



# Welcome to your Tulane University retirement plans

Tulane University recognizes the importance of providing you with ways to plan for your financial future. Your retirement program is an important part of your overall benefits.

Whether you are just starting out or have been working for several years, your Tulane retirement program can play an important role in helping you reach your financial goals. You have options to start saving today, no matter where you are in your career.

## Quick guide to enrolling and managing your retirement account online

When you enroll, you can elect your contribution rate, investment choices and beneficiaries by visiting <https://my.tiaa.org/private/participant/home>, then select *Access Your TIAA Account* from the options listed on the right. Once you provide your Tulane user ID and password, you will be logged into **TIAA.org**.

- Click the enrollment button, then follow the online instructions.
- Follow the prompts and print out the confirmation page. You are now enrolled.

Once you're enrolled in the plans, you may access your account and select *Actions* to:

- Change your contribution amount
- Update your investment elections for future contributions
- Transfer assets among other investment options
- Review or update your beneficiary designation(s)

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## Plan eligibility summary

Tulane offers four retirement plan options, each designed to support the Tulane community no matter where you are in your career. An overview of each retirement plan option is listed below.

	TAX DEFERRED ANNUITY PLAN 403(b)	STAFF PLAN 403(b)	FACULTY AND ADMINISTRATIVE PLAN 403(b)	457(b) PLAN
Who's Eligible?	All Employees	Staff Employees	Faculty and Administrative Employees	Employees currently earning or expected to earn \$250K during the current year
When Are You Eligible?	Day one of employment	After two consecutive years of employment where you worked at least 975 hours in each year		When you meet or are expected to meet the salary threshold
Contributions	Employee funded	University funded	University funded	Employee funded
How Much Does the University Contribute?	N/A	8% Base Salary	<b>Employees earning less than \$80,000:</b> 8% with an additional 2% if the participant contributes 2% voluntarily  <b>Employees earning more than \$80,000:</b> 10%, a 2% participant contribution is mandatory	N/A
Vesting	100% vested when the account is opened			N/A
2024 IRS Maximum Contributions	Up to \$23,000 annually. Employees who are 50 or older may contribute an additional \$7,500	N/A Compensation limit is \$340,000		\$23,000 for 2024 Within 3 years of normal retirement age (65), you may contribute twice the annual limit for each of those three years (\$37K)
Tax Status	100% Tax Deferred			
Withdrawal Provisions	Age 59 1/2 or termination (voluntary or involuntary)			Termination (voluntary or involuntary)
Loan Provisions	Permitted - Restrictions Apply			Not Permitted
Investment Options	TIAA-CREF Investments			TIAA-CREF
Asset Allocation and Transfers	Participants may change allocations of funds, per company rules, but can only transfer funds from one investment company to another once a year			Asset Allocations Only

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

### 1. Select a target-date fund

Target-date funds allow you to delegate asset allocation and rebalancing decisions. You can choose the target-date fund that most closely matches the year you plan to retire. For example, should you choose to retire at age 67 in 2044, you might consider the Target-date 2045 Fund.<sup>1</sup>

### 2. Build your own retirement portfolio

The plans offer a range of investment options from which to choose. Learn more about your investment choices online at [TIAA.org/tulane](https://TIAA.org/tulane).

## We're here to help

A complete description of the plans' investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at [TIAA.org/tulane](https://TIAA.org/tulane).



### Enroll and manage your account

#### Online

Visit <https://my.tiaa.org/private/participant/home>, then select *Access Your TIAA Account* from the options listed on the right. Once you provide your Tulane user ID and password, you will be logged into [TIAA.org](https://TIAA.org) to complete your enrollment, choose your investments and name your beneficiaries.

#### 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](https://TIAA.org/schedulenow).

#### Phone

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

<sup>1</sup> Target-date 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 target-date funds, there is exposure to the fees and expenses associated with the underlying mutual funds. As with all mutual funds, the principal value of a target-date fund isn't guaranteed at any time, including at the target date, and will fluctuate with market changes. The target date approximates when investors may plan to start making withdrawals. 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 a more stable asset allocation.

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.

**Distributions from 403(b) plans before age 59½, severance from employment, death, or disability may be prohibited, limited, and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.**

**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/tulane](https://www.tiaa.org/tulane) for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.**

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