




Iowa State University retirement program features

Iowa State University recognizes the importance of providing you with a robust retirement program—the program is an important part of your overall benefits and can help you prepare for your financial future.




In addition to the Iowa Public Employees Retirement System (IPERS) defined benefit plan, Iowa State University partners with TIAA to offer the Mandatory Retirement Plan (a 403(b) defined contribution plan), the Voluntary Retirement Savings Plan and the 457(b) Deferred Compensation Plan.

For a complete list of Iowa State University retirement benefits, please visit hr.iastate.edu/retirement-plans.

Iowa State University retirement program features at TIAA include:

	ISU Mandatory Retirement Plan Ames Laboratory Mandatory Retirement Plan	ISU Voluntary Retirement Savings Plan Ames Laboratory Voluntary Retirement Savings Plan	ISU 457(b) Deferred Compensation Plan Ames Laboratory 457(b) Deferred Compensation Plan
 Contributions	<p>If you have less than 5 years of service with the university, contributions to the mandatory retirement plans will be made in amounts equal to the following percentages of your annual budgeted salary:</p> <ul style="list-style-type: none">• On the first \$4,800, you contribute 3.33% of your salary and ISU contributes 6.66%.• Above \$4,800, you contribute 5% and the university contributes 10%.• Upon completion of 5 years of service at the university, you contribute 5% of your entire salary and the university contributes an amount equal to 10% of your salary.	<p>The supplemental plans allow employee contributions only.</p> <p>Employees can make voluntary pretax contributions and/or Roth after-tax contributions to the plan, up to a maximum amount determined annually by the IRS.</p> <p>ISU does not match these contributions.</p>	<p>The deferred compensation plans allow employee contributions only.</p> <p>Employees can make voluntary pretax contributions and/or Roth after-tax contributions to the plan, up to a maximum amount determined annually by the IRS.</p> <p>ISU does not match these contributions.</p>

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	ISU Mandatory Retirement Plan Ames Laboratory Mandatory Retirement Plan	ISU Voluntary Retirement Savings Plan Ames Laboratory Voluntary Retirement Savings Plan	ISU 457(b) Deferred Compensation Plan Ames Laboratory 457(b) Deferred Compensation Plan
 Who can participate	<p>Eligible employees can participate in this plan.</p> <p>Participation is required immediately upon being hired and once elected, your participation is irrevocable as long as you remain eligible.</p> <p>Student employees are not eligible for this plan.</p>	<p>Eligible employees can participate in this plan regardless of their mandatory retirement plan election.</p> <p>Excludes employees who are enrolled as students and regularly attending classes, graduate students, and seasonal and temporary employees.</p>	<p>Eligible employees can participate in this plan regardless of their mandatory retirement plan election.</p> <p>Excludes employees who are enrolled as students and regularly attending classes, graduate students, and seasonal and temporary employees.</p>
 Vesting	<p>Employee contributions to this account are 100% vested.</p> <p>ISU contributions will become vested after any of the following:</p> <ul style="list-style-type: none"> • 3 calendar years of service (not academic years) • age 65 • designated as a disabled employee • pass away while employed • ISU discontinues plan 	<p>Contributions to this account are 100% vested.</p>	<p>Contributions to this account are 100% vested.</p>
 How to enroll	<p>Iowa State University uses the Retirement@Work online system for both mandatory and voluntary retirement plan enrollment and management. You will use the online portal for several functions, including:</p> <ul style="list-style-type: none"> • Enrolling in the ISU voluntary retirement plans • Viewing all your current Iowa State University Retirement Plan balances • Making and/or changing your voluntary retirement plan contributions • Managing your account on an ongoing basis <p>Visit Microsoft Dashboard to access the Retirement@Work online system.</p>		

Quick guide to managing your retirement account online

Once enrolled, log in to your account to:

- Change your contribution amount
- Update your investment elections for future contributions
- Transfer existing balances among other investment options
- Review or update your personal information and beneficiary designation(s)

Investment options

You can choose which approach best fits your needs when creating your retirement investment strategy.



SELECT IOWA STATE RETIREONTRACK.

Each Iowa State RetireOnTrack model portfolio includes a combination of investment options. The mix of investments offers a specific balance of financial risk and reward, and takes into account your current age and your projected retirement date. The investment allocation adjusts to become more conservative as you near and enter retirement.

Over time, Iowa State RetireOnTrack automatically rebalances your account to help keep you on track with your retirement goals.

If you don't choose an investment option, an Iowa State RetireOnTrack moderate portfolio that aligns with your anticipated retirement age will be selected for you. Each Iowa State RetireOnTrack model portfolio provides a diversified retirement portfolio.



BUILD YOUR OWN RETIREMENT PORTFOLIO.

The plans offer a range of investment options to choose from. Learn more about your investment choices online at tiaa.org/iastate.

TIAA is here to help.

Not sure where to begin? Let us help you take the next step.

Manage your account.

Online

Visit **Microsoft Dashboard** to access the Retirement@Work online system for both mandatory and voluntary retirement plan enrollment and management.

To access your account outside of the Iowa State University intranet, visit **tiaa.org/iastate** and log in. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the prompts to set up your account.

Phone

Call TIAA at 800-842-2252, weekdays, 7 a.m. to 9 p.m. CT.

Tools and resources you can use.

Webinars

Visit **tiaa.org/webinars** to find out more about managing your finances.

Online

Visit **tiaa.org/learn** for information about budgeting, investing, college savings and more.

Visit **tiaa.org/tools** for interactive planning tools.

Mobile

Take your planning with you using the TIAA mobile app. Download the TIAA mobile app from the App Store or Google Play.

Schedule an investment education and advice session.

TIAA financial consultants can help you understand your retirement plan benefits and provide investment recommendations, *at no additional cost to you*.

Online

Visit **tiaa.org/schedulenow**.

Phone

Call 800-732-8353, weekdays, 7 a.m. to 7 p.m. CT.

Disclosures

Advice (legal, tax, investment)

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

Advice provided by our Field Consulting Group is obtained using an advice methodology from an independent third party. Advice services provided by our Individual Advisory Services Group are provided by Advice & Planning Services, a division of TIAA-CREF Individual & Institutional Services, LLC, a registered investment adviser.

Advice is provided on your employer-sponsored retirement plans administered by TIAA. TIAA does not monitor your retirement assets on an ongoing basis, nor does TIAA update your information on the Retirement Advisor tool to reflect changes in your personal circumstances. You should periodically monitor your retirement strategy as your needs and personal circumstances change. Results are not guaranteed and do not reflect actual returns on any investment. The TIAA Retirement Advisor is not a substitute for tax, legal or comprehensive financial planning advice. The TIAA Retirement Advisor is a brokerage service provided by TIAA-CREF Individual & Institutional Services, LLC, a registered broker-dealer, Member FINRA, SIPC.

The projections or other information generated by TIAA's online tools regarding the likelihood of various investment outcomes, investment allocations and retirement income are hypothetical in nature, do not reflect actual results and are not guarantees of future results. Results may vary with each use and over time.

Investment, insurance and annuity products

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit [tiaa.org](https://www.tiaa.org) and enter the ticker in the site's search feature for details.

Iowa State RetireOnTrack service

TIAA RetirePlus® model portfolios are asset allocation recommendations developed in one of three ways, depending on your plan structure: i) by your plan sponsor, ii) by your plan sponsor in consultation with consultants and other investment advisors designated by the plan sponsor, or iii) exclusively by consultants and other investment advisors selected by your plan sponsor whereby assets are allocated to underlying mutual funds and annuities that are permissible investments under the plan. Model-based accounts will be managed on the basis of the plan participant's personal financial situation and investment objectives (for example, taking into account factors such as participant age and risk capacity as determined by a risk tolerance questionnaire).

No registration under the Investment Company Act, the Securities Act or state securities laws—The model is not a mutual fund or other type of security and will not be registered with the Securities and Exchange Commission as an investment company under the Investment Company Act of 1940, as amended, and no units or shares of the model will be registered under the Securities Act of 1933, as amended, nor will they be registered with any state securities regulator. Accordingly, the model is not subject to compliance with the requirements of such acts, nor may plan participants investing in underlying investments based on the model avail themselves of the protections thereunder, except to the extent that one or more underlying investments or interests therein are registered under such acts.

TIAA RetirePlus Select® and TIAA RetirePlus Pro® are administered by Teachers Insurance and Annuity Association of America ("TIAA") as plan recordkeeper. Transactions in the underlying investments invested in, based on the models, on behalf of the plan participants are executed through TIAA-CREF Individual & Institutional Services, LLC.

More information about TIAA RetirePlus model portfolios can be found at [tiaa.org/iastate](https://www.tiaa.org/iastate).

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Roth retirement plan option

The TIAA group of companies does not offer tax advice. See your tax advisor regarding your particular situation.

Withdrawals of earnings prior to age 59½ are subject to ordinary income tax, and a 10% early distribution penalty tax may apply. Earnings can be distributed tax free if distribution is no earlier than five years after contributions were first made and you meet at least one of the following conditions: age 59½ or older, or permanently disabled. Beneficiaries may receive a distribution in the event of your death. For governmental 457(b) plans, withdrawals are only allowed following separation from service or when you reach age 59½.

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You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call 877-518-9161 or go to tiaa.org/iastate for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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