

TOTAL WELLBEING EXPO

Virtual Event



Start today for surefooted saving

Explore your UNC System
retirement plans



Know your options



Start early and finish strong

Savings can add up through the power of compounding.¹

Investor one:

Age 25

Starts saving \$200/mo.

\$383,393

saved by age 65

Investor two:

Age 35

Starts saving \$200/mo.

\$195,851

saved by age 65

Investor one has:

\$24,000 more in contributions,

\$187,541 more in savings

1. The above illustration is intended to show a hypothetical example of the principle of compounding. The example does not include the impact of any investment fees, expenses or taxes that would be associated with an actual investment. If such costs had been taken into account, the results shown would have been different. It also does not factor in market volatility. Assumes a 6% annual return until age 65. Visit [tiaa.org/public/learn/personal-finance-101/investing-101](https://www.tiaa.org/public/learn/personal-finance-101/investing-101) to learn more.

Your direct path to tomorrow

Your plan offers a variety of benefits.



Helps you stay on track

Contribute right from your paycheck before you miss it



Adds tax benefits

Save pretax to trim current year taxes ¹ and enjoy tax-deferred growth on any earnings



Offers choice

Choose from a variety of investments to pursue your specific goals

1. Actual reduction in take-home pay will depend on tax-withholding election selected.

Start with some basics on the ORP



ORP Eligibility

Permanent (non-temporary) employees working 30 or more hours per week are eligible for the ORP.

You have 60 days from your date of hire/appointment to make your retirement plan decision. If you do not make an election, you automatically will be enrolled in the Teachers' and State Employees' Retirement System.



Contributions

Your employer contributes pre-tax basis 6.84% and you contribute 6% of your salary.



Portability

You own your savings from day one while your employer's contributions vest at 100% after 5 years of participation.

Start with some basics on the Supplemental Savings Plans 403(b) & 457(b) Plans



Eligibility

Voluntary at any time after employment.



Contributions

You contribute to this plan.



Portability

Contributions are immediately 100% vested.

Consider taxes as you save

Contributing before taxes are paid¹

Lowers taxable income now

Taxes paid on savings and earnings at withdrawal, usually in retirement

May benefit you if you expect to be in a lower tax bracket when you retire

Contributing after taxes are paid (Roth)²

Does not lower current taxable income

Receive money tax-free when you retire

May benefit you if you expect to be in a higher tax bracket when you retire

1. Distributions from 403(b) plans <457(b) or 401(k) can be used if applicable to your plan> before age 59½, severance from employment, death, or disability may be prohibited, limited and/or subject to substantial penalties. Different restrictions may apply to other types of plans.
2. A withdrawal of Roth earnings is tax free, provided eligible participants meet the five-year seasoning period and attain age 59½ (or are disabled or deceased).

KNOW YOUR OPTIONS

Save to the limit

2023 IRS salary contribution limits

Employees under age 50

\$22,500

Employees age 50 or older

\$30,000



The perks of saving with TIAA



Retirement plan advice: No minimum investment

Know your options and build a plan that works for you¹



Income for the rest of your life

Combine guaranteed growth and monthly income for life²



Funds for social impact

Align your portfolio with purpose³

1. Advice is obtained using an advice methodology from an independent third party.
2. Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.
3. Responsible investing incorporates Environmental Social Governance (ESG) factors that may affect exposure to issuers, sectors, industries, limiting the type and number of investment opportunities available, which could result in excluding investments that perform well.

Manage your portfolio

Step back or take the lead

Decide how great a role you want to have.

Hands-off investing

Select a target date or a UNC risk-based model for a diversified portfolio in a single fund

Hands-on investing

Select from the investment options in the plan

Consider a lifetime income option for a steady paycheck in retirement

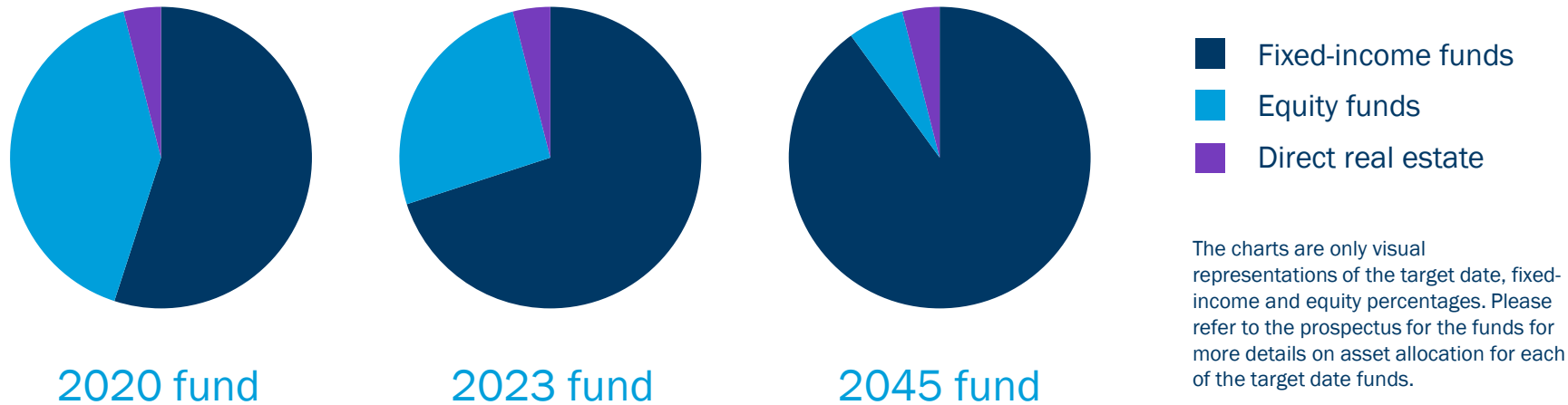
Manage investments to stay on track to your goals

Get help from TIAA

One-stop planning in one fund

With hands-off investing, you select the target date fund closest to your retirement year, and fund managers do the rest.

Lifecycle asset mixes adjust over time to reduce risk as you age



The charts are only visual representations of the target date, fixed-income and equity percentages. Please refer to the prospectus for the funds for more details on asset allocation for each of the target date funds.

1. Pies depict hypothetical examples
2. As with all mutual funds, the principal value of a target date fund isn't guaranteed at any time, including at the target date, and will fluctuate with market changes. The target date approximates when investors may plan to start making withdrawals. However, you are not required to withdraw the funds at that target date. After the target date has been reached, some of your money may be merged into a fund with a more stable asset allocation. Target date funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. In addition to the fees and expenses associated with the target date funds, there is exposure to the fees and expenses associated with the underlying mutual funds.

Your portfolio your way

With hands-on investing, you select investments from the plan's menu.

- Get recommendations with Retirement Advisor.
- Work with a TIAA Financial Consultant.
- Choose TIAA Brokerage/the self directed brokerage account for more investment options



Choice you want with flexibility you need



* Investing involves risk of loss of principal.
Investment options offered in the “guaranteed” asset class are subject to the claims-paying ability of the issuing company.



Tap into more options

TIAA Brokerage offers access to thousands of mutual funds outside the plan.

- No minimum to open an account
- UNC System does not monitor performance
- TIAA does not offer investment advice for brokerage funds

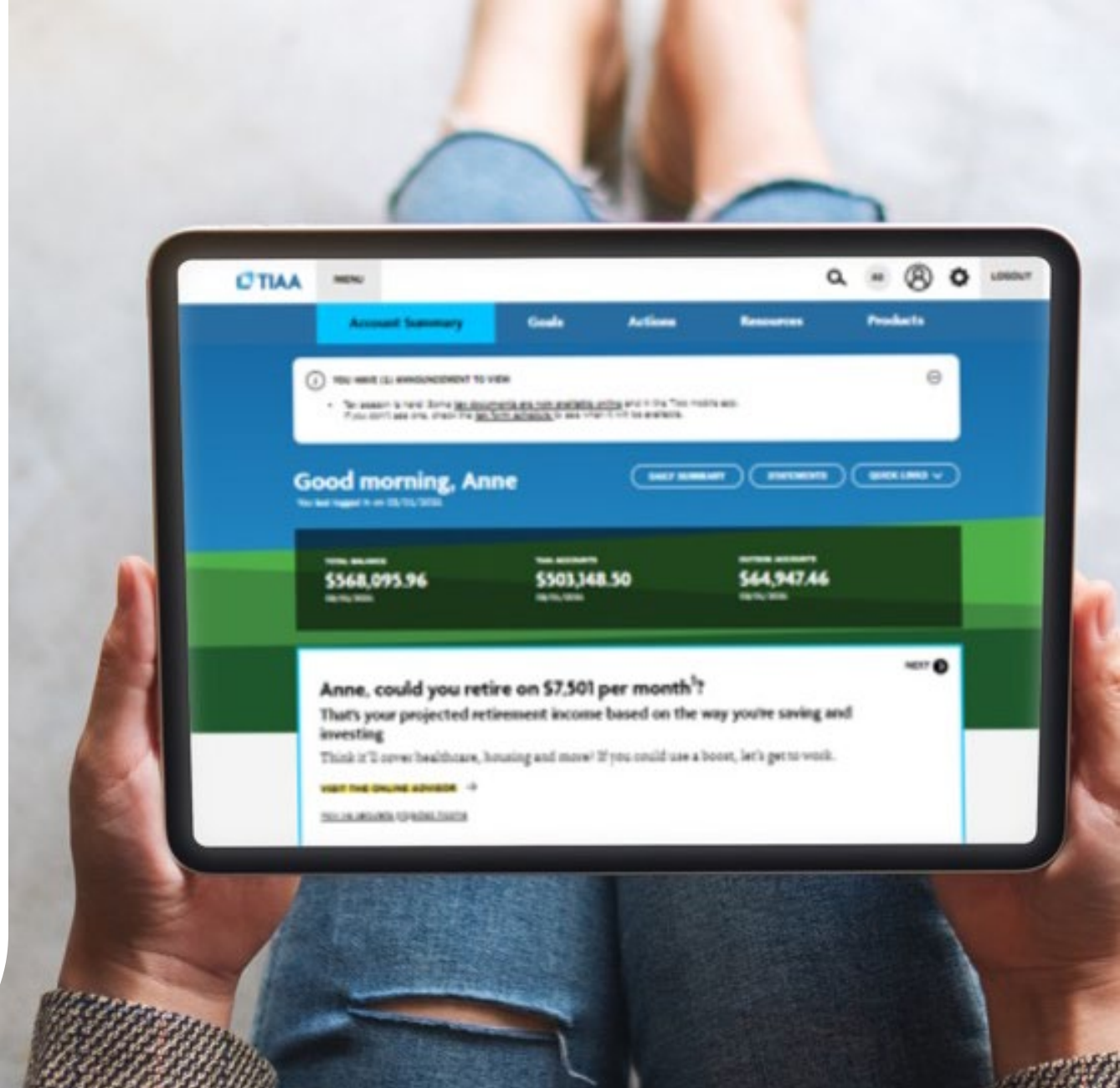
1. Brokerage service fees may apply.



Online and on track

Make important updates to your account at TIAA.org.

- Review investment options
- Make changes to your portfolio
- View your progress to your goals
- Update beneficiaries
- Improve your financial know-how



A topographic map background with brown contour lines and a blue path. The path is labeled 'East Creek' and has a '2.4' marker. The map also shows contour lines labeled '10400', '10000', '9600', and '9200'.

Get the advice you need

We've got your back as you plan ahead

Get advice how and when you need it.



Boost savings knowledge

Learn more about relevant financial topics



Create your action plan

Retirement Advisor offers recommendations for your plan



Talk to a financial consultant

Personalized advice from TIAA is available at no additional cost¹

1. Financial consultants provide advice and education using an advice methodology from an independent third party.

Simple steps to set a plan

Retirement Advisor offers savings and investment recommendations based on your situation.



How much you should save?

Get a suggested contribution strategy to help reach your retirement income goal.



How should you invest?

Learn how you can adjust your investments to optimize your portfolio.



How much income will you have?

Get a future income projection based on how much you're saving today.

One-on-one advice for
your specific needs

Contact a Financial Consultant

Schedule a session at
TIAA.org/schedulenow
or call 800-732-8353, weekdays,
8 a.m. to 8 p.m. (ET)



Take the first step

Visit [TIAA.org/unc](https://www.tiaa.org/unc)

Call TIAA at **800-842-2252**.

Consultants are available weekdays, 8 a.m. to 8 p.m. (ET).



Thank you

DISCLOSURES

The TIAA Retirement Advisor is a brokerage service provided by TIAA-CREF Individual & Institutional Services, LLC, a registered broker-dealer, Member FINRA, SIPC.

The Retirement Advisor does not monitor your retirement assets or personal circumstances. The purpose of the retirement income tool is to show how the performance of the underlying investment accounts could affect the participant's policy cash value and the resulting retirement income. It is not intended to project or predict investment results. The advice may vary over time and with each use. There may be other investments not considered by the Retirement Advisor that have characteristics similar or superior to those being analyzed. The tool's advice is based on statistical projections of the likelihood that you will achieve your retirement goals. The projections rely on financial and economic assumptions of historical rates of return of various asset classes that may not reoccur in the future, volatility measure and other facts, as well as information you have provided.

IMPORTANT: The projections or other information generated by the Retirement Advisor tool regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. Results may vary with each use and over time.

IMPORTANT: Projections and other information generated through the Morningstar tool regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results and are not a guarantee of future results. The projections are dependent in part on subjective assumptions, including the rate of inflation and the rate of return for different asset classes. These rates are difficult to accurately predict. Changes to the law, financial markets or individual personal circumstances can cause substantial deviation from the estimates. This could result in declines in an account's value over short or even extended periods of time.

DISCLOSURES

This material is for informational or educational purposes only and does not constitute fiduciary investment advice under ERISA, a securities recommendation under all securities laws, or an insurance product recommendation under state insurance laws or regulations. This material does not take into account any specific objectives or circumstances of any particular investor, or suggest any specific course of action. Investment decisions should be made based on the investor's own objectives and circumstances.

The TIAA group of companies does not provide legal or tax advice. Please consult with your legal or tax advisor.

Diversification is a technique to help reduce risk. However, there is no guarantee that diversification will protect against a loss of income.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

You should consider the investment objectives, risks, charges, and expenses carefully before investing. Go to [TIAA.org/unc](https://www.tiaa.org/unc) for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

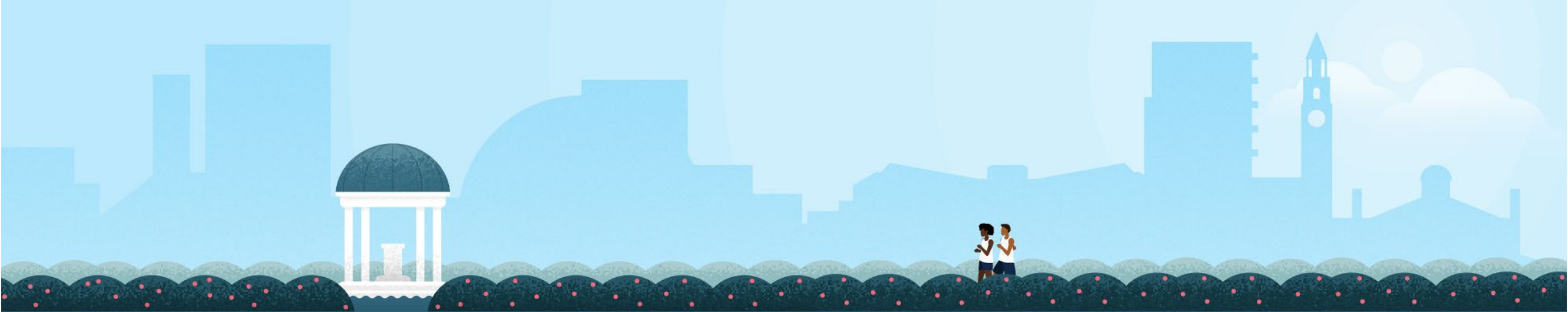
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Thank you!



TOTAL WELLBEING
HEAD · HEART · HEELS



HUMAN RESOURCES AND
EQUAL OPPORTUNITY
AND COMPLIANCE
Human Resources