KENTUCKY COMMUNITY & TECHNICAL COLLEGE SYSTEM

Jun. 3, 2026

Important reminders: Updates to the KCTCS retirement plans coming in July 2026

As you've heard, Kentucky Community and Technical College System (KCTCS) is updating the retirement plans in 2026. You've already been sent communications about these updates, and we'd like to share reminders of what's happening in July.

Complete details about the updates, including investment information and fees, are in the transition guide that was sent to you in mid-April 2026. This letter offers high-level reminders of the updates, and we encourage you to review the transition guide in full if you haven't already. To view the transition guide online, visit **tiaa.org/kctcs**, click *View* next to "See how your plan is changing today," and then click the *Retirement Plan Changes* link below "What is changing."

THE UPDATES OCCURRING IN JULY 2026 ARE:	
American Century **Voya**	• **These providers will no longer be available.** • If you have an American Century or Voya account, you can choose to do nothing and TIAA will automatically become your new service provider. You may also choose Fidelity as your new provider.
TIAA	• **New accounts**. New accounts at TIAA will be issued if TIAA is or becomes your provider. • **KCTCS Lifecycle model portfolios.** A new investment service will be available that automatically manages your investment mix based on your retirement timeline. If TIAA is or becomes your service provider, a model portfolio may be selected on your behalf; however, you may change your investments at any time. • **Class changes.** Several investment options will move to a lower-cost class of the same investments, which could reduce the overall fees you pay.
Fidelity	• **Fee structure update.** An additional update to the Fidelity fee structure will take effect. • **Balance transfer.** Your existing balances in funds that will be replaced at Fidelity will transfer to the Vanguard Target Retirement Fund that aligns with your anticipated retirement age. If you use a Fidelity brokerage account, those balances will not be impacted.
TIAA and Fidelity	• **Online salary deferral changes and self-directed automatic increases.** Whether you have a TIAA or Fidelity account, you'll be able to make changes to your voluntary contribution amount online and set up automatic contribution increases to help you save more over time.

Make the most of your retirement benefits

These plan updates offer an excellent opportunity to revisit your retirement planning strategy. Review the information on the following pages and please contact the appropriate resource—we are on standby and ready to help.

KCTCS BENEFIT OPERATIONS	TIAA	FIDELITY
859-256-3456	**800-842-2252**, weekdays, 8 a.m. to 10 p.m. ET	**800-343-0860**, weekdays, 8:30 a.m. to 8:30 p.m. ET

You decide your level of involvement

KCTCS has designed these changes so you can choose how actively you want to participate. You may select your preferred provider and investment options, or you may use the default options KCTCS has chosen. Either way, there will be no interruption to your retirement savings.

You can always choose to use TIAA, Fidelity or both providers at any time. In addition, you can change your investment options at any time. This flexibility remains unchanged.

AT A GLANCE: WHAT HAPPENS IF YOU DO NOTHING, OR IF YOU SELECT TIAA DURING THE SELF-SELECTION WINDOW	
If you have a TIAA account today	• You will be automatically enrolled in a new TIAA account(s) on or about Jul. 3, 2026. There will be no change to your TIAA user ID or password. • Depending on how you are invested today, a KCTCS Lifecycle model portfolio may be selected as your new investment option. If a KCTCS Lifecycle model portfolio is not automatically selected as your new investment option, you may be impacted by the investment class. As always, you can change your options at any time. Please review the transition guide sent to you in mid-April 2026 for details. To view the transition guide online, visit **tiaa.org/kctcs**, click *View* next to "See how your plan is changing today," and then click the *Retirement Plan Changes* link below "What is changing." • Your future contributions and existing eligible balances at TIAA will be transferred to your new TIAA account(s). • Your existing beneficiary designation will be transferred to your new TIAA account(s).
If you have a Fidelity account today	• There will be no change to your Fidelity user ID or password. • Your existing balances in funds that will be replaced at Fidelity will transfer to the Vanguard Target Retirement Fund that aligns with your anticipated retirement age. • If you use a Fidelity brokerage account, those contributions and balances will not be impacted.

AT A GLANCE: WHAT HAPPENS IF YOU DO NOTHING, OR IF YOU SELECT TIAA DURING THE SELF-SELECTION WINDOW	
If you have an American Century account today	• TIAA will become your new service provider. You will be automatically enrolled in a new TIAA account(s) on or about Jul. 3, 2026. • A KCTCS Lifecycle model portfolio will be selected as your new investment option. As always, you can change your options at any time. • Your future contributions and existing balances will automatically transfer from American Century to TIAA. There will be a blackout period to facilitate the transfer of existing investment balances from American Century to TIAA. During this time, you won't be able to change your investment choices, take or change loans, make withdrawals or transfer funds. The blackout period affecting American Century accounts is expected to begin on Jul. 6, 2026, at 4 p.m. ET and is expected to end by Jul. 31, 2026. Any scheduled payroll contributions will continue to be deducted from your paycheck during the blackout period. See the enclosed Blackout Notice for details. **Please note:** The Blackout Notice only applies to you if you have a balance in an American Century account. The timing of the transfer from American Century to TIAA and the conclusion of the blackout period are dependent on the completion of data and asset transfers and may be adjusted if needed. • You will need to designate a beneficiary for your new TIAA account(s).
If you have a Voya account today	• TIAA will become your new service provider. You will be automatically enrolled in a new TIAA account on or about Jul. 3, 2026. • A KCTCS Lifecycle model portfolio will be selected as your new investment option. As always, you can change your options at any time. • Your future contributions will automatically transfer from Voya to TIAA, but your existing balances will remain in your chosen investments at Voya. You may, however, choose to transfer your existing balance to TIAA or Fidelity. • You will need to designate a beneficiary for your new TIAA account(s).

Other reminders

1. If you have an American Century or Voya account and choose Fidelity as your new provider:

- Your future contributions will transfer to Fidelity automatically.
- If you want your American Century balance to transfer to Fidelity, *you must take additional action*. Please schedule a one-on-one consultation with a Fidelity Workplace Financial Consultant by visiting **fidelity.com/schedule** or calling **800-642-7131**. You may also contact the KCTCS benefits office for additional support. If you do not take additional action, your American Century balance will automatically transfer to TIAA. You may then work with TIAA to move those assets to Fidelity after the blackout period ends on Jul. 31, 2026.

2. If you have a TIAA account today, a KCTCS Lifecycle model portfolio will be selected for you if:

- You are invested in a Nuveen Lifecycle Fund, or
- You have not updated your investment choices since Jul. 2, 2024, or
- You are using the TIAA Retirement Plan Portfolio Manager (RPPM) service

A KCTCS Lifecycle portfolio will not be selected for you if you meet none of the criteria above, but you may choose a model portfolio for your TIAA account starting Jul. 3, 2026.

3. You can schedule a one-on-one appointment with TIAA or Fidelity:

- To schedule an appointment with a TIAA financial consultant, visit **tiaa.org/schedulenow** or call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. ET.
- To schedule an appointment with a Fidelity Workplace Financial Consultant, visit **fidelity.com/schedule** or call **800-642-7131**, weekdays, 8:30 a.m. to 8:30 p.m. ET.

Jun. 3, 2026

BLACKOUT NOTICE: IMPORTANT INFORMATION ABOUT YOUR KENTUCKY COMMUNITY AND TECHNICAL COLLEGE SYSTEM RETIREMENT PLANS AT AMERICAN CENTURY

Please note: This notice only applies to you if you have a balance in an American Century account.

To facilitate the transfer of assets from American Century to the new recordkeeper (TIAA), a "blackout period" will take place. During the blackout period, you will not be able to direct or diversify the assets held in your plan account. For this reason, it is important that you review and consider the appropriateness of your current investments in light of your inability to direct or diversify those investments during the blackout period. For your long-term retirement security, you should give careful consideration to the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments. Any scheduled payroll contributions will continue to be deducted from your paycheck during the blackout period.

THE BLACKOUT PERIOD IS EXPECTED TO BEGIN ON JUL. 6, 2026, AT 4 P.M. ET, AND IS EXPECTED TO END BY JUL. 31, 2026.

KEY DATES	EVENTS
Jul. 6, 2026, at 4 p.m. ET	Blackout period expected to begin. During this time, you will be unable to access or modify your American Century account(s). Additionally, you will not be able to obtain a distribution or loan from your account.
Jul. 14, 2026	On or about this date, your account balance transfers from American Century to your TIAA account.
Jul. 31, 2026	Blackout period expected to end. You will have full access to your transferred balances in your TIAA account and can request account transactions.

Please note:

The date of the plan changes and the end of the blackout period depend on the accurate, timely transfer of data from American Century to TIAA. If this does not occur, the end of the blackout period could be delayed.

For questions about this notice or the blackout period, including confirmation it has started or ended, you can call TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. ET. Or mail TIAA at: TIAA, P.O. Box 1259, Charlotte, NC 28201.