

Welcome to The University of North Carolina Retirement Programs

You are our greatest investment

The University of North Carolina (The University) is dedicated to serving the people of North Carolina through world-class teaching, research, and community engagement, and we are dedicated to supporting you along the way with competitive retirement benefits. If you do not enroll in the UNC Optional Retirement Program (ORP) Plan or the North Carolina Teachers' and State Employees' Retirement System (TSERS) Plan within 30 days, you will be default enrolled into TSERS. Please refer to The University's benefits site at myapps.northcarolina.edu/hr/benefits-leave/retirement/ for specific plan information.

When creating your retirement strategy, you can take one of two approaches



1. UNC Target Date Models

For those who prefer a hands-off approach to investing

The UNC Target Date Models automatically manage your investments, making it easier for you to stay on track with your retirement goals and include the option for guaranteed income payments for life. As the plans' default, an age-based model portfolio will be selected for you if you don't select your own investment options.



2. Tier 2: Core lineup

For those comfortable choosing their own investments

The plans offer a broad range of carefully selected options designed to help you build a diversified investment portfolio. Learn more about your investment choices at tiaa.org/unc.

Self-directed brokerage account

For experienced investors who actively manage their investments

In addition to the two approaches listed above, a self-directed brokerage option is available. This account provides access to thousands of mutual funds from many well-known fund families. While the plans' investment lineup is designed to meet the majority of needs, the brokerage account may appeal to active, experienced investors who seek more investment choices, or investors who have specific investment preferences outside of the carefully selected core investment funds. The University limits investment and future contributions in the self-directed brokerage account to 95% of participant account balances.

Please note: The University does not monitor investments selected in the brokerage window, and TIAA does not provide advice on investments offered through the brokerage account.

The UNC Target Date Models evolve with you

Personalize your information

You can help determine an appropriate model portfolio by providing additional information about your financial situation and preferences.

Simply log in to your TIAA account and choose *Personalize it* below your retirement plan account. Select your retirement age and complete the brief questionnaire to initiate a model portfolio recommendation.

Once you review it, you can simply select and approve it. All of your eligible plan assets and future contributions will be invested in the model portfolio you choose.

The UNC Target Date Models make it easier to plan and save for retirement by providing you with a professionally managed model portfolio. It's a convenient alternative to making your own choices from the retirement plans' investment lineup.

What's a model portfolio?

Each model includes a combination of investment options from the retirement plans' lineup. The mix of investments offers a specific balance of financial risk and reward, and takes into account your current age and your projected retirement date. The investment allocation adjusts to become more conservative as you near and enter retirement.

Over time, the UNC Target Date Models automatically rebalance your account to help keep you on track with your retirement goals.

Benefits to you

Simple to use

Diversified mix of investments

Professionally designed and managed model portfolios

Automatically reduces investment risk as you near retirement

Guaranteed annual returns from the TIAA Traditional Annuity allocation

Considers any non-model annuity plan balances in the management of your model portfolio

Option for monthly income payments for life once you retire

UNC Target Date Models are the programs' default investment

The UNC Target Date Models are the default investment option for the retirement programs. Unless you choose other investments, a UNC Target Date Model will be selected for you based on your anticipated retirement date. Each model provides a diversified retirement portfolio.

Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

The UNC Target Date Models evolve with you (continued)

If you use the UNC Target Date Models

The University's long-term advisor, CAPTRUST, has been engaged to professionally manage the UNC Target Date Models.¹ Participants who select the UNC Target Date Models will be charged a fee for CAPTRUST's Investment Management Services. It's estimated the CAPTRUST fee would equate to **approximately** 0.02% (\$0.20 per \$1,000 invested) of your assets in each plan within the UNC Target Date Model.

The total annual CAPTRUST fee will be divided across all participant accounts using the UNC Target Date Models on a pro rata basis. Meaning, the fee will be collected based on your account balance in each plan as a portion of the overall assets in the UNC Target Date Models. Depending on the number of participants using the service, market movements and total assets in the UNC Target Date Models each quarter, the amount of your specific fee could vary, but it's estimated to be **approximately** 0.02% (\$0.20 per \$1,000 invested).

Only participants who use the models will be assessed this fee. This fee should be considered alongside the expenses associated with the portfolios' underlying investments, as well as any other fees you may pay (see page 5 for additional fee information).

Lifetime income benefit of TIAA Traditional

With TIAA Traditional built into the allocations of the UNC Target Date Models, you have the option to receive dependable, guaranteed lifetime income in retirement. Whether you use the UNC Target Date Models or choose investments from the core lineup, TIAA Traditional can offer unique advantages, including lifetime income and a guaranteed rate of return with low volatility.



Guaranteed growth no matter the market

Know that your retirement savings is protected and guaranteed to increase every single day—even in the most volatile markets.



Guaranteed lifetime income you can count on

Turn your savings into guaranteed retirement income that lasts for life to help cover everyday living expenses—or any expenses you choose.²



Opportunity for more growth and income

Benefit from our sharing profits approach with the opportunity for higher interest and income—above and beyond our guarantees.²

continued

¹ CAPTRUST is an independent registered investment advisor that has been chosen by your employer. The University has delegated the responsibility for managing and adjusting the UNC Target Date Models to CAPTRUST. For employees enrolled in the UNC Target Date Models, this is done on a discretionary basis, meaning CAPTRUST, in consultation with The University, will adjust the asset allocation strategy over time to follow the long-term investment strategy of the models.

² TIAA may share profits with TIAA Traditional Annuity owners through declared additional amounts of interest during accumulation, higher initial annuity income, and through further increases in annuity income benefits during retirement. These additional amounts are not guaranteed beyond the period for which they were declared.

The UNC Target Date Models evolve with you (continued)

UNC Target Date Models investment options

A mixture of some or all of these investment options are included in each UNC Target Date Model.

UNC ORP and 457(b) Plans

Fund/Account	Ticker
TIAA Traditional Annuity (guaranteed annuity)	N/A
Vanguard Extended Market Index Trust	N/A
Vanguard Institutional 500 Index Trust	N/A
Vanguard Total Bond Market Index Trust	N/A
Vanguard Total International Stock Index Trust	N/A

UNC 403(b) Plan

Fund/Account	Ticker
TIAA Traditional Annuity (guaranteed annuity)	N/A
Vanguard Extended Market Index Fund Institutional Plus Shares	VEMPX
Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
Vanguard Total Bond Market Index Fund Institutional Plus Shares	VBMPX
Vanguard Total International Stock Index Fund Institutional Plus Shares	VTPSX

Learn more

For additional details on the UNC Target Date Models, visit tiaa.org/unc.

Choose either the UNC Target Date Models or your own investment mix

For each eligible TIAA account, you need to choose either the UNC Target Date Models or your own investment strategy by selecting investments from the Tier 2 core lineup.

Whether you use the UNC Target Date Models or create your own portfolio, if you prefer more investment choices, you can choose a self-directed brokerage account for additional investment options. **Please note:** Any brokerage investments will not be considered in the ongoing rebalancing of a model portfolio.

Overview of retirement plan fees

When making decisions about your retirement account, it's important to consider any expenses associated with the retirement programs' services and investment options. In some cases, you may be able to take advantage of lower fees that The University negotiates on your behalf. These fees are deducted proportionally from your investments each quarter.

Administrative services associated with your retirement plan

The University charges an annual administrative fee to cover services such as recordkeeping, legal, accounting, investment advisory, and other plan and participant services. These fees are deducted proportionally from your investments each quarter.

Fee	Amount	Description
TIAA Plan Servicing Fee	\$36 (\$9 quarterly) per participant*	Plan services provided by TIAA.
UNC Target Date Model Management Fee	Estimated annual fee of approximately 0.02% (\$0.20 per \$1,000 invested)	Investment advisory services provided by the independent advisor for the plan, CAPTRUST. <i>This fee will not be charged if you do not participate in the UNC Target Date Models.</i>

* Additionally, any "revenue sharing/plan offsets" generated by your investments in your individually owned account(s) in the UNC ORP, 457(b) and 403(b) Plans will be credited back to you at the end of each quarter and identified as a "plan servicing credit" or a "plan services expense offset."

Resources

Below is where you can find more information about the fees charged to your account.

- **Administrative fees.** These appear on your account statements.
- **Investment fees.** Enter an investment's ticker into the search feature at tiaa.org or request a prospectus or disclosure statement from TIAA.
- **Fees for other services.** Review information on services covered in this guide or contact TIAA. For example, Registered Investment Advisors (RIAs) are generally compensated on a fee basis, such as a percentage of assets. **Please note:** Effective January 1, 2017, The University implemented a cap of 1.25% of your UNC 403(b)/UNC 457(b) plan assets that an RIA can assess to your account (the UNC ORP does not provide for RIA fees to be deducted from your account).

Retirement planning resources

The University provides many resources to help you choose the right investment options or plan for retirement. These resources are provided by our partners, TIAA and CAPTRUST.

TIAA resources



Getting the investment advice you need — when and how you need it

As a participant in the UNC Retirement Programs, you have access to personalized advice on the retirement programs' investment options from a TIAA financial consultant. Whether you're just starting out or close to retirement, you can meet online, by phone or in person to discuss your specific financial goals and how to plan for them. This service is available as part of your retirement program *at no additional cost to you*. Schedule a session online by visiting tiaa.org/schedulenow or calling 800-732-8353, weekdays, 8 a.m. to 8 p.m. ET.



Dedicated Advisory Services — a comprehensive plan for reaching your financial goals

TIAA's Dedicated Advisory Services is designed for clients who have accumulated significant assets in their TIAA retirement plans. These Dedicated Advisory Services are ideal for clients whose financial circumstances require highly specialized solutions and a more customized and detailed approach to addressing complex planning needs.

To learn more about Dedicated Advisory Services, call 844-567-9077 or visit tiaa.org/advisoryservices.



Online tools

You can also visit tiaa.org/tools for convenient resources that can help you on the path to retirement. You supply the information, and the tools do the rest.

CAPTRUST resources



Personalized financial wellness and advice

All participants in the UNC Retirement Programs have access to independent financial advisors through CAPTRUST, The University System's Registered Investment Advisor (RIA). CAPTRUST provides unbiased financial guidance and advice to help you feel financially confident *at no additional cost to you*.

Call or schedule an appointment with the **CAPTRUST Advice Desk** to get answers to your financial questions and leave with clear action steps to help you achieve your retirement goals. Call 800-967-9948 to speak directly to a CAPTRUST financial advisor or visit captrustatwork.com to schedule an appointment.

CAPTRUST Financial Wellness and Advice website: captrustatwork.com

Other resources



Registered Investment Advisors (RIAs)

In addition to TIAA's Advice and Dedicated Advisory Services, TIAA offers you the option to authorize your own independent financial advisor (a Registered Investment Advisor, or RIA) to provide advice, education and assistance on your TIAA account(s).¹ RIAs are generally compensated on a fee basis, such as a percentage of assets.

You can choose to work with an independent financial advisor of your choice as long as you provide the appropriate authorization form(s) for the advisor to manage your TIAA account(s). Your RIA will be supported by TIAA's Advisor Services and can get more information from TIAA at tiaa.org/advisors.

¹ It is important to note that independent advisors are not agents of, employees of, or affiliated with, TIAA in any way other than having established an operational relationship with TIAA which allows them to work through our platform to provide investment advisory services to their clients. You will need to conduct your own due diligence before hiring an independent financial advisor (RIA).

We're here to help

Not sure where to begin? Let us help you!

TIAA

Manage your account

Online

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

Phone

Call TIAA at 800-842-2252, weekdays, 8 a.m. to 10 p.m. ET.

Schedule an investment advice session

Online

Visit tiaa.org/schedulenow.

If you're new to TIAA, select *Register for TIAA access*. Follow the on-screen instructions to log in.

Phone

Call TIAA at 800-732-8353, weekdays, 8 a.m. to 8 p.m. ET.

CAPTRUST

Financial Wellness Resources

Online

Visit captrustatwork.com.

Schedule a financial advice session

Online

Visit captrustatwork.com.

Phone

Call 800-967-9948, Monday – Thursday, 8:30 a.m. to 5:30 p.m. ET; Friday, 8:30 a.m. to 4 p.m. ET.

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.

Advice is provided on your employer-sponsored retirement plans administered by TIAA. TIAA does not monitor your retirement assets on an ongoing basis, nor does TIAA update your information on the Retirement Advisor tool to reflect changes in your personal circumstances. You should periodically monitor your retirement strategy as your needs and personal circumstances change. Results are not guaranteed and do not reflect actual returns on any investment. The TIAA Retirement Advisor is not a substitute for tax, legal or comprehensive financial planning advice. The TIAA Retirement Advisor is a brokerage service provided by TIAA-CREF Individual & Institutional Services, LLC, a registered broker-dealer, Member FINRA, SIPC.

The projections or other information generated by TIAA's online tools regarding the likelihood of various investment outcomes, investment allocations and retirement income are hypothetical in nature, do not reflect actual results and are not guarantees of future results. Results may vary with each use and over time.

TIAA and CAPTRUST, and any of their affiliates or subsidiaries, are not affiliated with or in any way related to each other. TIAA acts as recordkeeper for the plan and, in that capacity, is not a fiduciary to the plan. TIAA and CAPTRUST may also provide advice and education to plan participants.

When TIAA provides advice on how to allocate investments, it takes fiduciary responsibility for that advice. TIAA is not responsible for the advice and education provided by CAPTRUST. CAPTRUST is not responsible for the advice and education provided by TIAA.

Brokerage services

The 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.

By opening a 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. Other fees and expenses apply to a continued investment in the funds and are described in the funds' current prospectuses. Some securities may not be suitable for all investors.

TIAA Brokerage, a division of TIAA-CREF Individual and Institutional Services, LLC, Member FINRA and SIPC, distributes securities. Brokerage accounts are carried by Pershing, LLC, a subsidiary of The Bank of New York Mellon Corporation, Member FINRA, NYSE, SIPC.

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.

UNC Target Date Models

TIAA RetirePlus[®] model portfolios are asset allocation recommendations developed in one of three ways, depending on your plan structure: i) by your plan sponsor, ii) by your plan sponsor in consultation with consultants and other investment advisors designated by the plan sponsor, or iii) exclusively by consultants and other investment advisors selected by your plan sponsor whereby assets are allocated to underlying mutual funds and annuities that are permissible investments under the plan. Model-based accounts will be managed on the basis of the plan participant's personal financial situation and investment objectives (for example, taking into account factors such as participant age and risk capacity as determined by a risk tolerance questionnaire).

No registration under the Investment Company Act, the Securities Act or state securities laws—The model is not a mutual fund or other type of security and will not be registered with the Securities and Exchange Commission as an investment company under the Investment Company Act of 1940, as amended, and no units or shares of the model will be registered under the Securities Act of 1933, as amended, nor will they be registered with any state securities regulator. Accordingly, the model is not subject to compliance with the requirements of such acts, nor may plan participants investing in underlying investments based on the model avail themselves of the protections thereunder, except to the extent that one or more underlying investments or interests therein are registered under such acts.

TIAA RetirePlus Select[®] and TIAA RetirePlus Pro[®] are administered by Teachers Insurance and Annuity Association of America ("TIAA") as plan recordkeeper. Transactions in the underlying investments invested in, based on the models, on behalf of the plan participants are executed through TIAA-CREF Individual & Institutional Services, LLC.

More information about TIAA RetirePlus model portfolios can be found at tiaa.org/unc.

TIAA RetirePlus Select[®] and TIAA RetirePlus Pro[®] are registered trademarks of Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017.

This material is for informational or educational purposes only and does not constitute fiduciary investment advice under ERISA (if applicable), 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/unc for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

TIAA-CREF Individual & Institutional Services, LLC, Member FINRA, distributes securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF), New York, NY. Each is solely responsible for its own financial condition and contractual obligations.

©2024 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017