Important Consideration for Employees Retiring prior to May 1, 2024

The UNC System is moving from two retirement plan recordkeepers (TIAA and Fidelity) to a single recordkeeper (TIAA) for all UNC System Retirement Plans. The transition to TIAA as our single recordkeeper will be completed during the spring of 2024, with changes beginning in February 2024.

If TIAA is your current recordkeeper, there aren’t any actions to consider at this time regarding retiring during the transition period. But if Fidelity is your current recordkeeper, there are some things you need to consider.

What You Need to Consider if Fidelity Is Your Current Recordkeeper

You may wish to transfer your balance or a portion of your balance to TIAA and initiate your retirement with TIAA. Keep in mind the following:

- If you are eligible for retiree health coverage at retirement, the North Carolina State Health Plan (SHP) requires ORP participants to be in receipt of a monthly income payment from the ORP. To avoid any payment disruptions in the beginning of 2024, Fidelity participants may want to consider transferring a portion of their Fidelity ORP assets to TIAA prior to retiring.
- When you transfer your balances, you can select your investments. Watch for a transition guide with details on any fund lineup changes which will not take effect until April 2024. Brokerage accounts will continue to be available as an option at TIAA for experienced investors and offers access to thousands of mutual funds beyond your retirement plan’s investment lineup. **Note:** The UNC System neither selects nor monitors the mutual funds available through a brokerage account, and TIAA doesn’t offer investment advice on brokerage investments. For additional details on the self-directed brokerage option at TIAA, you may visit TIAA.org/brokerage.
- As we get ready to transfer funds from Fidelity to TIAA, there will be a blackout period when you will be unable to make any changes to your Fidelity account(s) or obtain a distribution, loan, or withdrawal from these account(s). See detail on “What to Expect in 2024” about the expected blackout period.
- **If you are retiring prior to May 1, 2024** and are considering transferring your balance to TIAA before the retirement program transition and transfer of existing balances from Fidelity to TIAA occurs, you will need to do so by 4 p.m. (ET) on March 22, 2024.

You should seek the guidance of your financial professional and tax advisor before consolidating balances. If you would like to transfer an account balance to TIAA, you can contact a TIAA financial consultant at 800-732-8353 or visit www.tiaa.org/schedulenow. A TIAA financial consultant can help you understand your current financial situation and develop an action plan, as well as assist you with any transfers.

What to Expect in 2024

<table>
<thead>
<tr>
<th>Key Transition Dates</th>
<th>Events</th>
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<tr>
<td><strong>Week of February 19</strong></td>
<td>All participants with a balance at Fidelity, as well as participants who are currently contributing to one or more of the UNC System plans and/or hold a mutual fund balance at TIAA, will receive a new TIAA account.</td>
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<td><strong>Week of March 4</strong></td>
<td>All mutual fund balances at TIAA will transfer to the new account(s).</td>
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<tr>
<td><strong>Week of April 1</strong></td>
<td>All balances in the UNC System retirement plans at Fidelity will be transferred to TIAA.</td>
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<td><strong>Late March – Mid April</strong></td>
<td>There will be a brief blackout period to facilitate the transfer of existing investment balances from Fidelity to TIAA. The dates of this blackout period will be confirmed at a later date.</td>
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Stay Informed

A comprehensive transition guide will be mailed in early 2024. Please review this guide from TIAA which highlights details about the upcoming changes to the retirement program, including key dates, specific action steps, and resources available to you.

QUESTIONS?

If you have questions, please contact the University Benefits Representative at your constituent institution, or TIAA.