UW retirement benefits updates

The University of Washington (UW) is updating the UW Retirement Plan and the UW Voluntary Investment Program to help you pursue your retirement goals.

The changes began in October 2025 and will continue through January 2026.

Your retirement. Your possibilities.

The what, when and how of the retirement plan updates

Updates to the UW Retirement Plan (UWRP) and Voluntary Investment Program (VIP)

THE CHANGES ARE DESIGNED TO HELP YOU PLAN AND SAVE FOR RETIREMENT.

A SINGLE SERVICE PROVIDER (RECORDKEEPER)

TIAA has been selected to deliver comprehensive retirement services at a reasonable cost. TIAA's role is to provide account access and track participant information. As a result of this change, your UWRP and VIP balances currently with Fidelity will be transferred to TIAA.

NEW ACCOUNTS

Last month, if you held a balance in the UWRP and VIP retirement plans, you were automatically issued new TIAA accounts — one for each plan in which you held balances. Review them now by logging in or registering for online access at **tiaa.org/washington**.

NEW RETIREMENT PLANNING RESOURCES

TIAA offers robust online tools to help you on the path to retirement. In addition to these tools, you can receive personalized advice on the plans' investment options from a TIAA financial consultant *at no additional cost to you*.

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

NO LONGER EMPLOYED BY THE UW?

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 balances.

Important dates to remember

NOW

New TIAA accounts were issued in October. Review and update your beneficiary and investments.

Any investment changes will become effective for contributions beginning in January 2026.

DECEMBER 31, 2025, AT 1 P.M. PT–WEEK OF JANUARY 26, 2026

Blackout period for Fidelity accounts is expected to occur.

See the accompanying Blackout Notice and explanation on page 9 of the enclosed guide for details.

JANUARY 2026

All scheduled contributions will be directed to your new TIAA account(s). Your UWRP and VIP balances with Fidelity will be transferred to TIAA on January 9, 2026.

Transferred balances will be viewable in your TIAA account once the blackout period ends.

Scan the QR codes below for more information.

Get the latest information on the UW Retirement Plan and Voluntary Investment Program changes.

Join TIAA in person or virtually to learn more about the changes.

CONSIDER YOUR NEXT STEPS

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.
- Review the investment lineup and make any changes you want to be effective in January 2026. Log in to your account at **tiaa.org** or call TIAA for assistance.
- Check your beneficiary designation(s). Log in to your account to make any updates.

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, 5 a.m. to 5 p.m. PT.

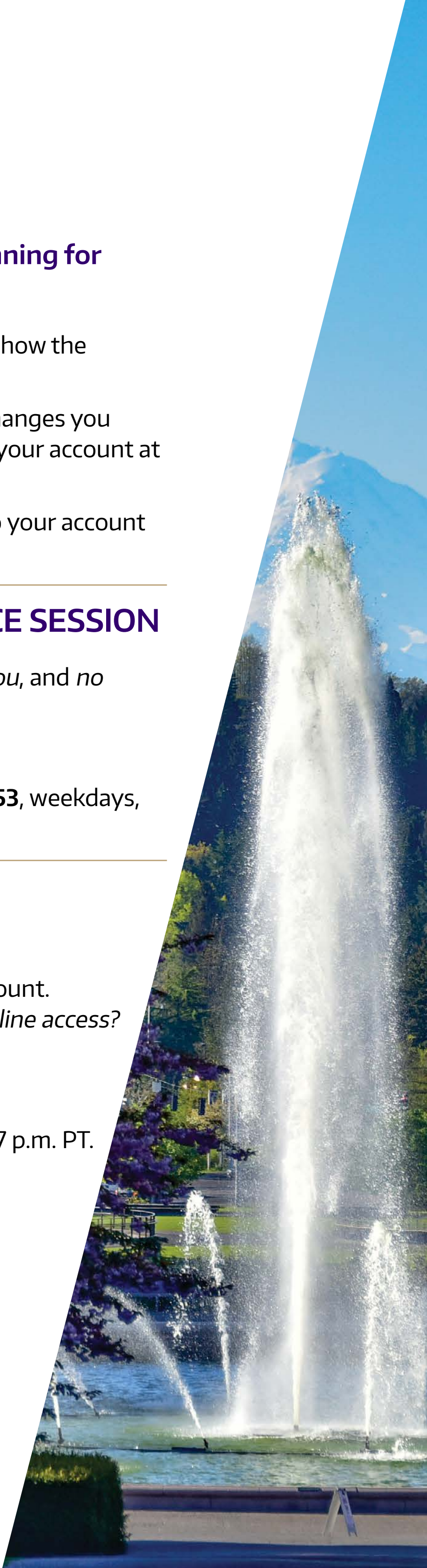
MANAGE YOUR ACCOUNT

Online

Visit **tiaa.org/washington** 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, 5 a.m. to 7 p.m. PT.



[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.

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