



Understanding your updated Saint Louis University Retirement Program

Saint Louis University (the University) recognizes the importance of providing you with a retirement program to help you prepare for your financial future.

Effective January 1, 2024:

- You will have 30 days to enroll or opt out of participating in the 403(b) Retirement Plan.
- After 30 days: If you are not already contributing to the plan or if your contribution is less than 2% of your

annual salary (and you have not opted out) you will be automatically enrolled at 2% of your annual salary. Your contributions will be deducted from your pay and directed to the lifecycle index fund closest to your projected date of retirement. There will be no change for employees already contributing 2% or more.

Quick guide to managing your retirement account(s) online

You are able to elect or change your contribution rate for the 403(b) Retirement Plan, and your investment choices and beneficiaries for both the 403(b) Retirement Plan and the 401(a) Match Retirement Plan, by visiting **TIAA.org/slu**.

- Click the *Enroll or update* button, then follow the online instructions. If you are a first-time user, you will need to register to create your user ID and password.
- Follow the prompts and print the confirmation page. You are now registered for online access.

To manage your account(s) after you are registered, go to **TIAA.org/slu** and log in to your account(s). Select *Actions* to:

- Change your contribution amount or opt out of participation
- Elect pretax or Roth after-tax contributions, up to the maximum amount determined annually by the IRS
- Update your investment elections for future contributions
- Transfer assets among other investment options
- Review or update your beneficiary designation(s)

We're here to help

A complete description of the program's investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at **TIAA.org/slu**.



Manage your account

Online

Visit **TIAA.org/slu** and log in. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the on-screen directions to set up your account.

Phone

Call TIAA at **800-842-2252**, weekdays, 7 a.m. to 9 p.m. (CT).



Schedule an investment education and advice session

Online

Visit **TIAA.org/schedulenow**.

Phone

Call **800-732-8353**, weekdays, 7 a.m. to 7 p.m. (CT).



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UNIVERSITY**

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You can choose which approach best fits your needs when creating your retirement strategy:

Select a lifecycle index fund

Lifecycle index funds offer a mix of investments based on the number of years until you retire and automatically adjust over time to be more conservative. For example, should you choose to retire at age 67 in 2044, you might consider the Lifecycle Index 2045 Fund.

Build your own retirement portfolio

The program offers a range of investment options from which to choose. Learn more about your investment choices online at TIAA.org/slu.

Retirement plan investment advice

As a participant in the retirement program, you have access to personalized retirement plan advice on the program's investment options. TIAA representatives are available to help you understand your retirement plan benefits and provide investment recommendations to help you achieve your financial goals, *at no additional cost to you*.

To schedule an advice session with TIAA, call **800-732-8353**, weekdays, 7 a.m. to 7 p.m. (CT), or go online at TIAA.org/schedulenow.

Disclosures

Advice (legal, tax, investment)

The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

Advice provided by our Field Consulting Group is obtained using an advice methodology from an independent third party. Advice services provided by our Individual Advisory Services Group are provided by Advice & Planning Services, a division of TIAA-CREF Individual & Institutional Services, LLC, a registered investment adviser.

Individual Advisory Services may not be available to all participants. Advisory services through Individual Advisory Services are a fee-for-services charge to the employee.

Investment, insurance and annuity products

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit TIAA.org and enter the ticker in the site's search feature for details.

A lifecycle index fund is a "fund of funds," primarily invested in shares of other mutual funds. The fund's investments are adjusted from more aggressive to more conservative over time as the target retirement date approaches. The principal value of a lifecycle index fund isn't guaranteed at any time, including at the target date, and will fluctuate with market changes. The target date represents an approximate date when investors may plan to begin withdrawing from the fund. However, you are not required to withdraw the funds at that target date. After the target date has been reached, some of your money may be merged into a fund with more stable asset allocation. Also, please note that the lifecycle index fund is selected for you based on your projected retirement date (assuming a retirement age of 65). Lifecycle index 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 lifecycle index funds, there is exposure to the fees and expenses associated with the underlying mutual funds as well.

Roth retirement plan option

The TIAA group of companies does not offer tax advice. See your tax advisor regarding your particular situation.

Withdrawals of earnings prior to age 59½ are subject to ordinary income tax, and a 10% early distribution penalty tax may apply. Earnings can be distributed tax free if distribution is no earlier than five years after contributions were first made and you meet at least one of the following conditions: age 59½ or older, or permanently disabled. Beneficiaries may receive a distribution in the event of your death.

This material is for informational or educational purposes only and does not constitute fiduciary investment advice under ERISA, a securities recommendation under all securities laws or an insurance product recommendation under state insurance laws or regulations. This material does not take into account any specific objectives or circumstances of any particular investor, or suggest any specific course of action. Investment decisions should be made based on the investor's own objectives and circumstances.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not 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 877-518-9161 or go to TIAA.org/slu for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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