



HUMAN RESOURCES

UNIVERSITY of WASHINGTON

Benefits

Dear UWRP/VIP participants:

To better support you in your retirement planning, the UW is making changes to the University of Washington Retirement Plan (UWRP) and Voluntary Investment Program (VIP) that will become effective in January 2026. The enhancements include changes to plan design, who will administer the plans and the expansion of certain plan features.

Moving toward the future

TIAA has been a partner on the UW retirement plans since 1939 and with this transition will become the plans' single recordkeeper, providing account access and tracking participant information. TIAA was selected based on its ability to provide plan education, excellent customer service, personalized financial advice and modern digital tools. TIAA will offer the same investments currently available at Fidelity plus some additional options. This change will also reduce the amount you pay in fees as a plan participant, meaning more money goes into your savings.

UWRP and VIP plan design enhancements

We are also making some changes to the plan design. These include:

- Offering loans on UWRP for the first time.
- Expanding withdrawal options in both UWRP and VIP.
- Eliminating the optional two-year waiting period for new participants.
- Making 10% UWRP contributions at age 50 mandatory.

These changes become effective January 1, 2026, and are meant to pair with the existing UW matching contributions to help you build long-term financial security.

Support is here – get ready now

Please read the enclosed materials carefully and contact TIAA with any questions about your new accounts, how your money will transfer, or to set up a personalized financial counseling session. In partnership with TIAA, we are offering a full schedule of events – both in person and online – to provide more information and answer questions about the transition.

These changes are designed to make retirement planning easier, more secure and more cost-effective for you. We are excited about these changes and invite you to take this opportunity to plan for your financial future.

Your retirement. Your possibilities.

With appreciation,

Heather Horn
Vice President for UW Human Resources