

# Building for your retirement

Your future's already taking shape.



# Table of Contents

Your future is taking shape — The NSHE Defined Contribution Retirement Plan Alternative ..... 3

A relationship built for you ..... 4

Quick steps that can build the future ..... 4-5

Build a foundation with the NSHE Defined Contribution Retirement Plan Alternative ..... 6-7

NSHE Supplemental 403(b) Retirement Plan ..... 8

Why save more? ..... 9

NSHE tiered investment menu ..... 10-11

Shaping your future with a trusted professional ..... 12

Build your future with NSHE ..... 13-14

Contact TIAA ..... 16

# Your future is taking shape with the Nevada System of Higher Education Defined Contribution Retirement Plan Alternative.

This plan is an important building block for your future. But you have to actively be involved to make the most of it. In the information provided, you will learn more about:

- How to enroll in the plan
- What the plan offers
- Which investment choices are available
- Who to go to for advice
- What your next steps are for building your retirement savings

As your employer, NSHE hopes you will use the retirement plan to build the kind of financial future you want and deserve.

For a quick overview of the NSHE Defined Contribution Retirement Plan Alternative, visit [TIAA.org/NSHE](https://TIAA.org/NSHE).



## A relationship built for you.

NSHE has collaborated with TIAA to provide a single point of entry to the NSHE Defined Contribution Retirement Plan Alternative. TIAA is the sole recordkeeper for NSHE's retirement programs — it is a leading financial services organization for those in academic, governmental and research fields. Visit **TIAA.org** to learn more about TIAA's commitment to higher education and financial performance.



## Quick steps that can shape the future.

You have started building already! You have automatically been enrolled in the NSHE Defined Contribution Retirement Plan Alternative<sup>1</sup>. NSHE contributions and your contributions (17.5% each<sup>2</sup>) will begin on your first paycheck. Take a few more steps to establish your account, invest your contributions and name your beneficiaries by visiting **TIAA.org/NSHE**. Once you select *Ready to Enroll*, follow the on-screen instructions and be sure to:

- Select your investments
- Name your beneficiaries

If you have an existing account with TIAA from a prior employer and are unable to establish your NSHE account, please call **TIAA at 800-842-2252**.

<sup>1</sup> If you have previously worked for a governmental entity within Nevada and you have a Nevada PERS account at time of hire, you are required to continue your participation in Nevada PERS, in which case you will not be enrolled in the NSHE DC Retirement Plan Alternative.

<sup>2</sup> The contribution rate is established in NRS 286.808 and subject to legislative change.

Consider saving even more with the NSHE Supplemental 403(b) Plan! See page 8 for details on how to get started.

## Need help?

Building for your future sometimes means you need an overall financial plan. TIAA is here to help! To meet with one of their financial consultants, visit **TIAA.org/schedulenow** to schedule an appointment or call **800-732-8353**, weekdays, 5 a.m. to 5 p.m. (PT).

Appointments are available on campus, virtually or in a TIAA office in Las Vegas or Reno.

### Don't forget

The money you save in the NSHE DC Retirement Plan Alternative, or the Nevada PERS plan, could be your only source of retirement income. As a NSHE employee, you do not pay into or receive benefits from Social Security, and you may be subject to the Windfall Elimination Provision or WEP. The Social Security Administration classifies the NSHE DC Retirement Plan Alternative, as well as the Nevada PERS plan, as a pension plan alternative. As a result, participants are subject to the Windfall Elimination Provision. For more information, see [Form SSA 1945](#).

# Build a foundation with NSHE Defined Contribution Retirement Plan Alternative.

The building blocks of your future begin with understanding the NSHE Defined Contribution Retirement Plan Alternative. Below are some key features of the Plan and things you should know as you plan out your retirement future.

## Eligibility

The NSHE Defined Contribution Retirement Plan Alternative is mandatory for NSHE professional and faculty employees<sup>3</sup>.

## Employee contribution

You contribute 17.5% of your salary<sup>4,5</sup> on a pretax basis.

## NSHE's contribution

NSHE also contributes 17.5% of your pretax salary.

## Vesting

You are immediately vested 100% in both the NSHE contributions and your contributions.

## Investment options

The plan offers a variety of investment options designed for all types of investors. See pages 10-11 for details and to determine what type of investor you are.

## Rollovers

Rollovers into the NSHE DC Retirement Plan Alternative are not allowed. However, you may roll over money from a previous employer's retirement plan into the NSHE Supplemental 403(b) Plan. See page 8 for more information.

## Loans

You may take up to three loans at one time: two general purpose loans and one home loan. Only funds in Tiers 1 and most funds in Tier 2<sup>6</sup> are eligible for a loan; funds in Tier 3 — the Self-Directed Brokerage Account — are ineligible for borrowing. Please note that taking a loan from the retirement plan may impact your future retirement savings.

## Fees

NSHE has negotiated the lowest investment management fees (i.e., share class) possible for the mutual funds in our retirement plan. We also offer a competitive and transparent fee structure for administrative fees. For more information, go to [TIAA.org/NSHE](https://TIAA.org/NSHE) and see the **NSHE Fee Flyer** by clicking on **Announcement**.

## Portability

If you have less than five years of service, your retirement plan is fully portable. If you have five or more years of service, the employer portion of your account must remain in the NSHE DC Retirement Plan Alternative until you are 55 years of age, unless you choose to annuitize.



### About your contributions

All plan participants contribute 17.5% of their salary, with a maximum salary cap of \$330,000.

<sup>3</sup> If you have previously worked for a governmental entity within Nevada and you have a Nevada PERS account at time of hire, you are required to continue your participation in Nevada PERS, in which case you will not be enrolled in the NSHE DC Retirement Plan Alternative.

<sup>4</sup> Annual contributions to the NSHE DC Retirement Plan Alternative may not exceed 100% of your pay or the current annual IRS limits, whichever is less.

<sup>5</sup> The contribution rate is established in NRS 286.808 and subject to legislative change.

<sup>6</sup> Monies in TIAA Traditional Annuity funds may be considered when determining the amount of loan you can take, however, this money is not available for loan distribution.

# Want to build more? The NSHE Supplemental 403(b) Retirement Plan may help.

The NSHE Supplemental 403(b) Plan allows you to put away additional money for your retirement savings – up to the IRS limit<sup>7</sup>. In the NSHE Supplemental 403(b) Plan, you can save on a pretax or after-tax (Roth) basis, and you have access to the same investment options as the NSHE DC Retirement Plan Alternative.

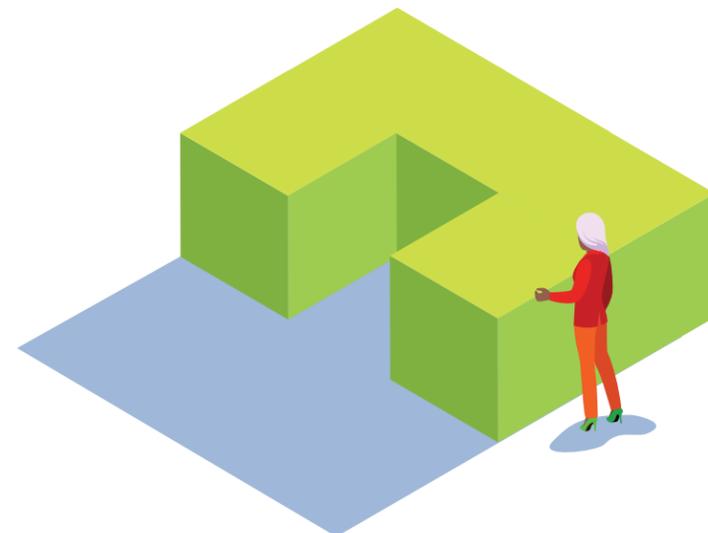
To begin supplemental savings, you need to complete two steps:

## STEP 1

**Initiate your contribution amount.**  
Log in to your Workday account at [www.myworkday.com/NSHE](http://www.myworkday.com/NSHE) to initiate your salary deferral or make changes. You may elect a fixed amount or percent of pay.

## STEP 2

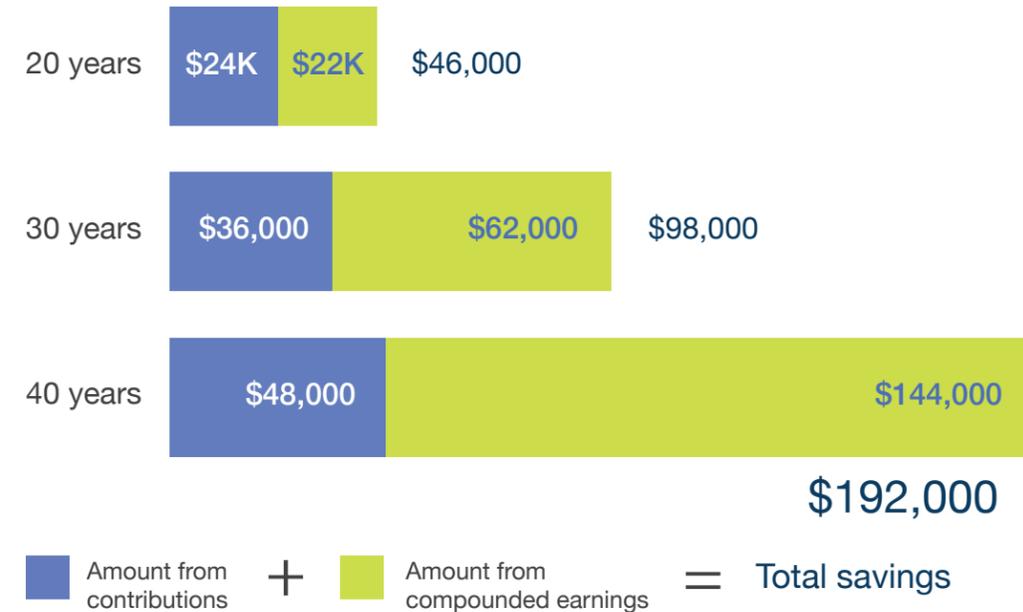
**Establish your account.** Visit [TIAA.org/NSHE](http://TIAA.org/NSHE) and click *Ready to Enroll*. Select the radio button titled *NSHE Supplemental 403(b) Plan* and follow the on-screen steps.



# Why save more?

No matter where you are in your career, saving a bit more for retirement over 20, 30 or even 40 years can add up over time. Consider the chart below:

How saving \$100 a month adds up over time



Assumes a 6% annual return, which is purely hypothetical and not intended to predict or project the actual performance of any account. Actual returns will vary. Does not reflect expenses, fees or taxes that would result in lower returns. Assumes no withdrawals during the period indicated. This graph also does not factor in market volatility. All figures are rounded to the nearest thousand.

# More ways to save.

Considering you may need 80% of your annual preretirement income<sup>8</sup> for a comfortable lifestyle in retirement, you can also consider doubling your contributions. Because NSHE is a public entity and not a private employer, you can contribute an additional amount of money to the Nevada Deferred Compensation 457(b) Plan, up to the IRS limits<sup>9</sup>. Need more information? Visit <https://defcomp.nv.gov/> to learn more.

<sup>8</sup> Morningstar. "How much should I have in my 401(k)," January, 2023.

<sup>9</sup> Go to IRS.gov for the latest yearly contribution limit.

<sup>7</sup> Go to IRS.gov for the latest yearly contribution limit.

# What block fits with your plan? The NSHE tiered investment menu gives you choices.

When you're building for the future, you always have options. Do you prefer to step back and let financial professionals handle your retirement investing strategy? Or do you have the skills and desire to select your own investments?

Savvy investing begins with an in-depth understanding of your investment style and long-term goals. Think about the level of involvement you're comfortable with and select the option that works best for you:

## Tier 1

For those who prefer an investment professional to do it all for them.

## Tier 2

For those who want to be involved. Create a retirement portfolio that's aligned with your goals.

## Tier 3

For the investment-savvy who want to do it all themselves — and want the flexibility of a brokerage account.

## Want more details on the investment options in this plan?

Visit [TIAA.org/NSHE](https://TIAA.org/NSHE) and click on the **Investment options** tab. Here you will find all your investment options, performance information and fund fact sheets.

Overwhelmed with all the options? TIAA is here to help! To meet with one of their financial consultants, visit [TIAA.org/schedulenow](https://TIAA.org/schedulenow) to schedule an appointment or call **800-732-8353**, weekdays, 5 a.m. to 5 p.m. (PT).

Appointments are available on campus, virtually or in a TIAA office in Las Vegas or Reno.



## Tier 1 – Target Date Funds

For those who prefer an investment professional to do it all for them, Vanguard Target Retirement funds<sup>10</sup> are available for you to use. Each fund invests in a broad mix of index funds to provide a diversified portfolio. Simply select the fund that most closely matches your anticipated retirement year. The funds' manager gradually shifts each fund's asset allocation to fewer stocks and more bonds so the fund becomes more conservative the closer you get to retirement.

As with all mutual funds, the principal value of a target-date fund isn't guaranteed at any time, even at the target date. Also, please note that the target date represents an approximate date when investors may plan to begin withdrawing from the fund.

<sup>10</sup> NSHE Retirement Plan Alternative (RPA) includes Vanguard Target Retirement Trust Plus. All other NSHE retirement plans include Vanguard Institutional Target Retirement Funds. If you do not actively select your investment(s), your assets will be directed automatically to the NSHE Retirement Plan Qualified Default Investment Alternative, which is the Target Retirement Fund based on the date closest to when you turn age 65.

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 these funds, there is exposure to the fees and expenses associated with the underlying mutual funds as well.

## Tier 2 – Core Lineup (Build Your Own)

For those who want to be involved, this tier provides you with the investment choices to create a retirement portfolio that's aligned with your investment preferences and goals. If you wish to create your own diversified investment mix, you may consider starting with the funds in this tier. The plan's core investments are monitored by NSHE's Retirement Plan Advisory Committee and can be combined to create a balanced portfolio designed to suit your goals. You may work with a TIAA financial consultant for assistance in building your portfolio. Remember, it is recommended to review and rebalance your investment allocations annually.

## Tier 3 – Self-Directed Brokerage Window

For the investment-savvy who want to do it all themselves and would like the flexibility of a brokerage account, the self-directed brokerage may be appropriate for you. This tier provides flexibility beyond the core offering of funds. A self-directed brokerage account is not appropriate for everyone. Additional fees may apply and NSHE does not monitor the funds offered through the brokerage window.

Some securities may not be suitable for all investors. By opening a brokerage account, you will be charged a commission on all transactions and other account-related fees in accordance with the TIAA Commission and Fee Schedule. Visit [TIAA.org/sda\\_caa](https://TIAA.org/sda_caa) for a complete list of commissions and fees. NOTE: The mutual fund transaction fees have been waived for NSHE account holders. Other fees and expenses apply to a continued investment in the funds, and are described in the fund's current prospectus. The Brokerage Account option is available to participants who maintain both a legitimate U.S. residential address and a legitimate U.S. mailing address. TIAA does not offer investment advice for brokerage investment options.

## Shape your future with a trusted professional.

When building your unique future, don't forget you can get personalized advice<sup>11</sup> from a TIAA financial consultant as part of your retirement plan at no additional cost to you. TIAA's advice is designed to help you answer these important questions:

### Am I on track to reach my retirement savings goals?

TIAA will help you analyze how your investments are performing and determine if you're saving enough to help meet your needs.

### Which combination of retirement plan investments is right for me?

Get assistance picking the right investments, diversifying properly and allocating contributions to balance your need for growth potential with your tolerance for risk.

### How can I meet my income needs in retirement?

Get help determining the amount you'll need to meet your retirement income goals.



<sup>11</sup> Advice is obtained using an advice methodology from an independent third-party.

## Build your future with NSHE

Your future's already taking shape, and you've chosen a great place to work! Our benefits allow you the flexibility to achieve your financial goals. We are all at different building stages of our careers, and sometimes deciding on the next steps can be the hardest. Here's some suggestions of what to do next as you advance your career at NSHE:

### I'm just starting my career.

Beginnings are exciting. Take this opportunity to help build a strong foundation by:

- Designating your beneficiary for this plan** — your loved ones will thank you in the long run.
- Contributing to the NSHE Supplemental 403(b) Retirement Plan** — starting early only means that you will probably have more at retirement! Don't forget you can make pre tax and after-tax (Roth) contributions too. Using Workday, you can contribute a percentage of your salary or a fixed amount. And don't forget, you can start, change or stop your contributions at any time.
- Understanding your financial debt** — especially student loans. Visit [TIAA.org/nshe/student](https://TIAA.org/nshe/student) for more information on student debt relief.
- Scheduling an appointment with one of our financial consultants** — finding money to save and managing your retirement plans all at the same time is hard. Let our trusted professionals help you to take these early steps to set yourself up for success. Visit [TIAA.org/schedulenow](https://TIAA.org/schedulenow) to schedule an appointment, in person or virtually.



*Continued over*

## I'm in the middle of my career.

You are balancing and building all that life has to offer. Take this opportunity to check in to make sure your financial goals are on track by:

- Designating your beneficiary for this plan** — your loved ones will thank you in the long run.
- Contributing to the NSHE Supplemental 403(b) Retirement Plan** — don't put off saving more for the future. Using Workday, you can contribute a percentage of your salary or a fixed amount. And don't forget, you can start, change or stop your contributions at any time.
- Building an emergency savings fund** — life and the unexpected go hand-in-hand when you embark on things like homeownership, raising children or taking care of elder relatives. Make sure you're prepared for those events by having 3-6 months' worth of living expenses available.
- Scheduling an appointment with one of our financial consultants** — these years are sandwiched between a lot of financial obligations. Let our trusted professionals help you stay on track for the future. **Visit [TIAA.org/schedulenow](https://TIAA.org/schedulenow)** to schedule an appointment, in person or virtually.



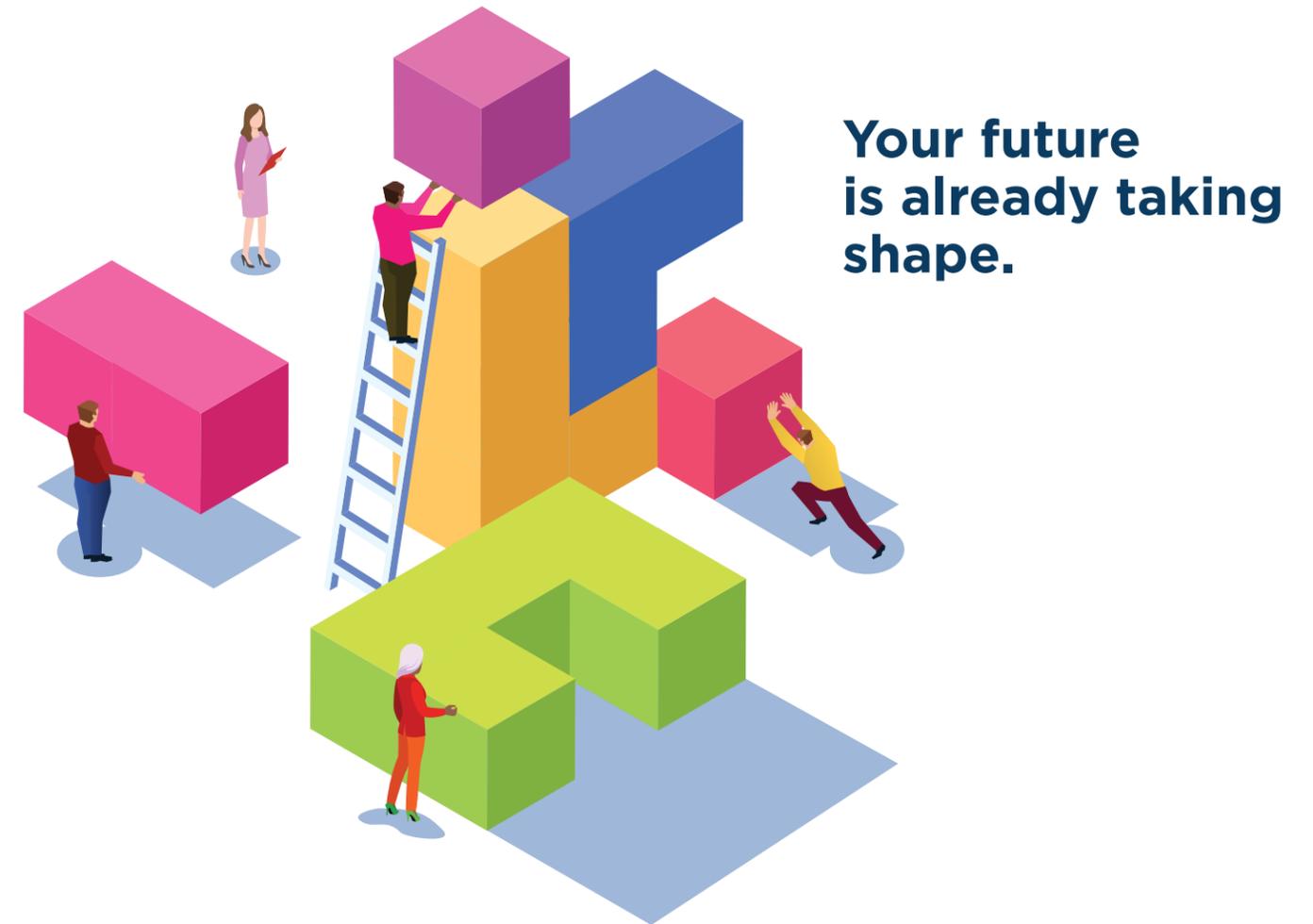
## I'm near the end of my career.

You are at the height of your career and are ready to use these last years to shape up your retirement savings plan. Get ready for the future by:

- Designating your beneficiary for this plan** — your loved ones will thank you in the long run.
- Contributing to the NSHE Supplemental 403(b) Retirement Plan** — it's never too late to catch up for the future. With contributions as well as catch-up contributions<sup>12</sup>, you can save more for your future in retirement. Using Workday, you can contribute a percentage of your salary or a fixed amount. And don't forget, you can start, change or stop your contributions at any time.
- Consolidating your accounts** — with the NSHE Supplement 403(b) Retirement Plan, you may be able to consolidate your assets so everything is in one place.
- Scheduling an appointment with one of our financial consultants** — understand what you need to save to make your retirement goals happen and start planning now for how you will spend your hard-earned savings in the future. Let our trusted professionals help you stay on track for the future. **Visit [TIAA.org/schedulenow](https://TIAA.org/schedulenow)** to schedule an appointment, in person or virtually.



<sup>12</sup>Go to [IRS.gov](https://IRS.gov) for the latest yearly contribution limit



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.

Savi and TIAA are independent entities. A portion of any fee charged by Savi is shared with TIAA to offset marketing costs for the program. In addition, TIAA has a minority ownership interest in Savi. TIAA makes no representations regarding the accuracy or completeness of any information provided by Savi. TIAA does not provide tax or legal advice. Please contact your personal tax or legal adviser. Results experienced may not be typical of all Savi clients and users. Individual results will vary.

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 bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.**

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

**You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call 877-518-9161 or go to [TIAA.org/NSHE](https://TIAA.org/NSHE) for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.**

TIAA Brokerage, a division of TIAA-CREF Individual & 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.

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.

©2023 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017

XBR-3107478CO-Y0923P

# Ready for the future?

We're here to help. Contact TIAA.

## PHONE

Call TIAA at **800-842-2252**  
Weekdays, 5 a.m. to 7 p.m. (PT).

## ONLINE

Go to **TIAA.org/NSHE**, click **Contact Us** in the upper right side of the page.

## ONE-ON-ONE ADVICE SESSIONS

To meet with a TIAA financial consultant on your campus or at their offices in Las Vegas or Reno, call **800-732-8353**, weekdays, 5 a.m. to 5 p.m. (PT), or visit **TIAA.org/schedulenow** to schedule an appointment.

Want to meet in person at a TIAA office or on campus?  
Email us your request at **NSHEFCcounseling@tiaa.org**.

You may also contact the Retirement Plan Administration Director at **702-889-8426** or email **retirement@nshe.nevada.edu**.

