer to invest in ways that will positively impact the environment." Advisors report the same phenomena. 34% of advisors say their clients have become more interested in learning about adding RI to their portfolio since the presidential election.

What is TIAA doing to support socially responsible investing?

- Expanded firm leadership in global Responsible Investing Industry groups
- Founding member of the Principles for Responsible Investment in Farmland
- Expands ESG (Environmental, Social, Governance) fund offerings globally

What is your Oregon Public Universities Retirement Plan doing?

You have access to two social choice funds within the ORP Retirement Plan through TIAA.

CREF Social Choice Account

A balanced account 60 % equities 40% fixed income

Top 5 Holdings as of 6/30/18:

Apple Inc.; Microsoft Corp; U.S. Treasury Bond 05/15/47 ; FNMA (Fannie Mae) 04/01/48 ; Bank of America Corp.

TIAA-CREF Social Choice Equity Fund

100% Equity Russell 3000 Portfolio

Top 5 Holdings as of 6/30/18:

Apple Inc.; Microsoft Corp; Bank of America Corp; Intel Corp; Home Depot Inc.

Your investments can perform well and make a positive impact on society and the environment. We believe our responsible investing discipline can enhance long-term performance, manage risk and meet global policy requirements.

Want a bit more info on social choice funds?

Objective: What is the high level fund information?

The Fund seeks a favorable long-term total return that reflects the investment performance of the overall foreign equity markets while giving special consideration to certain environmental, social and governance (“ESG”) criteria.

ESG criteria: what makes it socially responsible?

We seek to include companies that are leaders in their respective sectors on environmental, social, and governance (ESG) performance. ESG performance should reflect a company’s positive and negative impacts on their key stakeholders – employees, communities, customers, suppliers and the environment. Performance evaluations should be based on the ESG factors most relevant to the industry the company operates in, while also reflecting a company’s adherence to international norms and conventions.

Philosophy: what are the funds overall goal?

The Fund’s philosophy is to offer competitive returns consistent with the long-term performance while giving special consideration to certain environmental, social and governance (ESG) criteria.

The strategy:

- Applies a “best-in-class” ESG performance approach, incorporating proprietary frameworks as well as independent, comprehensive third-party research.
- Assesses companies’ ESG-related impacts, both positive and negative, on stakeholders (employees, communities, customers, suppliers and the environment) and monitors adherence to norms and conventions.
- Maintains a portfolio with higher ESG performance quality than its benchmark.

Approach: How do you aim to achieve the above?

The investment process utilizes portfolio optimization to attempt to replicate the characteristics of the broad equity Russell 3000 Index using only those stocks which fulfill specific ESG criteria.

How do we determine if a company is socially responsible and include that in your investment?

Environmental, Social and Governance evaluation process:

- Comprehensively assesses ESG performance annually for companies in all industries
- Balances considerations of company strengths and weaknesses in ESG performance
- Incorporates companies’ exposure to ESG-related controversies and involvement in certain controversial business activity
- Leverages a research process that is built upon diverse sources and the input of multiple stakeholders
- Results in a Fund with significantly higher ESG performance quality than the conventional benchmark

Required Minimum Distributions (RMD)

Q&A's



1. **Who do the required minimum distribution rules apply to?**
They generally apply to anyone who is age 70½ or over in 2018. There is an exception if you're still working.
2. **What if I'm age 70½ or over and still working?**
If you continue to work past age 70½, you can delay withdrawing funds from your current employer's retirement plan (Oregon Public Universities Retirement Plans) until April 1 following the calendar year in which you retire. This applies to the Oregon Savings Growth Plan (OSGP) as well.
3. **What if I'm working and also have tax-deferred retirement accounts from previous employers?**
You must satisfy the minimum distribution rule for those accounts each year, beginning when you reach age 70½. You should verify your situation with your tax advisor.
4. **If I have an account with the Oregon Savings Growth Plan (OSGP) 457(b) plan, do I also need to take a Required Minimum Distribution from that plan?**
Yes, if you are no longer working for an Oregon Public University. You will receive a letter from OSGP in October if you are eligible for the distribution letting you know that you have to take a minimum distribution. If you do not respond, OSGP will automatically send you the required distribution amount. Federal taxation of 10% will be withheld unless you contact OSGP and opt for a different withholding amount.
5. **Do I have to satisfy the Required Minimum Distribution rules for my tax deferred Traditional IRAs?**
Yes, regardless of your employment status. You must take your first Required Minimum Distribution from your Traditional IRAs no later than April 1 of the year following the year you turn age 70½, (e.g., if you turn age 70½ in 2018, you must begin taking distributions by April 1, 2019).
6. **Do I have to satisfy the Required Minimum Distribution rules for my Roth IRAs?**
No. Minimum distribution rules don't apply to Roth IRAs during the owner's lifetime, but will apply to the beneficiary that inherits the Roth IRA. Required Minimum Distributions do, however, apply to your Roth 403(b) that is sponsored by your employer.
7. **What do I do if I think I need to take a withdrawal?**
You should contact your record keeper if you have never taken a minimum distribution and would like to begin; or if you're already withdrawing funds, but aren't sure it's enough to meet the IRS requirement.
8. **How do I set up withdrawals?** If you need help setting up your minimum distribution withdrawals, you should contact your plan record keeper.

9. **Are Required Minimum Distributions eligible for rollover to another plan or IRA?**
No, they are not.
10. **When do I have to take a distribution?** You generally have to start distributions when you turn age 70½ or retire, whichever is later:
- If you turn age 70½ or retire (and you're already age 70½ or over) in 2018, you have two choices; you can take your first withdrawal (the amount required for 2018) in 2018. Or, you can wait and take it in 2019, as long as it is paid by April 1. However, if you wait until 2019 to take your first withdrawal, you'll have to take two withdrawals in that year—one for the amount required for 2018 and one for 2019—which may increase your tax liability in 2019.
 - If you turned age 70½ before 2018, you needed to take your minimum distribution by December 31, 2018.
11. **How much do I need to withdraw from my accounts?**
Your Required Minimum Distribution for 2018 is based on two things: your age this year and your account balance at the end of last year. (Since your age and account balance change every year, your Required Minimum Distribution must be recalculated annually.) The amount is based upon your life expectancy factor as recalculated each year using the Uniform Life Table. If your spouse is named as your sole beneficiary, and is 10 years younger than you, a joint life expectancy calculation will be used. To find out the amount you're required to take for 2018, you should call the customer service lines at your specific record keeper (TIAA, Fidelity or VALIC), and they should be able to assist you. Some plan websites also have online calculators to help you estimate your RMD. Note: Contact your tax advisor regarding the tax impact of any minimum distribution decision.
12. **I have a small account balance. What options do I have?**
If your account balance is less than \$5,000, you may be able to withdraw the entire amount; that way, you won't have to worry about satisfying the minimum distribution requirement for that account in the future. Different rules apply to different accounts, so please contact your representative at your specific record keeper.
13. **What if I don't take the required amount?**
If you don't comply with the IRS rules, you could be subject to a 50% excise tax on the amount you should have taken, but did not.
14. **Where can I get more information about minimum distributions?**
Contact the record keeper for your account(s) (TIAA, Fidelity, or VALIC) and their customer service representatives will be able to provide you with more information. Additional information regarding minimum distributions is also available on their websites.

Required Minimum Distributions (RMDs) based on your employment status with an Oregon Public University:

Account	Are you Still Working?	Is the RMD Required?	When is the RMD Required?	Subsequent Years (After Reaching Age 70½)
*OPURP 403(b) - Tax Deferred	Yes	No	After you retire	
*OPURP 403(b) - Roth	Yes	No	After you retire	
*OPURP Optional Retirement Account	Yes	No	After you retire	
Oregon Savings Growth Plan (Pre-Tax and Roth)	Yes	No	After you retire	By December 31st of that year
Previous Employer's Tax Deferred Retirement Accounts	Yes	Yes	April 1st following the year you turn age 70½	By December 31st of that year
IRA	Yes	Yes	April 1st following the year you turn age 70½	By December 31st of that year
Roth IRA	Yes	No	No distributions requirement during your lifetime	
*OPURP 403(b) - Tax Deferred	No	Yes	April 1st following the year you turn age 70½ or retire (whichever is later)	By December 31st of that year
*OPURP 403(b) - Roth	No	Yes	April 1st following the year you turn age 70½ or retire (whichever is later)	By December 31st of that year
*OPURP Optional Retirement Account	No	Yes	April 1st following the year you turn age 70½ or retire (whichever is later)	By December 31st of that year
Oregon Savings Growth Plan (Pre-Tax and Roth)	No	Yes	April 1st following the year you turn age 70½ or retire (whichever is later)	By December 31st of that year
Previous Employer's Tax Deferred Retirement Accounts	No	Yes	April 1st following the year you turn age 70½	By December 31st of that year
IRA	No	Yes	April 1st following the year you turn age 70½	By December 31st of that year
Roth IRA	No	No	No distributions requirement during your lifetime	By December 31st of that year

*OPURP = Oregon Public Universities Retirement Plans

A blue banner with the text "WEBCASTS FROM FIDELITY" in white. The word "WEBCASTS" is in a larger, bold font. Above "WEBCASTS" is a small white video camera icon. To the left of "WEBCASTS" is a white hand cursor icon. To the right of "WEBCASTS" is a white laptop icon. Below "WEBCASTS" is a white horizontal line. To the right of the line is a white speaker icon. Below "FROM FIDELITY" is a white horizontal line.

WEBCASTS FROM FIDELITY

Did you miss any of our 2018 Webcasts? You can view a replay of all of the sessions from 2018, simply by visiting www.fidelity.com/webcasts

Topics Include:

Be in the Financial Front Seat

Being in the “front seat” of your finances means knowing what you own, what you owe, and what your goals are for your money. Watch our lively conversation featuring Kathy Murphy, president of Fidelity Personal Investing, and personal finance columnist, Jean Chatzky, and learn what questions you should be asking so that you’re making informed decisions for now and your future self.

Getting More Out of Social Security

Learn what you need to know to help get the most out of your Social Security benefits, from when and how to claim, options if you’re divorced or widowed, and how and when to enroll.

The Mindset of Up-and-Coming Millionaires

Learn how to think like an up-and-coming millionaire: Hear the questions they ask, their thoughts about investing, how they make decisions, and where they go for information. Get tips to help inform your investment decisions and reach your financial goals.

Understanding Medicare

Whether planning for yourself or helping a loved one, get the facts to help make good Medicare decisions. Learn what’s covered (and what’s not!), the costs (it’s not free!), and how to enroll (don’t miss your deadline!)

Are You Emotionally Ready to Retire?

Retiring is not just a big financial decision, it’s an emotional one, too. While money plays a part, other factors that are frequently overlooked more often determine both the when and the readiness to retire. Watch a conversation about preparing yourself emotionally and mentally for when the day arrives and the questions you should ask yourself before making the big transition.

Pay Off Student Loans Faster — And Still Save for Your Future

Student debt is the second largest form of consumer debt after home mortgages, and this affects people in multiple life stages, from those just out of college to some changing careers later in life. In this webcast you'll learn strategies for paying off your loans quickly and understand that it is possible to pay off your student loans and balance other savings goals.

Saving for College in Three Easy Steps

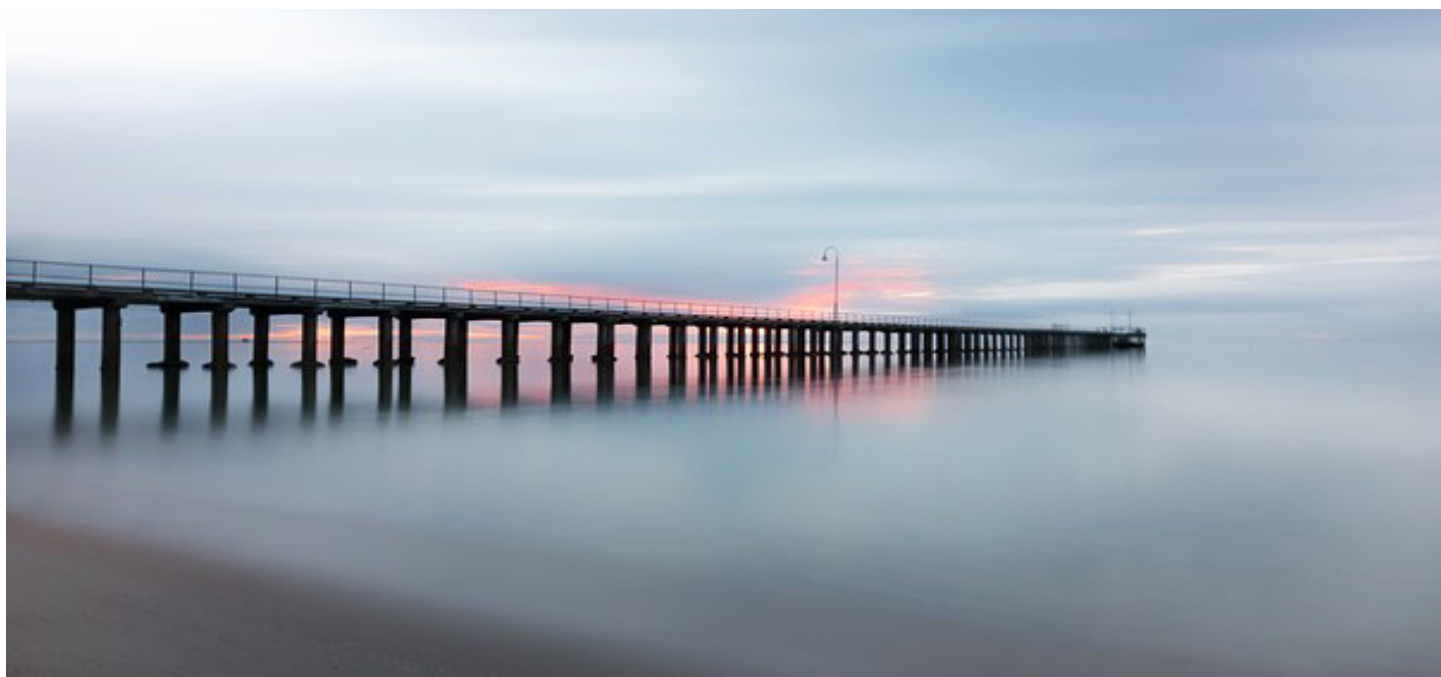
For academic year 2017-18, the average family paid a sticker price of \$25,290 for public university and \$50,900 for private college with more than 70% of students taking on student loans. It's more important than ever to create a savings plan that helps you put money aside for college without losing sight of your overall financial picture. Learn how from Fidelity professionals and real customer stories.

Role Reversal: Talking Estate Planning With Your Older Loved Ones

Taking care of our loved ones as they age can come with a unique set of challenges and decisions. Watch for a candid conversation about how and when to bring family into the planning process. Learn about estate planning and how to prepare for handling such topics as incapacitation or assisted living for those facing illness or disability.

Creating Your Retirement Income Plan

How do you shift from saving for retirement to spending in retirement and make sure you don't run out of money? Learn how we can help you build your own retirement income plan for free so that you make good decisions about your spending and investments all throughout your retirement.





Upcoming Webinars from TIAA

February 7 at 12 p.m. (ET)

Special Topic: Hacking the Human—Cybersecurity and You

TIAA's Information Security team will discuss how behavioral psychology can be used by hackers for identity theft, account compromise and impersonation. Learn how you can protect yourself and your family from cybercriminal social engineering.

February 12 at 12 p.m. (ET)

Special Topic: Introduction to Trusts

Living trusts. Revocable trusts. Irrevocable trusts. Life insurance trusts. Phew...that's a lot of trusts! You can learn about the different types of trusts and how they can meet your particular needs, protect your assets and ensure your wishes are met.

February 12 at 3 p.m. (ET)

Charting Your Course: A Financial Guide for Women

Women can face unique financial challenges. You can discover tailored approaches to saving for retirement and tips to make your money work hard.

February 13 at 12 p.m. (ET)

Special Topic: The 411 on 529 College Savings Plans

You can learn all about how 529 college savings plans work and how to invest in one for a child, grandchild, yourself or other loved one.

February 13 at 3 p.m. (ET)

Inside Money: Managing Income and Debt

Discover how to help make your money work harder by using your cash flow more effectively, developing good saving habits and better managing debt.

March 7 at 12 p.m. (ET)

Special Topic: Understanding the Retirement Decision

According to TIAA Institute research, about two-thirds of tenured faculty expect to work past normal retirement age or have already done so. Learn more from research experts about the financial, health and psychological factors that influence the retirement decision...some of them may even apply to you.

March 12 at 12 p.m. (ET)

Special Topic: Social Security Basics

Social Security will likely play a significant role in building your retirement income. Learn the basics about Social Security including eligibility, how to apply, how your benefit is calculated and strategies for claiming benefits.

March 12 at 3 p.m. (ET)

Gaining Insight: Navigating Debt Consolidation and Understanding the Mortgage Process

Discover how to manage and consolidate debt, and get a primer to help make the mortgage process easier to navigate.

March 13 at 12 p.m. (ET)

Special Topic: Responsible Investing (RI)

Did you know that responsible investing enables investors to align their social and environmental principals with their financial goals? Learn the factors that make an investment socially responsible, the history of RI and ways for individuals to incorporate RI into their investment strategy.

March 13 at 3 p.m. (ET)

Money at Work 1: Foundations of Investing

Discover how you can manage risk versus reward, as well as understand the role of investing and managing risks, ways to help accelerate savings and tools that can help sustain a portfolio.

Keep your financial goals on track with TIAA's live webinars. Reserve your spot today.

Schedule online www.TIAA.org/webinars





Schedule a time to meet.

Call:
800-642-7131

Online:
getguidance.fidelity.com

**Your Fidelity Retirement
Planners:**



Justin Blatny



Ronald Elia

You put so much time and effort into caring for others, finding the time to plan for your future can be a challenge. That's what I'm here for.

We are Ronald Elia and Justin Blatny, your Fidelity Retirement Planners. We are licensed professionals, experienced in helping people plan for their financial futures. You can meet with us whenever you want, and as often as you'd like. The services we provide are paid through your employer and completely complimentary. So, you can ask us anything. Really!

We'll be at the following colleges on the following days and would love to meet with you. Please feel free to schedule a time that works best for you.

College	Date	Time
University of Oregon	Friday, January 11 th	9 a.m. – 5 p.m.
Oregon State University	Tuesday, January 15 th	9 a.m. – 5 p.m.
Oregon State University	Thursday, January 24 th	9 a.m. – 5 p.m.
Oregon Institute of Technology – Wilsonville	Friday, January 25 th	9 a.m. – 5 p.m.
Oregon State University	Wednesday, January 30 th	9 a.m. – 5 p.m.
Western Oregon University	Thursday, January 31 st	9 a.m. – 5 p.m.
Oregon State University	Friday, February 1 st	9 a.m. – 5 p.m.
Oregon State University	Wednesday, February 13 th	9 a.m. – 5 p.m.
Oregon State University Hatfield Marine Science Center	Thursday, February 21 st	9 a.m. – 5 p.m.
Oregon State University	Tuesday, February 26 th	9 a.m. – 5 p.m.

Unfortunately, we can't accommodate walk-ins. Please schedule an appointment at a time that's convenient for you.

Don't see your campus listed here? Visit www.netbenefits.com/opurp for the complete schedule.

Investing involves risk, including risk of loss.

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Are you a university employee who is interested in meeting with a TIAA representative? TIAA routinely has representatives who come to your campus for one-on-one consultation appointments.



To sign up for a consultation with a TIAA representative, click on the following link:

<https://shared.tiaa.org/public/publictools/events/meetingatworkplace?employerId=1-736D-74>

Next to the words “Your Workplace”, you will see an orange button that says “Select”. Click on this button to proceed. You will then be directed to a pop-up page, and you will need to select the state of Oregon from the drop-down menu. A second drop-down will then auto-populate, and you will need to select your campus from the list of options. You will then want to click the orange “Select” button at the bottom of the page.

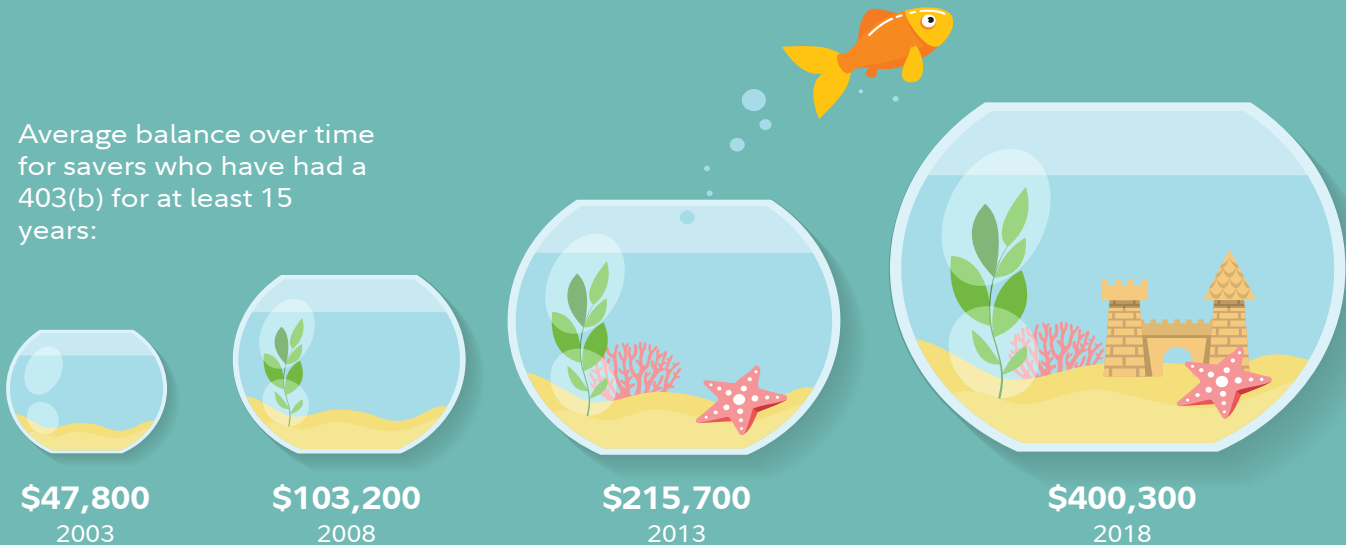
A calendar will then load and will provide you a list of consultations and seminars that are available to you in the next 90 days. You will need to select a date and time that is convenient for you, and click on the “Choose” button. The system will then ask you for your personal information and consultation details. Once this section is complete, you need to click on the orange button at the bottom right-hand side of the page that says “Schedule Consultation”. From this point, you will be scheduled with the representative listed.

If your campus is not listed for consultation at this time, it is possible that future sessions are available at a later date.

Just keep saving

Saving for the future takes commitment and patience. The results are clear when you look at people who have been invested in their 403(b) for at least 15 years. These savers have seen their investments grow considerably, both because of new contributions and the growth of the market. Even the financial crisis of 2008-2009 did not stop their progress.

Average balance over time for savers who have had a 403(b) for at least 15 years:



Based on Fidelity analysis of 24,900 corporate DC plans (including advisor-sold DC) and 653,351 continuously employed participants out of a total population of 15.5 million, as of Sept. 30, 2018. Continuously employed participants are those who have been active continuously for at least 15 years and have a balance greater than zero. They have not necessarily been contributing continuously. Annual balance is as of Sept. 30 each year.

Investing involves risk, including risk of loss.

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Can you aim higher in your 403(b)?

Saving just 1% more for retirement can make a big difference, especially if you make it a habit to increase your savings rate regularly. This illustration shows how small increases every year—whether you enroll in the automatic increase program or increase your savings on your own—can add up over time.

Want to take a test flight? Try the [Power of Small Amounts](#) tool and see how high you can go.

START

Age: 25

Salary: \$50,000

403(b) contribution:

4% + 4% employer match

BALANCE AT AGE 67

\$1,369,000

1% increase annually up to 15%

\$816,000

1% increase annually up to 6%

\$661,000

No increase

BALANCE

AGE 25 30 35 40 45 50 55 60 67

Hypothetical examples assume that the individual saves according to the described scenarios until retirement age 67, and receives a 1.5% real increase in wages per year. Rate of return is 4.5% in real terms or real dollars. The maximum annual qualified retirement plan employee contribution limit in 2018 is \$18,500 (or \$24,500 if age is 50 or older). All dollars shown are pretax dollars. All scenarios assume starting age 25, starting salary \$50,000.

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Retirement 101



Q. I am a woman, and I know saving for retirement is important. I heard that women, in particular, can face unique financial challenges in retirement. Can you tell me if there are any informational programs available that cater to the female demographic?

A. We asked our friends at TIAA to provide us insight on this question. This is what they had to say.

There are notable challenges either we ourselves, or women we know, potentially face when trying to save for retirement. Tackling financial planning earlier rather than later can help reduce the chances that we'll have to work long into our retirement years to fill an income gap.

We may need to save more because women live longer on average, than men. This means our retirement money will have to stretch for more years. When taking life expectancy into consideration for the TIAA pool of annuitants, we found that there is a 50% chance that women retiring at age 60 will live to age 89 and, for men, a 50% chance a man retiring at the age of 60 will live to 86. That's an extra three years of income that you'll need.

A longer life span means not only saving for retirement itself, but having to prepare for unexpected health and dependent care expenditures through retirement.

These factors increase the risk of outliving one's retirement. Women tend to live longer than men. In fact, according to U.S. Department of Health and Human Services, there are three times as many widowed women over age 65 than men.

It might surprise you that sixty-six percent of caregivers are women. Women bear significant financial and personal costs to take care of family members. Less time for working at jobs with retirement benefits leaves them with less income to save and invest for their elder years. As a result of being caregivers, often women have fewer working years to save for their future. Overall, this negatively impacts a caregiver's retirement fund. This is even more challenging for single women who are heads of households.

The gender wage gap continues to be a reality: according to the Bureau of Labor and Statistics, in 2016, women earned 82% of men's salaries based on median weekly earnings for full time workers. For women age 65 and older, their typical income is 25 percent lower than men. Based on today's wage gap, a woman starting her career now will lose \$430,480 over a 40-year career.

As a group, women tend to be a little more conservative in their investment styles than men. We need to balance our risk tolerance with the real need for our money to earn enough to meet our future retirement needs. This demands thoughtful decision making to choose the right mix of investments.

Many women end up being heavily dependent upon Social Security for much of their retirement income. But those payments often aren't enough to live on and, in any case, it's important to have a variety of sources for retirement income.

It's important for everyone to make a thorough evaluation of current and anticipated future financial needs. Women have a few additional considerations to fold into the planning process on the road to a healthy retirement! TIAA offers tools and resources geared towards women as well as female financial planners and advisors.

Please visit this site for some great information! <https://www.tiaa.org/public/offer/insights/W2W>

Q. I want to start saving in my 403(b) account. I heard from a friend that if I contribute on a pre-tax basis, that I won't see as much money held out of my account because of how taxes work. Can you elaborate on what this means?



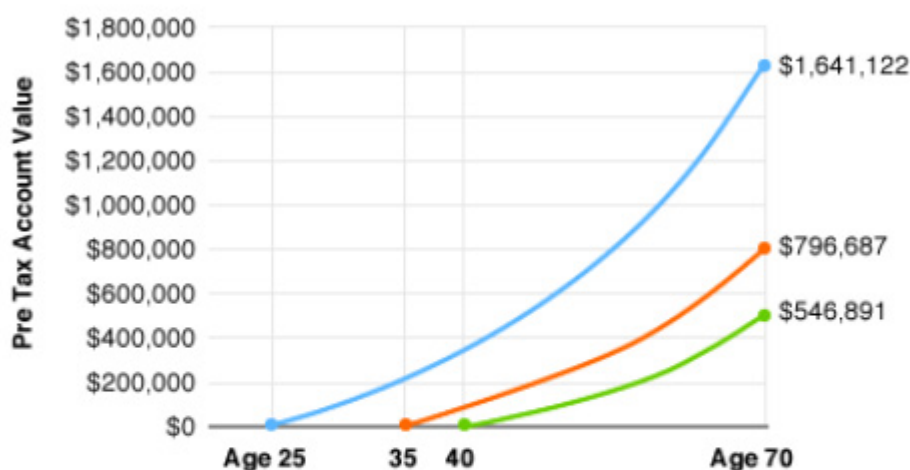
A. We asked our friends at Fidelity Investments if they could clarify what this means. Following is their reply.

Are you contemplating saving in your Oregon Public Universities TDI Plan this year? Need a little help getting started? Taking the first step can seem intimidating, but it shouldn't be. One small step – enrolling in the plan – will help put you on the right path. Starting now is important; the sooner you start to save, the more time your money has to grow.

So how does it work? You elect a percentage of your pay that you'd like to contribute on a pre-tax (or Roth basis but more on that later) and as your savings grow within your retirement plan, you pay no taxes on the growth of your account value. The powerful, long-term benefit for you? By earning returns on funds that would have otherwise been paid in taxes, your savings may grow faster and to a potentially greater amount. That's the power of tax-deferred compounding. See how starting early on the path to compounding can have a dramatic impact on your long-term savings in the chart on the following page.

The Impact of Starting Early

See where a \$5,000 yearly contribution could lead—no matter the starting age.



For illustrative purposes only.

This hypothetical example assumes the following: (1) \$5,000 annual contributions on January 1 of each year for the age ranges shown, (2) an annual rate of return of 7%, and (3) no taxes on any earnings within the qualified retirement plan. The ending values do not reflect taxes, fees, or inflation. If they did, amounts would be lower. Earnings and pre-tax contributions from qualified retirement plans are subject to taxes when withdrawn. Qualified retirement plan distributions before age 59½ may also be subjected to a 10% penalty. Systematic investing does not ensure a profit and does not protect against loss in a declining market. This example is for illustrative purposes only and does not represent the performance of any security.

Now, let's talk a little more about those pre-tax contributions. When you make a pre-tax contribution to your retirement savings account, you add the amount of the contribution to your TDI, but your take home pay is reduced by less than the amount of your contribution. That results in an increase in your take home pay compared to what would happen if you contributed through Roth contributions or to a taxable account, like a traditional savings account.

When you make a Roth contribution, the amount that comes from your paycheck is taken after all taxes and other deductions are made. A big difference, however, is that when you withdraw Roth contributions in the future when you retire, that money is withdrawn tax free*. So your take-home pay will be less than it would if you made an equivalent pre-tax contribution. Let's add a few numbers to show you what we mean...

Let's say you make \$30,000 a year and would like to start saving at a pre-tax rate of 1% of your pay each month. Each month, you'd make a \$25 contribution to your retirement plan account. How does this affect your take home pay? As mentioned before, because those are pre-tax contributions, your take home pay is reduced by less than the amount of your contribution, only \$21 per month in this example.

Using the same example of making \$30,000 a year but saving 1% through Roth contributions: you'd make a \$25 contribution to your retirement plan account and your take home pay is reduced by \$25.

Want to determine how your take home pay would be impacted by contributing to your TDI? Access the "Take Home Pay Calculator" within the Tools & Resources section at: <https://nb.fidelity.com/public/nb/opurp/home>. Enter your annual salary and desired pre-tax contribution rate to see how much would be contributed into your TDI each month versus the difference in your take home pay. There's also a "Roth Educational Calculator" that allows you to compare a Roth contribution to a pre-tax election. Check it out!

*In the event of either retirement or termination, your earnings can be withdrawn tax free as long as it has been five tax years since your first Roth contribution and you are at least 59 ½ years old. In the event of death, beneficiaries may be able to receive distributions tax free if the deceased started making contributions more than five tax years prior to the distribution. In the event of disability, your earnings can be withdrawn tax free if it has been five tax years from your first Roth contribution.

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