

---

# Your Retirement Plan – A More Focused Approach

What to Know about the Upcoming Changes to the DePaul Retirement Program

# Today's Speakers

---



**Stephanie Smith**, Co-Chair Investment and  
Plan Administrative Committee  
Vice President Human Resources



**Erik Daley**, CFA  
Managing Principal  
Multnomah Group

# The Investment and Plan Administrative Committee (IPAC)

---

## Members:

**Sherri Sidler**, Investment Co-Chair – Interim Executive Vice President, Vice President for Finance and Controller

**Stephanie Smith**, Co-Chair Administrative – Vice President Human Resources

**Brian Sullivan** - Treasurer

**Greg Mark** – Professor of Law

**Sanjay Deshmukh** – Professor of Finance

**Jennifer Wronkiewicz** - Assistant Dean for Finance and Administration, College of Science & Health

**Susanna Pagliaro** - Executive Assistant Dean and Chief of Staff, College of Liberal Arts and Social Sciences

## Internal Advisors:

**Kathy Stieber** - Vice President, General Counsel and Secretary

**Rick Raguse** - Deputy General Counsel

# Topics We'll Discuss Today

---

- Why DePaul is Making the Change
- What Will Happen with Existing TIAA Account Balances



What should I expect?



When should I expect it?



What should I do about it?

---

# Why DePaul is Making the Change

# Why is DePaul making the change?

---

The Investment and Plan Administrative Committee (IPAC) has a fiduciary responsibility to monitor the 403(b) Plan

- Investment options
- Service providers

This transition will reduce cost of administration to participants, and create greater transparency of participants' cost

The IPAC has been closely monitoring the ability of Fidelity to meet the needs of all participants

- Mirroring of investments at TIAA and Fidelity in May 2010
- Freezing of TIAA annuity positions in 2015, 2018, 2020
- Selection of Fidelity as Master Administrator in 2015
- New participant enrollments only to Fidelity at DePaul in October of 2017

# Impact of Cost on Retirement

Fidelity Administrative Fee*	TIAA Administrative Fee
\$56 per participant	0.08%

Fidelity Administrative Fee*	TIAA Administrative Fee	Account Balance
\$56	\$20	\$25,000
\$56	\$40	\$50,000
\$56	\$80	\$100,000
\$56	\$160	\$200,000
\$56	\$240	\$300,000
\$56	\$400	\$500,000
\$56	\$800	\$1,000,000

\*Fidelity administrative fee of \$14 is taken at the end of each quarter

# DePaul University Investment Menu

Tier 1: Target Date Funds (QDIA)					
Vanguard Instl Target Retirement					
Tier 2: Core Array					
Stable Principal	Fixed Income	U.S. Equity		International Equity	
Fidelity S/T Treasury Bond Idx	Fidelity US Bond Index	Fidelity 500 Index Instl Fidelity Extended Market Index		Vanguard Total Intl Stock Idx Instl	
Tier 3: Extended Array					
Stable Principal	Fixed Income	U.S. Equity		International Equity	
Vanguard Federal Money Market  NY Life GIA	Vanguard Inflation Prot Secs I	MFS Value R6	Fidelity Growth Company K6 Harbor Capital Appreciation Ret Vanguard Growth Index Instl	DFA International Value	MFS International Intrinsic Value R6
	Loomis Sayles Core Plus Bond N	Vanguard Small Cap Value Index Instl Vanguard Real Estate Index Instl	BNY Mellon Small-Mid Cap Growth Y Vanguard Small Cap Growth Index I	Wells Fargo Emerging Markets Eq R6	
Tier 4: Self-Directed Brokerage Account					



---

# What Will Happen with Existing TIAA Balances

# What should I expect

---

- All mutual fund holdings at TIAA will transfer to Fidelity
- All annuity investments will stay at TIAA
- You have control over how much or how little of your account balance will transfer

# What is/is not transferring in my TIAA account

## NOT Transferring

### Annuities

- CREF Bond Market
- CREF Equity Index
- CREF Global Equities
- CREF Growth
- CREF Inflation-Linked
- CREF Money Market
- CREF Social Choice
- CREF Stock
- TIAA Real Estate
- TIAA Traditional

## Transferring

### Mutual Funds

- Vanguard Target Date Funds
- Vanguard Federal Money Market
- Vanguard Short-Term Federal
- Vanguard Total Bond Market Index
- Loomis Sayles Core Plus Bond N
- Vanguard Inflation Protected Securities
- MFS Value R6
- Vanguard Institutional Index I
- Harbor Capital Appreciation Ret
- Vanguard Growth Index Instl
- BNY Mellon Small-Mid Cap Growth
- Vanguard Small Cap Value Index
- Vanguard Small Cap Growth Index I
- Vanguard Total Intl Stock Index Instl
- MFS International Intrinsic Value R6
- Wells Fargo Emerging Markets Eq
- Vanguard Real Estate Index Instl

### Brokerage Window

- Everything else

# Investment options that are NOT changing

These investment options will be transferred directly into your Fidelity account

## Investment Options Transferring In-Kind

Vanguard Institutional Target Date Funds

Vanguard Federal Money Market

Loomis Sayles Core Plus Bond N

Vanguard Inflation Protected Securities Adm

MFS Value R6

Harbor Capital Appreciation Ret

Vanguard Growth Index Instl

BNY Mellon Small-Mid Cap Growth Y

Vanguard Small Cap Value Index Adm

Vanguard Small Cap Growth Index I

Vanguard Total Intl Stock Index Instl

MFS International Intrinsic Value R6

Wells Fargo Emerging Markets Eq R6

Vanguard Real Estate Index Instl

# Investment options that are changing

---

Investment Option at TIAA	Expense Ratio		Investment Option at Fidelity	Expense Ratio
Vanguard Short-Term Federal Adm	0.10%	▶	Fidelity Short-Term Treasury Index	0.03%
Vanguard Total Bond Market Index	0.04%	▶	Fidelity US Bond Index	0.03%
Vanguard Institutional Index I	0.04%	▶	Fidelity 500 Index	0.01%

# Investment options remaining at TIAA

---

Investment Option at TIAA	Expense Ratio	Revenue Sharing
CREF Money Market	0.29%	0.20%
CREF Bond Market	0.32%	0.20%
CREF Inflation-Linked Bond	0.29%	0.20%
CREF Social Choice	0.32%	0.20%
CREF Stock	0.39%	0.20%
CREF Equity Index	0.29%	0.20%
CREF Growth	0.32%	0.20%
CREF Global Equities	0.36%	0.20%
TIAA Real Estate	0.83%	0.24%
TIAA Traditional	N/A*	0.15%

\*TIAA Traditional is a fixed annuity supported by the general account of TIAA with a crediting rate declared by TIAA

# What happens if I take no action

## WILL NOT Transfer

### Annuities

- CREF Bond Market
- CREF Equity Index
- CREF Global Equities
- CREF Growth
- CREF Inflation-Linked
- CREF Money Market
- CREF Social Choice
- CREF Stock
- TIAA Real Estate
- TIAA Traditional

## WILL Transfer

### Mutual Funds

- Vanguard Target Date Funds
- Vanguard Federal Money Market
- Vanguard Short-Term Federal
- Vanguard Total Bond Market Index
- Loomis Sayles Core Plus Bond N
- Vanguard Inflation Protected Securities
- MFS Value R6
- Vanguard Institutional Index I
- Harbor Capital Appreciation Ret
- Vanguard Growth Index Instl
- BNY Mellon Small-Mid Cap Growth
- Vanguard Small Cap Value Index
- Vanguard Small Cap Growth Index I
- Vanguard Total Intl Stock Index Instl
- MFS International Intrinsic Value R6
- Wells Fargo Emerging Markets Eq
- Vanguard Real Estate Index Instl

### Brokerage Window

- Everything else

# If I want to take action, how do I get started

---

- Understand which investments will stay at TIAA and which will be transferred to Fidelity
- Decide how much of your TIAA balance you would like to transfer to Fidelity
- Transfer money either into mutual funds to transfer to Fidelity or into annuities to see dollars retained at TIAA
  - Ensure trades occur prior to the blackout period of July 16 at 3 Central



# I want my money to transfer to Fidelity

---

- Invest in any of the mutual fund products available on the TIAA platform
- Those assets will be automatically transferred to Fidelity as part of the transition according to the mapping outline

# I want my accumulated savings to stay at TIAA

---

- Transfer money into any of the CREF annuities, TIAA Traditional, or TIAA Real Estate
  - Money invested in these individual annuities will be retained at TIAA through the transition process and beyond

# I want my accumulated savings to stay at TIAA

---

- Transfer money into any of the CREF annuities, TIAA Traditional, or TIAA Real Estate
  - Money invested in these individual annuities will be retained at TIAA through the transition process and beyond
- Establish an Individual Retirement Account (IRA) and transfer mutual fund holdings into that account

# When should I expect it

---

- Mutual fund assets will transfer from TIAA to Fidelity on July 21
  - TIAA brokerage window assets will also transfer (impacted participants will receive a customized notice regarding impact)
- Blackout period at TIAA begins July 16 at 3 Central
- Until the blackout period ends, July 16 will be your last day to:
  - Request a distribution
  - Check your account balance
  - Request an investment exchange
  - Request a loan
- Blackout period expected to end the week of July 26
- Balances available for viewing at Fidelity by the end of July

---

# Considerations and Resources

# DePaul Resources

---

## **[myfidelitysite.com/depaul](https://myfidelitysite.com/depaul)**

- Webinar Schedule and Registration Links
- Links to Schedule Counseling with TIAA and Fidelity
- Calendar of Key Dates and Details
- TIAA and Fidelity Investment Information
- FAQs

## **[netbenefits.com/depaul](https://netbenefits.com/depaul)**

- Link to Fidelity's participant site for retirement planning

## **[tiaa.org](https://tiaa.org)**

- Link to TIAA's participant site for retirement planning

## **[hrbenefits@depaul.edu](mailto:hrbenefits@depaul.edu)**

- Link to the Human Resources mailbox – checked daily

**YOUR SAVINGS**



**NetBenefits<sup>®</sup>**



**Tools and  
calculators**



**Videos, articles,  
and workshops**



**View and make  
changes to account**

## Next steps



**Review  
details regarding  
the DePaul  
transition**



**Visit  
NetBenefits®  
&  
Download the  
NetBenefits® App**



**Select your beneficiaries  
and mail delivery  
preference at  
[NetBenefits.com/DePaul](https://NetBenefits.com/DePaul)**



**Contact Fidelity at  
800-642-7131  
for investment  
advice, or to  
schedule a 1-on-1  
with a Retirement  
Planner**