

Upcoming Enhancements to the Texas Tech University System Retirement Plans

The Texas Tech University System (TTU System) is enhancing its Optional Retirement Plan (ORP) and voluntary 403(b) Plans to provide greater value, transparency, and flexibility for employees. **No action is needed at this time.**

After a comprehensive review with an independent consultant, CAPTRUST, TTU System will introduce several improvements in late 2026, including:

- **Streamlined retirement plan provider platform** featuring four retirement plan providers:
 - TIAA
 - Fidelity
 - Corebridge (formerly AIG/VALIC)
 - Voya
- **Consolidated investment lineup** carefully selected investment options, professionally monitored by CAPTRUST
- **Transparent and equitable administrative fees** based on account balances
- **Self-directed brokerage option** for investors seeking broader investment choices

What this means for you

If your current provider is not one of the four continuing providers listed above, you will be asked to select one for your future contributions. You will receive communications with more information about these changes in the coming months:

- **Spring 2026:** In-person and virtual town halls for plan participants.
- **Early September 2026:** Direct communications from your current retirement plan provider(s) regarding investment and plan changes
- **Early October 2026:** A comprehensive transition guide consolidating all information, including the selection process and upcoming information sessions, where you can ask questions and receive personalized assistance

No action is needed at this time. More information will be coming. If you have questions in the meantime, please contact your institution's Human Resources team.