

Your retirement reimagined.

Think. Create. Do.

Announcing enhancements to the Iowa State University
retirement plans at TIAA





Reimagine retirement.

Iowa State University is proud to offer a retirement program that helps you prepare and plan for life at retirement. Because we work hard to ensure our program remains financially strong and continues to serve your best interests, we are implementing changes to enhance the retirement benefits for all TIAA plan participants. After a thorough review—in partnership with the plans’ independent registered investment advisor, OneDigital—Iowa State is improving the way you can foster your retirement future through enhanced investment options and plan features.

These new enhancements provide an excellent opportunity for you to revisit your retirement plan goals to see how the plan changes may benefit you. Make sure to review this brochure and the accompanying guide for important dates and information about the plan enhancements. While you can make changes to your account and investment choices at any time, you will have a limited transition window to make changes before the enhancements are automatically applied to your account. Thank you for taking an active role in your financial future!

Who is benefiting

The plan enhancements apply to:

IOWA STATE UNIVERSITY*	AMES NATIONAL LABORATORY
<ul style="list-style-type: none">Iowa State University Retirement Plan (403(b) mandatory contributions)Iowa State University Tax Deferred Annuity Plan (403(b) voluntary contributions)ISU 457(b) Deferred Compensation Plan	<ul style="list-style-type: none">Iowa State University-Ames Laboratory Retirement Plan (403(b) mandatory contributions)Ames Laboratory Tax Deferred Annuity Plan (403(b) voluntary contributions)Ames Lab ISU 457(b) Deferred Compensation Plan

* The Iowa State University Qualified Government Excess Benefit Plan and Iowa State University Restricted Qualified Retirement Plan are also included in these enhancements and noted in the materials where any changes may be different for these two plans. The Iowa State Memorial Union 403(b) Defined Contribution (DC) and Tax Deferred Annuity (TDA) Plans **are not included** in these updates.

Make it happen.

While the basic design of the retirement plans—including contribution rates and eligibility requirements—will remain the same, we are introducing the enhancements below in April 2025.

Know where you're going...



New default investment option: Iowa State RetireOnTrack

This new service automatically manages your investments, making it easier for you to stay on track with your retirement goals. It will also serve as the plans' new default investment option.

The Iowa State RetireOnTrack moderate portfolio will become the default option for participants at TIAA who do not make a different investment election during the transition. If you select a model portfolio as your investment option, you will have the option to complete a questionnaire to decide if the conservative, moderate or aggressive model is right for you.



New investment options come with lower fees

Some of the current investment options will be replaced. The new investment lineup will offer carefully selected options you can use to create your own investment strategy. Several options come with reduced costs. With reduced fees, the overall cost of participation in the retirement program is less—a benefit in helping you reach your savings goals.



Self-directed brokerage option

This new feature allows you to invest a portion of your balance in a self-directed brokerage account, giving you access to thousands of mutual funds. If you're an experienced investor seeking more investment choices, the brokerage account may appeal to you. This option also may appeal to you if you have specific investment preferences outside the core investment funds.

...and how to get there

1

Review the Iowa State RetireOnTrack information on pages 6 – 9 in the accompanying guide and decide how to invest.

- Access your account Apr. 16 – 21, 2025, by 3 p.m. CT, at tiaa.org/iastate and log in with your TIAA user ID and password.
- You can remain in the new Iowa State RetireOnTrack moderate portfolio chosen for you or opt out of the default option and choose your own investments from the plans' new lineup.

Make it happen.

2

Confirm your beneficiary.

- For recordkeeping purposes, your Iowa State RetireOnTrack model portfolio and new investment lineup may have a new account number, and you will need to confirm your beneficiaries for your new account(s).*
- It is important that you review and update your beneficiary information to ensure it reflects your intentions for all accounts.

3

Attend an informational presentation to get answers to your questions.

Informational webinars webinars.on24.com/client/RetireOnTrack2025

Apr. 8, 2025 11 a.m. CT
Apr. 8, 2025 2 p.m. CT
Apr. 9, 2025 12 p.m. CT

Former employee session

Apr. 9, 2025 9 a.m. CT

Onsite presentations

Apr. 8, 2025 3 p.m. CT ISU Alumni Center Ballroom
Apr. 14, 2025 10 a.m. CT Memorial Union, Room 3560
Apr. 14, 2025 1 p.m. CT Memorial Union, Room 3560

Former employee session

Apr. 8, 2025 9 a.m. CT ISU Alumni Center Ballroom

Information desk

Have just one or two questions? Visit the information desk before and after each session at the ISU Alumni Center Ballroom on Apr. 8 and the Memorial Union, Room 3560, on Apr. 14.

4

Schedule a retirement advice and education session with a TIAA financial consultant. There is *no additional cost to you* for this service.

Onsite one-on-one opportunities are available on campus Apr. 16 – Apr. 25, 2025.

Visit tiaa.org/schedulenow or call 800-732-8353, weekdays, 7 a.m. to 7 p.m. CT, to schedule a session.

* Participants in the ISU 457(b) Deferred Compensation Plan, Ames Lab ISU 457(b) Deferred Compensation Plan, Iowa State University Qualified Government Excess Benefit Plan and Iowa State University Restricted Qualified Retirement Plan will not receive new accounts; however, the updated core investment lineup and Iowa State RetireOnTrack will become available in existing Retirement Choice Plus (RCP) accounts.



Mark your calendar.

Key dates for the retirement plan changes

Apr. 8–25, 2025	Informational webinars, onsite seminars and one-on-one sessions regarding the plan changes occur.
Apr. 16, 2025	New accounts are available. You will receive an enrollment confirmation for each account in which you hold a balance in the plans, if applicable.
Apr. 16–21, 2025	Investment selection period The investment selection period, during which you can opt out of Iowa State RetireOnTrack before your eligible balances are transferred, begins Apr. 16, 2025, and ends at market close on Apr. 21, 2025, at 3 p.m. CT. If you opt out of Iowa State RetireOnTrack, you will be prompted to choose investment options from the plans' core lineup. You can also change your investment elections or the model portfolio you use at any time.
Week of Apr. 21, 2025	Existing eligible balances transfer to the new investment options.
Apr. 25 and 30, 2025	New accounts receive the first payroll contributions.



Manage your account.



Online

Visit tiaa.org/iastate and log in to your account with your TIAA user ID and password. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the directions to access your account(s).



Phone

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

No longer employed by Iowa State University or Ames National Laboratory?

Although you are not actively contributing to the retirement plans, you have balances in one or more accounts and may continue to use the University's plans for your retirement savings.

We encourage you to consider Iowa State RetireOnTrack as part of your investment strategy. Review the information in this guide carefully to learn how the changes may affect you and consider attending an informational presentation or scheduling a one-on-one session with a TIAA financial consultant. These sessions are available to you and provide a great opportunity to ask questions you may have about the upcoming changes. Details on informational sessions for former employees can be found on page 3.

To access your retirement account, please visit tiaa.org/iastate to log in with your TIAA user ID and password, or call TIAA at 800-842-2252, weekdays, 7 a.m. to 9 p.m. CT, for assistance.

