



SRI International retirement plans account vesting information

TIAA is here to help

Meet with a TIAA financial advisor at no additional charge.

Set up your session at [TIAA.org/schedule](https://www.tiaa.org/schedule) now SRI or call **800-732-8353**.

If you have any questions about the SRI International plans regarding enrollment or investments, please call **800-842-2252** or visit [TIAA.org/SRIinternational](https://www.tiaa.org/SRIinternational).

Vesting is the term used to refer to the balance of a retirement plan that the participant owns. SRI offers multiple ways to save for retirement.

SRI Retirement Savings 403(b) Plan and 401(k) feature of the Basic Retirement Plan for New Jersey residents

The 403(b) and 401(k) plans allow for either pretax or Roth after-tax contributions. Eligible staff also receive a matching contribution from SRI. The plan you are eligible to participate in is based on your state of residence.

You are always 100% vested in your account balance in the 403(b) and 401(k) plans. This means you own the full account balance, which includes both your and SRI's matching contributions.

SRI Basic Retirement 401(a) Plan

Upon a distributable event (termination, age 59½, death or disability), each employee's vesting will be calculated by the SRI Benefits Office and sent to TIAA.

Staff gain vesting (ownership) in the 401(a) Plan based on years of service. A year of service is defined as an anniversary year in which a participant works a minimum of 1,000 hours. Vesting is calculated at the time of termination.

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If you terminate employment prior to December 31, 2022, you fall under the following vesting schedule:

If you terminate employment on or before December 31, 2022, and have completed the following year of service....	Your vested percentage will be....
0-1	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

If you terminate employment as of January 1, 2023 or later, you will fall under the following vesting schedule:

If you terminate employment on or after January 1, 2023, and have completed the following year of service....	Your vested percentage will be....
1	25%
2	50%
3	75%
4	100%

For more information regarding your vesting status in the Basic Retirement 401(a) Plan, please contact the SRI International Benefits Office: benefits@sri.com.



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Annuity account options are available through contracts issued by TIAA or CREF. These contracts are designed for retirement or other long-term goals, and offer a variety of income options, including lifetime income. Payments from the variable annuity accounts are not guaranteed and will rise or fall based on investment performance. Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

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.

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit TIAA.org for details.

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

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