



RETIREMENT PLAN ENHANCEMENTS

The what, when and how of the retirement plan enhancements.

South Kent School routinely looks for ways to improve the retirement program to help you pursue your retirement goals. South Kent School is joining the Connecticut Association of Independent Schools (CAIS) 403(b) Multiple Employer Plan (MEP), which will allow for more efficient management of the program.

The enhancements will start Sep. 5, 2025.

Updates to your plans

The upcoming enhancements are designed to help you plan and save for retirement.



CAIS RetirePlus Pro service

This new service automatically manages your investments, making it easier for you to stay on track with your retirement goals.

It will also serve as the new plan's default investment option.

You will be subscribed to this service until you elect a different option.



New investment options

A new investment lineup will provide you with a range of investment choices.



Increased fee transparency

A new fee structure will make it easier to view the cost of plan administration.



Make sure to review the enclosed guide and notices for important dates and information about the plan enhancements. You can make changes to your account and investment choices at any time.

No longer employed by South Kent School?

Although you aren't actively contributing to the retirement plans, please review the enclosed information to understand what's happening and how the changes may affect your account balance.

Mark your calendar

SEP. 5, 2025

You'll be automatically enrolled in a new plan. You will also be subscribed to—and future contributions will be directed to—the new CAIS RetirePlus Pro service. You can make changes to your account at any time.

WEEK OF SEP. 8, 2025

Your eligible balances will be transferred to the new CAIS RetirePlus Pro service.

You can unsubscribe from the CAIS RetirePlus Pro service at any time. If you choose to unsubscribe prior to your balance transfer, the deadline is 4 p.m. ET on Sep. 10, 2025.

If you choose to unsubscribe from the CAIS RetirePlus Pro service, you will need to select new investments, and your assets will transfer on the following business day.

FIRST PAYROLL ON OR AFTER SEP. 17, 2025

Your new plan will receive the first payroll contribution, which will be directed to the new CAIS RetirePlus Pro service.

Roth option

You can continue to make contributions with after-tax dollars. These contributions and any earnings will be tax free at withdrawal if certain conditions are met.



Consider your next steps

While no action is required, it's important to play an active role in planning for your retirement.¹

- Read the enclosed information carefully to see how the changes may affect you.
- Access your account to make any updates to your beneficiary designation(s).
- Review the investment lineup and your investment choices. Make any changes needed.

Schedule an investment advice session.

This service is available *at no additional cost to you, and no minimum balance is required.*

TIAA

Visit **tiaa.org/schedulenow**, or call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. ET.

Manage your account.

ONLINE

Visit **tiaa.org/caismep** and log in to your account. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the directions to access your account.

PHONE

Call TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. ET.



¹ If you currently receive retirement plan distributions, have automatic account rebalancing and/or have loans, you may be required to take action. Please review the enclosed guide.