

From: employees-l@lists.gonzaga.edu <employees-l@lists.gonzaga.edu>

Sent: Wednesday, November 29, 2023 2:41 PM

To: employees-l@lists.gonzaga.edu

Subject: [EMPLOYEES] Announcing Enhancements to the Gonzaga University Retirement Plans beginning January 2024



Human Resources

TO: The Gonzaga Community

FROM: Ray Kliewer, Vice President for Human Resources

SUBJ: Announcing Enhancements to the Gonzaga University Retirement Plans beginning January 2024

DATE: November 29, 2023

At Gonzaga University, we prioritize offering employees a robust benefits package, which includes opportunities to plan and save for your financial future. This is why Gonzaga University, the Retirement Committee, and CAPTRUST, our independent financial consultant, recently reviewed the university's retirement plans and recommended important changes. **The changes do not require you to take any action today; however, I am encouraging you to take action on January 31, 2024.**

While the basic design of the retirement plans will remain the same, including contribution rates and eligibility requirements, in January 2024, we are introducing several enhancements:

- **New default investment option**

The **Gonzaga University Target Retirement series will become available, replacing our current target date funds.** This new series continues to be an easy alternative that allows employees a more "hands off" approach to selection and investment strategy. The new series includes the TIAA Traditional Annuity, an option that provides employees with a guaranteed return now and an option for monthly income payments when you retire. When selected, monthly payments are guaranteed regardless of how the markets are performing. Participation in this new series is optional but will be the default option for participants who do not make an investment election.

- **New TIAA accounts**

For employees who enroll in the **Gonzaga University Target Retirement series**, a new plan account with TIAA will be created for you. Your account access information will remain the same and can be accessed through MyGU, the Benefits portal, or directly at TIAA.

- **Annual plan servicing fee in the 403(b) plan will be reduced**

As part of these changes, we are excited to announce that TIAA will be reducing the plan service fee. As a result, this will help you reach your retirement goals faster. We will provide additional details explaining the change and helpful information you can use as you consider your retirement plan choices.

- **Retirement plan investment advice**

You can meet one-on-one with a TIAA financial consultant to get help choosing investment options. This service is available *at no additional cost to you* whether you are just starting out or are an experienced investor. We recommend that you take advantage of this service during the transition period to assist you in making the right decisions for your specific situation.

To document your decision, ALL plan participants are required to log into their TIAA account during the transition to confirm your investment elections. This needs to happen during the transition window, which will be open from January 31 thru February 5th, 2024. Please mark your calendars.

Make the most of your retirement benefits!

It is our goal to keep you informed throughout the upcoming transition. The upcoming changes provide an excellent opportunity for you to revisit your retirement plan options. To prepare you for the changes, a detailed Transition Guide with important details on how your retirement account balances may be affected will be mailed to you at the end of December 2023. Additionally, we will be offering education sessions for groups and individuals as we approach the transition window. **I ask you to carefully review the guide for more details on key dates, specific action steps, upcoming information sessions, and available resources.**

I would like to extend my gratitude in advance for your collaboration in this process. We are looking forward to these enhancements and know they will positively impact our employees and institution.