



Winter 2020 Newsletter

Times are Changing - Form Change for TDI 403(b) Plan

In 2020, you will notice a change with the title and content of the Salary Reduction Agreement Form (SRA).

First, we eliminated the language that referred to the “TDI”, or Tax-Deferred Investment. Don’t worry though! Tax-deferred contributions are still an option with the 403(b) plan. This language was eliminated because our 403(b) plan is not exclusively a pre-tax, or a tax-deferred plan. The 403(b) plan also offers a Roth for after-tax savings.

Second, the name of the form has been changed. In prior years, it has been referred to the Salary Reduction Agreement form, or SRA. The new name of the form is the 403(b) Voluntary Savings Form.

The protocol for the new form is identical to the protocol that you have followed in the past. Simply complete the form and submit it to your Human Resources office by the 10th of the month in order to have it applied to that month’s pay period.

Note: Some campuses have an electronic version of this form. Please check with your school to determine if you can submit your form electronically.

The new form is available on our website:

<https://www.opurp.org/plan-forms>.

Note: If you have completed a Salary Reduction Agreement in the past and want to keep your elections as they currently are, you do not need to complete a new 403(b) Voluntary Savings Form. You only need to use the form if you want to change or discontinue your monthly contribution.

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403(b) Limit Increase for 2020

The contribution limit for employees who participate in our TDI 403(b) plan or the Oregon Savings Growth Plan's (OSGP) 457(b) has increased from \$19,000 to \$19,500. Anyone younger than age 50 can contribute \$19,500 to each plan.

The catch-up contribution limit for employees aged 50 and over who participate in these plans increased from \$6,000 to \$6,500. Therefore, anyone turning age 50 during 2020 could contribute up to a total of \$26,000 in each plan.

To participate in the 403(b) plan, or to change your contribution, please complete a new 403(b) Voluntary Savings Form (formerly known as the Salary Reduction Agreement). Some campuses offer these forms online. Please check with your Human Resources office to see if an online version is available to you. If your campus does not have an electronic version available, you can find a .pdf version [here](#).

Once the form is complete, please submit it to your Human Resources office on campus.

For more information on OSGP, please go to <http://www.Oregon.gov/pers/osgp>.



Medicare Questions? Give SHIBA a Try!

Are you nearing age 65 and are puzzled by all of the Medicare parts? Parts A, B, C and D? Did you know that Oregon has a resource that can offer assistance for all of these puzzling questions? SHIBA is an acronym for Senior Health Insurance Benefits Assistance.

What does SHIBA do?

- SHIBA explains the Medicare program
- Provides insurance plan options counseling
- Finds assistance programs
- Serves as a liaison with Oregon Health Authority for those over age 65
- Educates, advocates and resolves

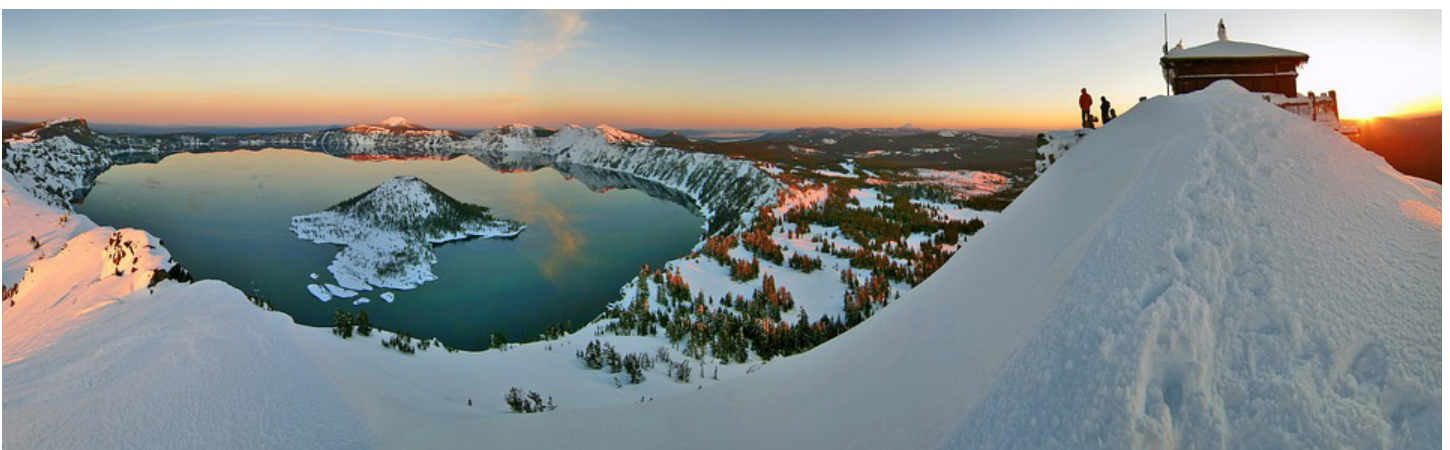


SHIBA's mission is to ensure that Medicare beneficiaries have competent, committed and consumer-focused counseling that is accurate, understandable, objective and personalized.

For more information regarding the SHIBA program, please learn more at <https://healthcare.oregon.gov/shiba/get-help/Pages/who-we-are.aspx>.

If you prefer to contact the statewide office, you can call them toll-free at 1(800)722-4134.

SHIBA also offers counseling sites. To find help near you, please follow the link below to find SHIBA volunteers by county: <https://healthcare.oregon.gov/shiba/get-help/Pages/help-near-you.aspx>.



Four Things to Make the Most of Social Security



Everyone, even those who have significant retirement assets and income, need to determine the best time to claim Social Security benefits. Understanding the basics of Social Security and other key factors is important in helping you make this highly individualized decision.

Know the Basics About How Social Security Works:

Social Security retirement benefits are monthly payments made to working individuals who have paid Social Security taxes and earned Social Security credits. Most people earn the maximum of four credits per year. Credits are based on how much you earn—for example, in 2018, you received one credit for each \$1,320 in wages you earned. The amount of earnings needed for a credit increases annually.

You must have at least 40 credits, which totals ten years of work, in order to qualify for Social Security retirement benefits on your own record. These credits can be earned at any time during your work history and do not need to be earned consecutively. If you stopped work at any time and returned to earn the remainder of your credits, don't worry about losing the credits you earned. Your credits from previous employment remain on your Social Security record and when you return to work, are added to your qualifying credits. The Social Security Administration website offers a retirement benefits estimator (available at <https://www.ssa.gov/benefits/retirement/estimator.html>) to help you understand how much your benefits will be at each age.

Know the Effect of Retirement Age on Benefits:

The age you begin to receive your benefits determines how much you get each month. The longer you wait (up until age 70), the larger your monthly Social Security check will be.

Full Retirement

Full retirement age for people born between 1943 and 1954 is age 66. Due to longer life expectancies, the full retirement age is increasing gradually, and will reach age 67 for those born in 1960 or later. Retiring at this age will ensure the retiree receives full benefits. (You can find out your full retirement age by using the Social Security Administration's calculator, available at <https://www.ssa.gov/planners/retire/ageincrease.html>).

Early Retirement

Regardless of your full retirement age, you may start receiving benefits as early as age 62. If you retire early, though, your benefits will be permanently reduced based on the number of

months you receive checks before you reach full retirement age. Actuarially, early retirement gives about the same total Social Security benefits over a lifetime as full retirement, but in smaller monthly amounts, since they take into account the longer period they will be paid out.

Delayed Retirement

Many people continue to work past their full retirement age. If you do, your Social Security benefits can be increased in two ways: First, every additional year of work adds another year of earnings to your Social Security record. Higher lifetime earnings may result in higher benefits; secondly, your Social Security benefits will be increased by a certain percentage (depending on your year of birth) if you delay retirement. The increase ends at age 70.

Age That You Begin Taking Your Social Security Benefit:	% of SS Benefit You Receive at Various Ages:	Dollar Amount You Receive at Various Ages:
62	75%	\$750
63	80%	\$800
64	86.7%	\$867
65	93.3%	\$933
66	100%	\$1,000
67	108%	\$1,080
68	116%	\$1,160
69	124%	\$1,240
70	132%	\$1,320

Understand How Social Security Affects Your Family:

Social Security benefits cover family members also. Retirement benefits are for both you (the person who worked and earned credits) and for qualifying members of your family which can include:

- A widow or widower
- A current and/or former spouse at retirement age
- A spouse under retirement age, if responsible for the earner's minor child
- Minor children

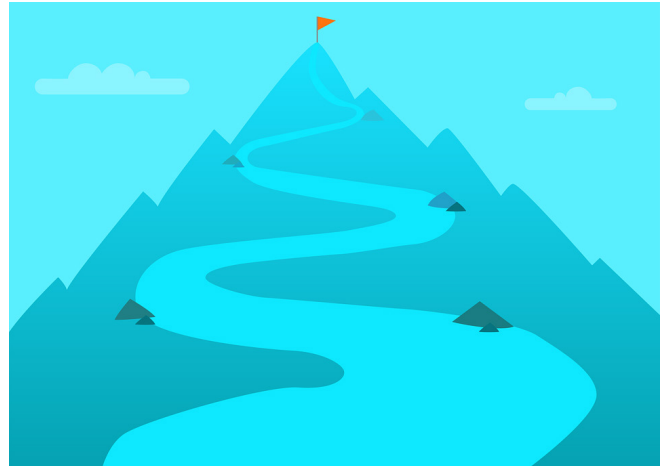
Each family member may be eligible for a monthly benefit that is up to half of your retirement or disability benefit amount. However, there is a limit to the total amount of money that can be paid to you and your family. The limit varies, but is generally equal to about 150% to 180% of your retirement or disability benefits.

Social Security Strategies:

In discussing strategies as to when to start taking based on family vs single it's important to do your research based on your current status.

It is important to take the following into consideration:

- Spouses in poor health may want to consider starting their benefits early and spouses in excellent health may want to delay;
 - Social Security benefits for a nonworking spouse cannot start until the working spouse begins his or her own benefits; and
 - If you decide to delay your retirement, be sure to apply for Medicare only at 65. Otherwise your Medicare coverage may be delayed and cost more.
- Learn more at <https://www.ssa.gov/planners/survivors/ifyou.html>.



Decide When to Begin Taking Social Security:

As you can understand from the numerous rules regarding Social Security, determining when to start your Social Security benefits is a complex and personal decision. Some commentators stress waiting until age 70 while others tell you to begin as soon as possible. In order to help you make this important decision, here are some things to think about:

Think about the interest rate environment that you are in. Delaying benefits in a low interest rate environment may make sense because of how Social Security calculates your benefit. https://www.ssa.gov/oact/ProgData/ar_drc.html.

As mentioned, you can begin taking benefits as early as age 62. However, if you delay starting your benefit until age 63, the age 62 benefit you were entitled to will increase by 6.67%. Delay until age:

- 64 and your benefit will increase another 8.37%;
- 65 and your benefit will increase another 7.6%;
- 66 and your benefit will increase another 7.2%;
- At age 67 and every year thereafter until age 70 your benefit will increase another 8%.

Compare these annual percentage increases to what you would be earning today on similar investments such as insured bank accounts or government obligations. If the Social Security increase is greater than those or similar assets, then delaying the start of your Social Security may work to your advantage.

Introducing Fidelity MyVoice®

Try this exciting new technology that uses your “voiceprint” to confirm your identity whenever you call us about your workplace savings accounts.

Fidelity MyVoice® is:

Simple

You can confirm your identity through natural conversation.

Seamless

There are no PINs or passwords. Just start talking to get down to business.

Secure

A voiceprint is unique to you, like a fingerprint.

Next time you call us, a Fidelity Representative will invite you to enroll.

Visit NetBenefits.Fidelity.com/MyVoice to learn more.



Expand Your World of Investment Choices
with BrokerageLink®



Oregon Public Universities is always looking for ways to help you plan for retirement, and that's why we've recently expanded investment choices within the Fidelity BrokerageLink® option in the Optional Retirement Plan (ORP). No changes were made to the available options in the TDI BrokerageLink®.

The broad range of investment options available is intended to help you design a retirement portfolio that's all your own. Fidelity BrokerageLink provides you with the opportunity to select from thousands of mutual funds and other investment options, beyond those offered directly through the Tax-Deferred Investment 403(b) Plan (TDI and the Optional Retirement Plan (ORP). You can invest in a broad range of choices, including stocks, bonds, mutual funds, exchange-traded funds (ETFs), CDs, and more. You can learn more about the guidelines in the BrokerageLink® fact sheet available on Fidelity NetBenefits® at www.netbenefits.com/opurp. Choose BrokerageLink from the Quick Links menu next to the TDI or ORP Plan name.

With BrokerageLink, you have the ability to manage a portion of your retirement savings plan account in investments beyond the plan's lineup. Tools, mobile applications, and third-party research help put you in control of your investments.

A BrokerageLink central hub, accessible from NetBenefits, brings together tools and services to help make it easy to open and manage your BrokerageLink account. Find the fact sheet, educational information, and plan documents; watch videos; and complete a number of online transactions, including transfers to and from your BrokerageLink account, right online.

If you have questions or need help with your BrokerageLink account, contact Fidelity at 1-800-343-0860, Monday through Friday (excluding all New York Stock Exchange holidays except Good Friday) between 5:00 A.M. and 9:00 P.M. Pacific time to speak with a Service Center Representative.

BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink, and determine the available share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. 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.

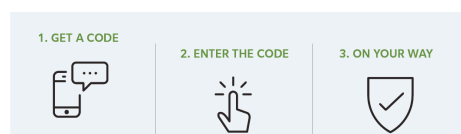
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How 2-Factor Authentication Works

Learn more about an enhanced security feature that helps verify your identity.

FIDELITY INVESTMENTS
Security & Customer Protection |



What is 2-factor authentication?

With 2-factor authentication, an extra layer of security is added to your NetBenefits account to prevent someone from accessing your account or performing certain transactions within your account, even if they have your password. This extra security measure requires you to verify your identity using a randomized 6-digit code. You can choose to have this security code sent to your mobile phone (or an alternate phone number) via text or voice call. Each security code is used only once. It is not a password that you need to create and remember.

While 2-factor authentication for key NetBenefits transactions is automatically enabled, we recommend that you turn on 2-factor authentication at login (find out how below).

Next steps

Within your NetBenefits.com account, navigate to *Profile*, and under *Personal & Contact Information*, verify that your mobile phone number and other contact details are current. To turn on 2-factor authentication at login, visit the *Security Center* in *Profile* and select the *2-Factor Authentication* link. Please note that to take advantage of this feature, you must have at least one phone number on file in NetBenefits.

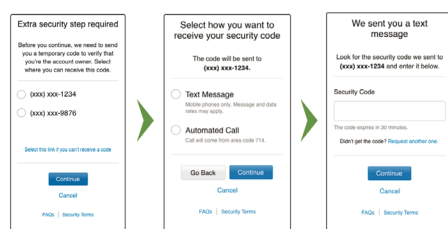
Frequently asked questions

Q: Why is this extra step required?

A: Common online activities, such as downloading apps or using the same password on multiple sites, can put your information at risk. Phishing emails and data breaches at companies where you have previously done business can also pose a threat. We use the 2-factor security code as a second level of verification to help prevent unauthorized access to your account (for example, in situations where your username and/or password may have been compromised).

Q. What will the 2-factor authentication experience look like?

A: Review the sample screens below:



Q: How do I update my phone numbers?

A: You can update your phone numbers on NetBenefits by visiting *Profile* after logging in.

A: Don't worry—you can still receive your security code. Simply log in to your account and request that the code be sent to your alternate phone number. If you don't have an alternate number listed, please call a customer service representative at 800-544-4637. We're available Monday through Friday, 8:30 a.m. to midnight Eastern time.

Q: I did not receive a code. What should I do?

A: If you choose to receive the code via text message, ensure that your phone is capable of receiving texts. If you still do not receive a code, consider having the code sent via an alternate method, such as a voice call.

Q: My code doesn't work. What should I do?

A: First, make sure to enter the security code that is in the message itself and not the hyphenated six-digit incoming number. If this doesn't solve the problem, do the following:

1. Select *Request a new code*.
2. If you receive multiple codes, enter the most recent one.

Q: You asked for my security code. Does this mean someone tried to access my account?

A: No, it's just a security best practice we implement to help prevent unauthorized access. We take security very seriously and employ the latest measures to help protect your information.

Q: Can I access my account from different devices?

A: Yes, though you may be asked for a security code if you're accessing your accounts from a device we do not recognize. To register your device, select *Remember this device after entering your code*.

Q: How does *Remember this device* work?

A: When you select *Remember this device*, we mark that device as a trusted resource. We may still request a security code periodically. To help maintain security, we recommend that you register only devices that you use frequently. You can register multiple personal devices, but please do not register public devices.

Q: I previously selected *Remember this device*. Why did I have to request a security code?

A: Device recognition is just one of several factors we use to verify your identity. For example, if you are using a different browser or if you registered multiple devices, we may request a security code to confirm your identity.

Q: What if I lose or give away a device I registered?

A: If this happens, please call a customer service representative at 800-544-4637. We're available Monday through Friday, 8:30 a.m. to midnight Eastern time.

Q: Why am I going through 2-factor authentication every time I log in to the site?

A: You signed up for 2-factor authentication at login. When entering the one-time passcode, remember to select *Remember this device*. Periodically, you may still be challenged if we detect changes to your device.

Screenshots are for illustrative purposes only.

Votes are submitted voluntarily by individuals and reflect their own opinion of the article's helpfulness. A percentage value for helpfulness will display once a sufficient number of votes have been submitted.

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WEBCASTS FROM FIDELITY

Upcoming Fidelity Webcasts:

Talking Taxes: A Year-Round Conversation

Join us as we explore ways to make tax planning part of your year-round financial conversation.

- ✓ January 2020 (date and time yet to be determined)

Tax Insights: Retirement, Education, & Residency

An in-depth conversation about how Traditional and Roth IRAs, and IRA conversions; saving for college; and the state you live in—and your primary residence—can impact what you pay in taxes each year.

- ✓ January 2020 (date and time yet to be determined)

Additional topics available for replay:

- ✓ Keeping Your Personal Information Safe
- ✓ Women: Demand More from Your Money & Health
- ✓ Protecting Against Elder Financial Fraud
- ✓ Creating Your Retirement Income Plan
- ✓ Talking Taxes: A Year-Round Conversation
- ✓ Getting More Out of Social Security
- ✓ And Many More...

Visit www.fidelity.com/webcasts to register for any of these upcoming webcasts, to view a calendar of upcoming events, and to access recordings of previously held webcasts.

Ask Us
Anything

You don't have to know all the answers —
we're here to help.



In-Person Consultations

At Fidelity, we're here to help you give attention to your own future; we are committed to helping you make sure you're on track toward a future that's unique to you. Meet with us one-on-one and you'll be able to tap into the education, resources, and support that only a trusted partner can provide. Plus, consultations are free to you as an employee benefit.

Justin Blatny and Ronald Elia visit all of the Oregon Public University campuses regularly and they are ready to help you address many questions, including:

- ✓ Am I investing properly?
- ✓ Am I on track with my retirement savings?
- ✓ How do I bring my retirement savings together?
- ✓ How do I turn retirement savings into ongoing, steady income?

Visit the "Contact Us" tab on netbenefits.com/opurp to view a schedule of dates and locations where Justin and Ronald will be available for consultations.

Justin and Ronald are licensed professionals, experienced in helping people plan for their financial futures. You can meet with them whenever you want and can ask them anything. Really!





Upcoming TIAA Webinars

Introduction to Estate Planning

Estate planning done correctly serves as an essential part of an individual's overall financial plan. This webinar will discuss common estate planning documents and strategies to discuss with your tax and legal advisors for greater financial confidence both now and down the road.
January 14 at 9 a.m. (PT)

Quarterly Economic and Market Update

TIAA's Chief Investment Strategist will discuss economic and market developments that may impact your retirement savings strategy.
January 15 at 9 a.m. (PT)

Strategies for Staying on Track

No matter how much or how little money you can save for retirement, it's important that you start now and stay invested for your future. You can learn how taking smart financial steps today may help lead you to a more solid financial future after you've stopped working.
January 15 at 12 p.m. (PT)

10 Predictions for the Year

Nuveen's Chief Equity Strategist will discuss his annual predictions for 2020, taking a comprehensive look at the trends and issues he believes are positioned to shape the economy and markets for the coming year.
January 16 at 9 a.m. (PT)

Looking to Turn Your Retirement Savings Into a "Paycheck" for Life?

Learn how creating a diversified income plan—one that uses a combination of income sources and includes annuity income that's guaranteed for life—can help reduce the risks you may face in retirement and ensure you have income that never runs out.
January 16 at 12 p.m. (PT)

Schedule online: [TIAA.org/webinars](https://www.tiaa.org/webinars)

Upcoming TIAA Meeting Information: Appointments are available by clicking [here](#).

What's New with Oregon Savings Growth Plan (OSGP)?

In recent newsletters, you may have noticed that we have included information about the Oregon Savings Growth Plan, also known as OSGP. OSGP is an additional vehicle that is available to you to help save for retirement. As a university employee, you have the ability to save additional funds for retirement through both the 403(b) plan (which is administered by our office), as well as with the OSGP (which is administered by the state of Oregon). Our philosophy is that saving for retirement is important and we want to communicate any savings options available to you. Although they are not affiliated with our office, we did want to provide any information that may be of interest to employees who are interested in saving more for retirement.

We have asked OSGP for any upcoming news that they would like to share with university employees.

New Four-Part Educational Video Series from OSGP and PERS

OSGP and the Public Employees Retirement System (PERS) are pleased to present a brand new, four-part educational video series. The series was designed to help Oregon state and local government employees learn more about saving for retirement, covering a range of investment and plan-related topics.

The four-part series can be watched in any order, and is meant for everyone, at any stage in their retirement planning. Saving for retirement early is vital, but it is also never too late. The important thing is to do something now — watch and learn what you can do by clicking [here](#).

IRS Announces Increase in Oregon Savings Growth Plan's 2020 Annual Limits

If you are under age 50, your 2020 annual limit to contribute to OSGP is \$19,500.

If you turn 50 on or before December 31, 2020, you may defer an additional \$6,500, making your 2020 annual limit \$26,000.

The 2020 annual limit for participants in the Special Three-Year Catch-up Provision is \$39,000. If you are enrolled or interested in enrolling in this provision, please call the OSGP Salem office at 888-320-7377.

If you have questions or would like assistance changing your contribution amount, please log onto your OSGP account or contact the OSGP Customer Service Center at 800-365-8494.

SAVE **TODAY.** GROW YOUR **TOMORROW.**

Oregon Savings Growth Plan Workshop Schedule January, February, March 2020

It's never too early - or too late to plan for your future. Register for a workshop at growyourtomorrow.com before they fill up!



Introduction to OSGP
Calculate Your Savings Goal
Retirement Strategies with OSGP
New! Basic Investment Concepts

8:30 AM - 10:00 AM

10:15 AM - 12:00 PM

1:30 PM - 3:00 PM

Check growyourtomorrow.com for more information.



DATE	CITY	ADDRESS
January 7, 2020	Salem	Archives Building, Upstairs Conference Room, 800 Summer St. NE, Salem, OR 97310
January 27, 2020	Portland (East)	State Office Bldg, Conference Room 1A, 800 NE Oregon St., Portland, OR 97232
February 4, 2020	Salem	Archives Building, Upstairs Conference Room, 800 Summer St. NE, Salem, OR 97310
February 6, 2020	Hillsboro	Hillsboro School District Office, Boardroom, 3083 NE 49th Place, Hillsboro, OR 97124
February 18, 2020	Albany	Linn County DHS, Mt. Jefferson A Conference Room, 118 SE 2nd Ave., Albany, OR 97321
February 18, 2020	Portland (West)	Market Center Building, Mt Rainier Room 316, 1600 SW 4th Ave., Portland, OR 97201
February 19, 2020	Newport	Worksource Oregon, 120 Avery Street Newport, OR 97365
March 3, 2020	Happy Valley	Happy Valley City Hall, Council Chambers, 16000 SE Misty Dr., Happy Valley, OR 97086
March 3, 2020	Salem	Archives Building, Upstairs Conference Room, 800 Summer St. NE, Salem, OR 97310
March 4, 2020	Hood River	Business Administration Building, First Floor Boardroom, 601 State St., Hood River, OR 97031
March 12, 2020	Eugene	DHS Offices, 2885 Chad Dr., Eugene, OR 97408
March 13, 2020	Eugene	DHS Offices, 2885 Chad Dr., Eugene, OR 97408
March 16, 2020	Beaverton	DHS Offices, 4805 SW Griffith Dr., Beaverton, OR 97005
March 25, 2020	Tillamook	DHS Offices, Wilson River Building, 4670 3rd Street, Tillamook, OR 97141
March 26, 2020	Astoria	Employment Department, 450 Marine Dr., Astoria, OR 97103
March 26, 2020	Portland (East)	State Office Bldg, Conference Room 1A, 800 NE Oregon St., Portland, OR 97232

Note: Basic Investment Concepts will be offered throughout the year, please check growyourtomorrow.com to see these upcoming workshops. 1:1 appointments will be available at various locations. You can register for 1:1 appointments and workshops by visiting growyourtomorrow.com. Just click the Register Now button to view availability.



Please note: Introduction to OSGP will be offered at PERS Headquarters in Tigard one time only this quarter from 6:00 to 7:30 PM on February 25, 2020.



Register for all workshops at growyourtomorrow.com.



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