



University System
of Georgia **Benefits**



Centered
on **YOU**



Make the most of your 403(b) and 457(b) plans

Information to enroll and/or make changes to your existing account(s)

The University System of Georgia (USG) 403(b) and 457(b) plans



The 403(b) and 457(b) plans at USG offer you added flexibility to create a foundation for your financial future. Contributions can be made to these plans in addition to your participation in either the Teachers Retirement System of Georgia or the USG Optional Retirement Plan.

This guide provides an overview of the 403(b) and 457(b) plans, steps to enroll and how to make changes to an existing account.

Table of contents

The University System of Georgia (USG)
403(b) plan and 457(b) plan

403(b) and 457(b) plan details	3
Enrolling in your retirement plan(s)	4
Creating your 403(b) and/or 457(b) plan investment strategy	5
403(b) and 457(b) plan investment options: A four-tiered approach	6
How to enroll in the USG 403(b) and/or 457(b) retirement savings plans	7
Opening an investment account with TIAA	10
Opening an investment account with Fidelity	11
Opening an investment account with Corebridge Financial	12
Reviewing your account	13
How to make changes to your account	14
Retirement plan loans	16

403(b) and 457(b) plan details

Eligibility

All employees of USG, except student workers, may enroll in the 403(b) and 457(b) plans at any time during employment. Enrollment is done online, and contributions are made through payroll deduction. Your contributions to the 403(b) and 457(b) plans are immediately vested, meaning you own the account balance and can take it with you if you leave employment with USG.

Your 403(b) and 457(b) plan contribution options

Choose how much to contribute

When you enroll in the plan, you will choose how much to contribute to the plan, either as a flat dollar amount each paycheck or as a percentage of your pay. The IRS sets limits on how much you can contribute each year. Visit retirement.usg.edu to view contribution limits, including catch-up contribution plan limits if you are 50 or older.

You have the option to allocate your contributions between the following three investment providers: Corebridge Financial (formerly AIG Retirement Services), Fidelity and TIAA to create a retirement portfolio suitable for your needs. Important note: If you do not make a provider election, you will default to TIAA, and your future contributions will be directed to the Vanguard Target Date Institutional Fund that corresponds with your projected retirement date based on your age.

Choose pretax or after-tax (Roth) contributions

You can set aside money by contributing before taxes are taken out, which lowers your taxable income and could possibly reduce your current income taxes, and you can make after-tax (Roth) contributions or contribute both up to IRS tax limits.

With pretax contributions, you defer taxes on interest and earnings until you withdraw your money. Taxes must be paid at withdrawal, and federal withdrawal restrictions apply.

Qualified distributions from an after-tax (Roth) account are tax free. Generally, a qualified after-tax (Roth) distribution is a distribution that (1) is withdrawn after the end of the five-year period beginning with the first year in which an after-tax (Roth) contribution was made to the plan, and (2) is after age 59½, death or disability.

The primary differences between a 403(b) plan and a 457(b) plan are how and when you can withdraw your money and an early withdrawal penalty applies to the 403(b) plan, see note below. Before enrolling in either plan, review these events specific to withdrawing your money:

403(b) plan	457(b) plan
Turning age 59½	Turning age 59½
Death	Death
Disability	Severance from employment
Severance from employment	Unforeseen emergencies
Immediate financial hardship	

Note: You must begin taking distributions when you reach age 72 or retire from USG, whichever occurs later. Remember that income tax is due upon withdrawal, and withdrawals from your 403(b) account before age 59½ are subject to federal restrictions and may be subject to a 10% federal early withdrawal tax penalty. The 10% penalty also applies to the amounts rolled over to the 457(b) plan from non-457(b) eligible retirement plans.

For more information, visit retirement.usg.edu.

Enrolling in your retirement plan(s)

Joining the plan(s) is the first step to building your financial future.

USG provides no-cost, unbiased retirement and investment advisory services through its vendor partner, CAPTRUST.

- CAPTRUST can help you decide how much to contribute to the 403b or 457b plans
- CAPTRUST can help you decide which investment provider to choose—Corebridge Financial (formerly AIG Retirement Services), Fidelity or TIAA
- CAPTRUST can help you decide which investments may be right for you

To schedule an appointment, call CAPTRUST at **800-967-9948** or use the online scheduler at:

<https://www.captrustadvice.com/scheduler/>.

You can use the information on the Retirement@Work home page to help you make informed decisions during the enrollment process.

Here you can:

- See the plans in which you're eligible to enroll
- Review important plan information
- Get information about plan fees
- View the list of available investment choices
- Find links to the investment providers' websites
- Access calculators and other retirement planning tools

After you've reviewed the above information, follow the steps beginning on **page 7**.

Important note: If you do not make a provider election, you will default to TIAA, and your future contributions will be directed to the Vanguard Target Date Institutional Fund that corresponds with your projected retirement date based on your age.

Plan fees

All 403b/457b providers assess fees to cover the cost of plan recordkeeping and administration. Recordkeeping fees will be assessed based on a percentage of your account balance and will vary by provider. These fees and the investment expenses charged by the managers of the funds in the investment lineup are listed on the retirement plan providers' websites. Fees are deducted from your account on the last business day of the quarter and will be clearly displayed on your quarterly statement. Prior to selecting your provider, carefully review information regarding these charges. For more information, visit retirement.usg.edu.

Creating your 403(b) and/or 457(b) plan investment strategy

You should review and compare the investments from each of the three 403(b) and 457(b) retirement plan providers before selecting which provider and funds in which to invest. USG provides a standardized investment fund lineup with the exception of a few provider-specific funds.

You can review the investment lineups and enroll in the 403(b) and 457(b) plans through the **Retirement@Work** online portal, where you can select providers and find links to provider websites to select investments. See instructions on **page 7** to login to **Retirement@Work**. Or, for more information, visit **retirement.usg.edu**.

CAPTRUST

USG's vendor partner, CAPTRUST, provides unbiased financial, retirement and investment advice at no cost to you. To schedule an appointment, call CAPTRUST at **800-967-9948** or use the online scheduler at: <https://www.captrustadvice.com/scheduler/>.

You can review the investment options from each investment provider on their webpages below:

Corebridge Financial (formerly AIG Retirement Services)

Website: usg.corebridgefinancial.com

By phone: Call **888-569-7055**, 8 a.m. to 9 p.m. (ET)

For confidential individual sessions, make an appointment:

Online: Visit <https://www.corebridgefinancial.com/rs/usg/plan-details/appointment-scheduling> to schedule an appointment online

By phone: Call **800-448-2542**, weekdays, 8 a.m. to 9 p.m. (ET), to schedule an appointment

Fidelity Investments®

Website: netbenefits.com/usg

By phone: Call **800-343-0860**, weekdays, 8 a.m. to midnight (ET)

For confidential individual sessions, make an appointment:

Online: Visit **Fidelity.com/Schedule** to schedule an appointment. Enter University System of Georgia as your employer to be connected with a planner familiar with your USG benefits.

By phone: Call **800-642-7131**, weekdays, 8 a.m. to 8:30 p.m. (ET), to schedule an appointment

TIAA

Website: TIAA.org/usg

By phone: Call **844-230-7524**, weekdays, 8 a.m. to 10 p.m. (ET)

For confidential individual sessions, make an appointment:

By phone: Call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. (ET)

Online: TIAA.org/schedulenow/USG

If you have questions or need assistance with enrolling in the 403(b) and 457(b) plans, please contact the **Retirement@Work** call center at **844-231-7917**.

403(b) and 457(b) plan investment options: A four-tiered approach

The 403(b) and 457(b) plans provide an enhanced, four-tiered investment lineup through the three providers—Corebridge Financial (formerly AIG Retirement Services), Fidelity Investments® and TIAA. These providers offer a wide array of fund options, interactive financial planning tools and high-quality customer service to help you create a diversified retirement portfolio.

Tier 1: Allocation tier^{1,2} and stable value

The Allocation tier includes options that offer a diversified investment within a single fund. Many options in this tier are age-based target date funds. Selecting a target date fund may be a good choice if you prefer a hands-off approach to managing your retirement savings. Each of these investments creates a diversified³ portfolio within one fund, based on your expected retirement year.

The “target date” indicates when you may plan to begin making withdrawals, and the fund’s investments become more conservative as the target date approaches. After the target date, the fund may be merged into a fund designed for investors already in retirement.

Tier 2: Passively managed/index fund options

As a part of the core lineup, passively managed funds are offered for participants who would like to construct and manage their own investment portfolios to meet their specific objectives. Passive management is designed to provide consistency of returns relative to a benchmark, at relatively low cost.

Tier 3: Actively managed fund options

As another part of the core lineup, actively managed funds are also offered for participants who would like to construct and manage their own investment portfolios to meet their specific objectives. Active strategies are designed to have the potential to generate above-market returns.

Tier 4: Self-directed brokerage services

For experienced investors seeking maximum flexibility, USG offers a self-directed brokerage option that allows you to select from a wide array of mutual funds.* The self-directed brokerage options vary by plan and retirement plan provider, so be sure to inquire with the retirement plan provider that you select on available investment options. Investors may use this feature to add diversification above and beyond the core offerings. With a brokerage account,⁴ investors can independently research and select from thousands of mutual funds.* Additional brokerage account fees apply.⁵ However, please note that some investments offered through the self-directed brokerage window may have additional fees and expenses, and annual administrative fees may also apply. Please check with your provider prior to investing. It is your responsibility to determine if this option is appropriate for your goals. You are responsible for monitoring these investments over time and adjusting your portfolio when necessary.

It’s important to understand that USG will not monitor the performance of the funds offered through the brokerage account, and investment advice is not available for brokerage assets.

USG recommends that participants exercise caution and consider seeking professional guidance when investing through a brokerage account. *You may only invest up to 90% of your USG retirement plan account balance in a brokerage account.*

*Please note that individual stocks and ETFs are available as options in addition to mutual funds within the 457(b) plan.

See important disclosures for this section on back page.

How to enroll in the USG 403(b) and/or 457(b) retirement savings plans

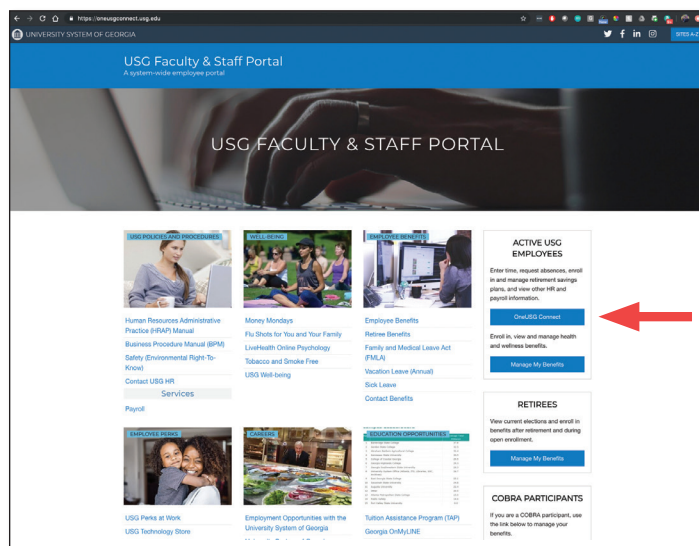
Retirement@Work® makes enrolling in and managing your retirement account simpler.

It's easy to enroll in the 403(b) and 457(b) plans through **Retirement@Work**. Use the following steps to enroll.

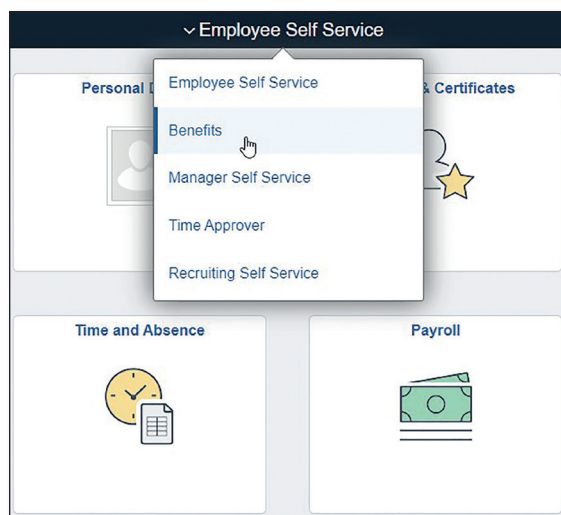
Step 1:

Log in to **OneUSG Connect** to access **Retirement@Work**.

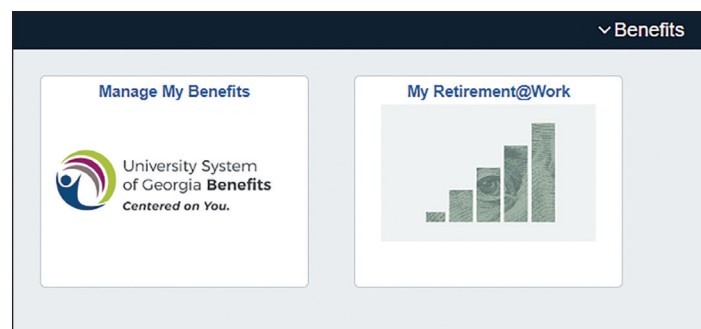
- From **OneUSGConnect.usg.edu**, the USG Faculty & Staff Portal, click *OneUSG Connect* in the *Active Employees* section.



- Select *Benefits* from the *Employee Self Service* page.



- Select the **My Retirement@Work** tile from the *Benefits* page.

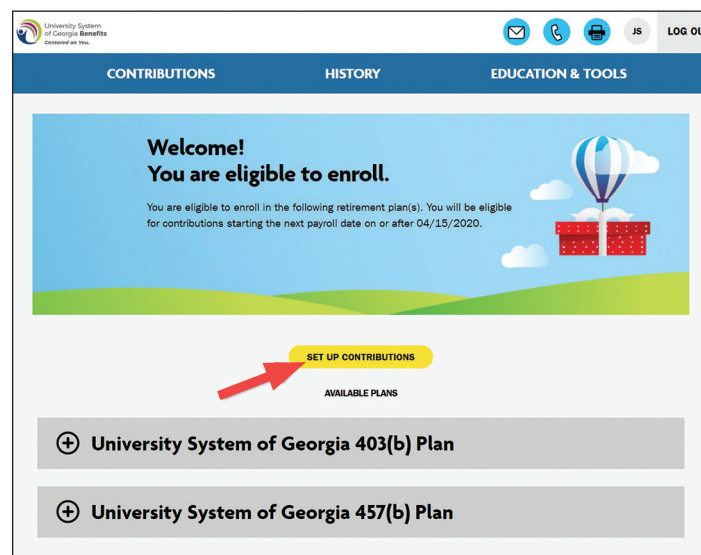


If you have questions or need assistance with enrolling in the 403(b) and 457(b) plans, please contact the **Retirement@Work** call center at **844-231-7917**.

After you've reviewed the information on the **Retirement@Work** home page, follow these steps to enroll:

Step 2:

Click *SET UP CONTRIBUTIONS* on the **Retirement@Work** home page.



(Continued)

How to enroll in the USG 403(b) and/or 457(b) retirement savings plans *(Continued)*

Step 3:

Choose how much you'd like to contribute per pay period to one or more of the voluntary plans as a flat dollar amount, percentage or the maximum contribution amount, and indicate when you want contributions to start. Click **NEXT** to proceed.

Quick tips

- If you enter a percentage, you'll see an estimate of your flat dollar contribution per pay period.
- If you enter a flat dollar amount, you'll see an estimate of your percentage contribution per pay period.
- You may choose to split your voluntary contributions between pretax and after-tax (Roth) contributions. If you do not click this section on the contribution screen, all contributions will be pretax.

The screenshot shows the 'SET UP CONTRIBUTIONS' screen for the 403(b) plan. The page has a blue header with 'CONTRIBUTIONS', 'HISTORY', and 'EDUCATION & TOOLS' tabs. The main content area asks 'Would you like to contribute to your 403(b) retirement plan?' with two radio button options: 'Yes: By selecting yes, I understand that I can set up, keep or change my contribution.' (which is selected) and 'No: By selecting no, I understand that I either choose not to contribute, or end my current contribution.' Below this, it asks 'How much do you want to contribute to your retirement?' with three radio button options: 'The maximum amount', 'A percentage', and 'A dollar amount'. At the bottom, it asks 'When would you like to start making contributions?' with two radio button options: 'First available paycheck' (which is selected) and 'Future date'. There is a link for 'Payroll Schedules (PDF)' and two buttons at the bottom: 'CANCEL' and 'NEXT'.

Note: You may choose to contribute to one or both of the voluntary plans.

- If you want to contribute to both voluntary plans, follow the online prompts to indicate your contribution amounts to both.
- If you only want to make contributions to the 403(b) plan, enter your contribution amount on the first screen and click **NEXT**. On the next screen, select **No** next to the question *Would you like to contribute to the 457(b) plan?* and then select **NEXT**.
- If you only want to make contributions to the 457(b) plan, select **No** next to the question *Would you like to contribute to your 403(b) retirement plan?* and click **NEXT**. Then enter the contribution amount and click **NEXT**.

The screenshot shows a screen asking 'Would you like to contribute to 457(b) plan?'. It has two radio button options: 'Yes' and 'No'. The 'No' option is selected, and a red arrow points to it. At the bottom, there are two buttons: 'CANCEL' and 'NEXT'.

The screenshot shows a screen asking 'Would you like to contribute to your 403(b) retirement plan?'. It has two radio button options: 'Yes: By selecting yes, I understand that I can set up, keep or change my contribution.' and 'No: By selecting no, I understand that I either choose not to contribute, or end my current contribution.' The 'No' option is selected, and a red arrow points to it. Below this, there is a paragraph of text about the USG Supplemental Savings Plans, followed by another paragraph about the University System of Georgia retirement and savings plans. At the bottom, there is a link for 'Enter prior contributions' and two buttons: 'CANCEL' and 'NEXT'.

How to enroll in the USG 403(b) and/or 457(b) retirement savings plans *(Continued)*

Step 4:

Choose if you want to direct all contribution types (e.g., pretax and after-tax (Roth)) to the same investment provider(s). Then enter the amount that should go to each provider. Click **NEXT**.

SET UP CONTRIBUTIONS

Who would you like to handle your retirement investments?

You can choose one or more investment providers for your retirement accounts below. Keep in mind that each provider offers different options, features, plan fees and levels of support.

You will need to open an account with the providers you select on each provider's website. A link to each provider's website will be included once your elections are confirmed.

Which provider fits you best?
[Research these investment providers](#)

Direct all contribution types to the same investment provider(s)?
(Contribution types may vary by plan and can include various employee and employer contributions.) Choosing 'No' allows you to direct each contribution type separately.

☒ Yes
☐ No

How do you want to direct your contributions?
Enter the percentage you would like to contribute to each investment provider you select.

AIG Retirement Services	33	%
Fidelity	33	%
TIAA	34	%

TOTAL (must equal 100%): 100%

[BACK](#) [NEXT](#)

Quick tips

- Choose **No** if you want to direct each contribution type separately.
- Percentages need to be whole numbers and total 100%.
- Click *Research Your Investments* to research the available investments and get an idea of which ones you may choose in the future.

Step 5:

Review your contributions. If no changes are needed, review the *Terms and Conditions*. If you agree with the terms, mark the box and click **CONFIRM**. A confirmation will appear stating your elections were successfully submitted.

SET UP CONTRIBUTIONS

Review your contributions

Please review all contributions before you confirm your elections.

Summary [EDIT](#)

YOUR CONTRIBUTIONS 10% per pay period

EFFECTIVE DATE First available paycheck

University System of Georgia 403(b) Plan

EMPLOYEE PRE-TAX 5%
EMPLOYEE AFTER-TAX (ROTH) 5%

Legend:
33.00% AIG RETIREMENT SERVICES
33.00% FIDELITY
34.00% TIAA

☒ I have read and accept these [Terms and Conditions](#)

[BACK](#) [CONFIRM](#)

Step 6:

You now need to open an account with the investment provider(s) you selected and choose your investments to complete the enrollment process. Click the applicable provider button to go to its website.

Important note: If you've selected more than one provider, you'll need to come back to this section of **Retirement@Work** to access the other providers' websites.

For instructions on how to open an account with:

- TIAA—Go to **page 10**
- Fidelity—Go to **page 11**
- Corebridge Financial—Go to **page 12**

Opening an investment account with TIAA

Clicking the TIAA button on **Retirement@Work** will take you directly to TIAA's participant website. Once on the site, follow the steps below to open an investment account.

Step 1:

Confirm and update your personal information as needed.

Step 2:

Choose one of these three options to make your investment choices:

- *Choose for me.* Your contributions will be invested in the target date mutual fund with the year closest to when you turn 65. For example, if you will turn 65 in 2044, contributions will be directed to the Target Date 2045 Fund. Of course, you can choose a fund with an earlier or later date based on your needs.
- *Help me choose.* With this option, you'll select your tolerance for investment risk along a scale. Then a mix of investments will be suggested based on your selection. Note: You'll still choose the individual investments.
- *Choose my own.* You'll make your selection from the list of available investments.

Whichever option you choose, follow the instructions in the orange buttons to complete the selection process.

Step 3:

Enter your beneficiary information. Then click *Review and Continue*.

Step 4:

Review the information you've entered and the *Terms and Conditions*. If you agree with the terms, mark the box and click *Finish Enrollment*.

A confirmation page will appear stating you've successfully enrolled in the plan. You're now on your way to saving for your financial future.

Important note:

If you've selected another provider, return to **Retirement@Work** to open an account or update your investments and beneficiary information with that provider, as needed.

Opening an investment account with Fidelity

Clicking the Fidelity button on **Retirement@Work** will take you directly to Fidelity's participant website, NetBenefits. Fill in the fields to create a NetBenefits username and password, then follow the steps below to select your investments and designate beneficiaries for your plan account(s). If you already have an account with Fidelity, you can use your existing username and password to access NetBenefits.

Step 1:

On the NetBenefits home page, select *Retirement Savings* to see available plans, then select *Enroll* next to the plan in which you would like to make elections.

Step 2:

Follow the prompts to make your investment choices in one of three ways:

- *Enroll in a managed account.* Investments will be selected for you according to the information provided, and adjustments will be made over time to stay aligned to your retirement goals. An advisory fee applies.
- *Go with a target date fund.* Target date funds help take the guesswork out of investing by automatically rebalancing your investments as you get closer to retirement.
- *Choose your own investments.* Build your own portfolio by reviewing your choices and deciding how you'd like to invest your money. Then monitor your portfolio regularly so it stays aligned with your financial goals.

Follow simple instructions to complete the selection process.

Step 3:

When prompted, review and confirm your elections.

Step 4:

To designate beneficiaries for any of your USG retirement plans, click *Profile* from the NetBenefits home page. Then click *Beneficiaries* and follow the prompts to designate your beneficiaries for each plan.

Important note:

If you've selected another provider, return to **Retirement@Work** to open an account or update your investments and beneficiary information with that provider, as needed.

Opening an investment account with Corebridge Financial (formerly AIG Retirement Services)

Clicking the *Corebridge Financial* button on **Retirement@Work** will take you directly to Corebridge Financial's participant website. Once on the site, follow the steps below to open an investment account.

Step 1:

Click *Enroll* and register for online account access.

Step 2:

Choose the institution you work for.

Step 3:

Review the instructions on how to enroll.

Step 4:

Click on the plan in which you want to enroll. The first choice (Elective and Roth after-tax) is for brand new employees. The second choice (Roth after-tax only) is for those that are already contributing pretax and would like to enroll on the after-tax (Roth) source.

Step 5:

To continue the enrollment process, enter the required personal information (date of birth, marital status, hire date, address, etc.).

Step 6:

Next, you will choose your own funds and will be taken to the Portfolio Allocation page.

Step 7:

You will then designate your primary beneficiaries (and contingent beneficiaries, if you choose).

Step 8:

Accept the Terms of Use and select *Continue*. Once the Terms of Use are accepted, you will be able to review and edit the information you entered. Clicking *Complete Enrollment* finalizes your enrollment and automatically generates a confirmation email.

Important note:

If you've selected another provider, return to **Retirement@Work** to open an account or update your investments and beneficiary information with that provider, as needed.

Reviewing your account

Once enrolled, *BALANCES* on the **Retirement@Work** home page is the starting point for managing your account and tracking your progress.

Here you can:

1. Get a snapshot of your account, including:

- Your consolidated balance across investment providers and by plan
- Your contribution amount for each provider
- Recent transactions


2. Learn more about your retirement plan:

- Review important plan information
- View the list of available investment choices
- Link to the investment providers' websites

3. Access calculators and retirement planning tools, such as:

- Informative articles about budgeting and other financial topics
- Retirement Advisor, which provides personalized action plans with savings and investment recommendations
- 360° Financial View, which helps you monitor all of your finances and set goals

To view your contribution history, click the *HISTORY* tab. Then, select *Contribution History* in the drop-down to view your contributions and the providers you've chosen.



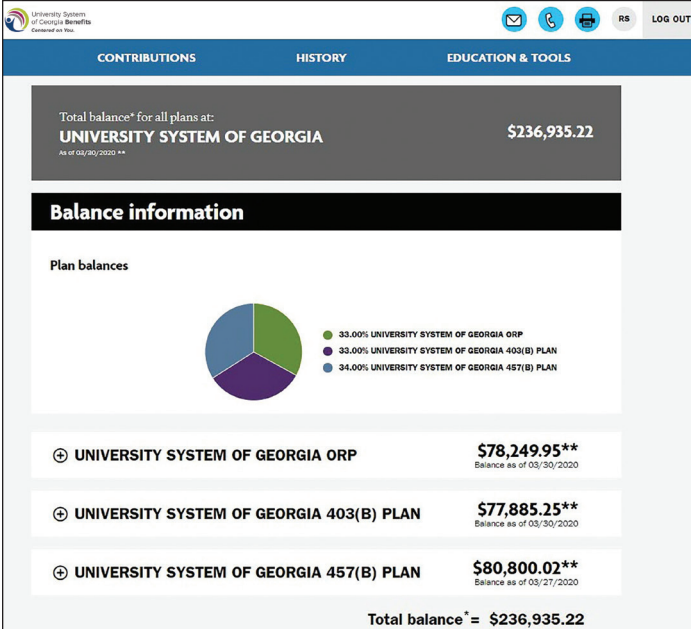
Contribution History

For your information, we may not be able to display the most recent contributions on this page. Refer to your investment provider's website for a complete list of contributions made to each provider.

SUMMARY **DETAILS**

This is a listing of your contributions over the past three months. You may use the filter to find your contributions over the past 24 months. [SHOW FILTERS +](#)


PAYROLL DATE	PLAN	CONTRIBUTION TYPE	INVESTMENT PROVIDER	AMOUNT
03/13/2020	University System of Georgia 403(b) Plan	Employee Pre-tax	(Multiple providers)	+\$1,000.00
			Fidelity	+\$500.00
			TIAA	+\$500.00
03/13/2020	University System of Georgia 403(b) Plan	Roth	TIAA	+\$600.00



Total balance* for all plans at:
UNIVERSITY SYSTEM OF GEORGIA
As of 03/30/2020 ** **\$236,935.22**

Balance information

Plan balances



- 33.00% UNIVERSITY SYSTEM OF GEORGIA ORP
- 33.00% UNIVERSITY SYSTEM OF GEORGIA 403(B) PLAN
- 34.00% UNIVERSITY SYSTEM OF GEORGIA 457(B) PLAN

UNIVERSITY SYSTEM OF GEORGIA ORP	\$78,249.95** Balance as of 03/30/2020
UNIVERSITY SYSTEM OF GEORGIA 403(B) PLAN	\$77,885.25** Balance as of 03/30/2020
UNIVERSITY SYSTEM OF GEORGIA 457(B) PLAN	\$80,800.02** Balance as of 03/27/2020

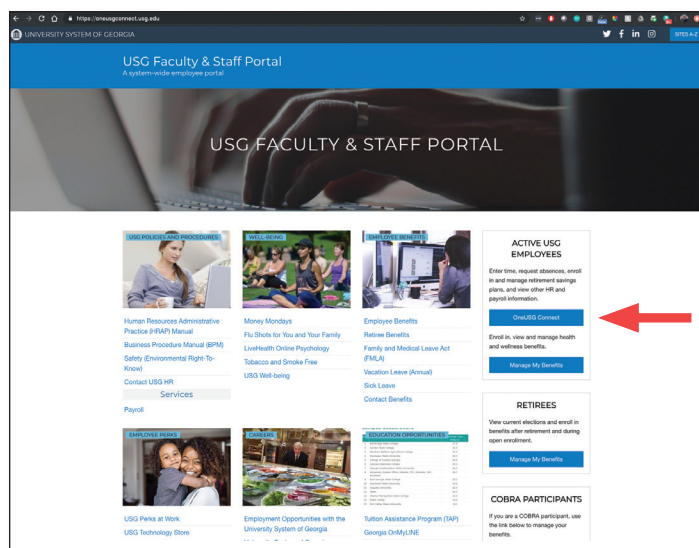
Total balance* = \$236,935.22

How to make changes to your account

It's important to review your contribution amount and investment choices periodically to make sure they continue to reflect your financial situation and goals. Use the steps below to review and/or make changes to your account.

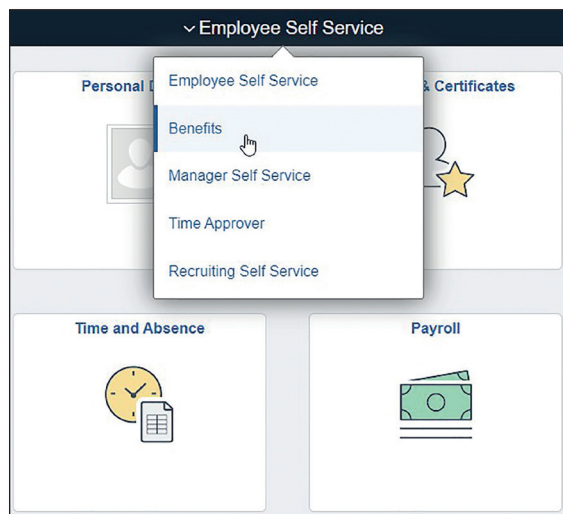
Step 1:

From **OneUSGConnect.usg.edu**, the USG Faculty & Staff Portal, select the *OneUSGConnect* button in the *Active USG Employees* section.

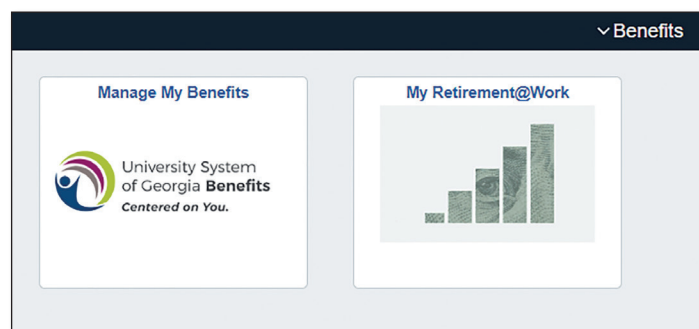


Step 2:

Select *Benefits* from the *Employee Self Service* page.

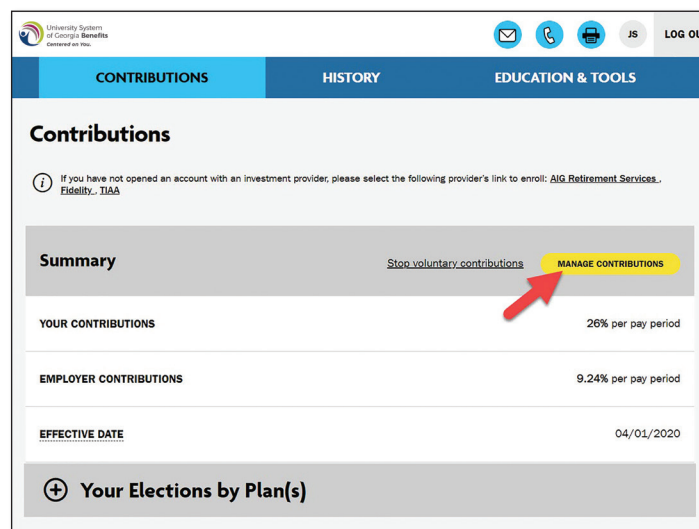


Choose the **My Retirement@Work** tile.



Step 3:

Click *Manage Contributions* on the *CONTRIBUTIONS* page. This will bring you to a summary of your current elections.



If you have questions or need assistance with the 403(b) and 457(b) plans, please contact the **Retirement@Work** call center at **844-231-7917**.

(Continued)

How to make changes to your account *(Continued)*

Step 4:

Review your existing contribution amount(s) to one or more of the voluntary plans. Decide if you're going to make changes. First, make your election amount for the 403(b) plan. Then, on the next screen, make your election for the 457(b) plan.

Enter the new contribution amount as a flat dollar amount, percentage or maximum contribution amount, and the effective date. Click *NEXT* to proceed. If you do not wish to participate in the 457(b) plan, select *No*, click *NEXT* and move on to Step 5.

Note: You may choose to contribute to one or both of the voluntary plans.

Quick tips

- If you enter a percentage, you'll see an estimate of your flat dollar contribution per pay period.
- If you enter a flat dollar amount, you'll see an estimate of your percentage contribution per pay period.
- You may also choose to split this amount between pretax and after-tax (Roth) contributions. If you do not click this section, all contributions will be pretax.

Step 5:

Review your elections. If no changes are needed, click *CONFIRM*.

Step 6:

Review the *Terms and Conditions*. If you agree with the terms, mark the box and click *CONFIRM*. A confirmation will appear stating that your elections were successfully submitted.

Step 7:

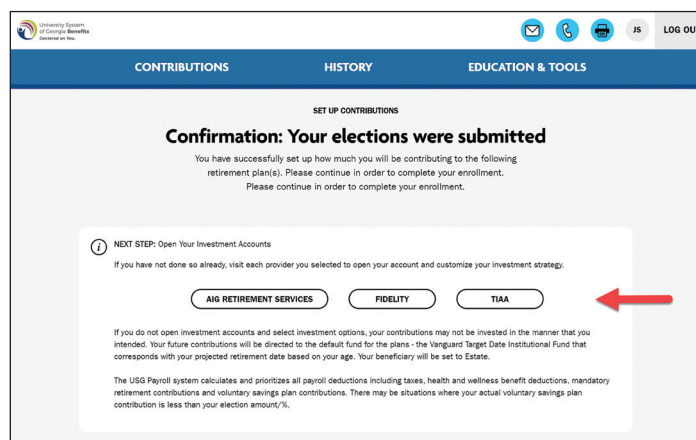
If you've selected a new provider or investment, you now need to visit the provider's website to either open an account or update your investment choices. Click the applicable provider button to go to its website.

Important note: If you've chosen investments from more than one provider, you'll need to come back to this section of *Retirement@Work* to access each provider's website.

For instructions on how to open an account with:

- TIAA—Go to **page 10**
- Fidelity—Go to **page 11**
- Corebridge Financial—Go to **page 12**

Important note: If you do not make a provider election, you will default to TIAA, and your future contributions will be directed to the Vanguard Target Date Institutional Fund that corresponds with your projected retirement date based on your age.

The screenshot shows a web interface for "Retirement@Work". At the top, there are navigation tabs: "CONTRIBUTIONS", "HISTORY", and "EDUCATION & TOOLS". Below these, a section titled "SET UP CONTRIBUTIONS" displays a confirmation message: "Confirmation: Your elections were submitted". The message states: "You have successfully set up how much you will be contributing to the following retirement plan(s). Please continue in order to complete your enrollment. Please continue in order to complete your enrollment." Below the message, there is a "NEXT STEP: Open Your Investment Accounts" section. It includes a note: "If you have not done so already, visit each provider you selected to open your account and customize your investment strategy." There are three buttons: "AIG RETIREMENT SERVICES", "FIDELITY", and "TIAA". A red arrow points to the "TIAA" button. At the bottom, there is a disclaimer: "If you do not open investment accounts and select investment options, your contributions may not be invested in the manner that you intended. Your future contributions will be directed to the default fund for the plans - the Vanguard Target Date Institutional Fund that corresponds with your projected retirement date based on your age. Your beneficiary will be set to Estate." and a note about the USG Payroll system.

Retirement plan loans

A participant can have two loan(s) currently outstanding from the plan, one general purpose loan and one residential loan. Loans are available from a minimum of \$1,000 to a maximum of \$50,000. How much you can borrow may depend on the amount you currently have in the plan that is eligible for loans and whether you have other outstanding loans.

Loans will have a fixed rate of interest, and the principal amount will be deducted from your plan account(s). Your subsequent loan payments, including interest, will be credited to your account(s) based on the allocation for your contributions or the default investment option if no allocation is provided.

Contact your investment provider to initiate a loan or if you have questions regarding your loan options.

Corebridge Financial

Website: usg.corebridgefinancial.com

By phone: Call **888-569-7055**, 8 a.m. to 9 p.m. (ET)

Fidelity Investments®

Website: netbenefits.com/usg

By phone: Call **800-343-0860**, weekdays, 8 a.m. to midnight (ET)

TIAA

Website: TIAA.org/usg

By phone: Call **844-230-7524**, weekdays, 8 a.m. to 10 p.m. (ET)

Please see the 403(b) and 457(b) Loan Policy available under **Education & Tools** at the **Retirement@Work** site for more information.



University System of Georgia **Benefits**

- ¹ 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. For more information about the target date funds, see the University System of Georgia investment menus from each provider.
- ² As with all mutual funds, the principal value of a target date fund isn't guaranteed at any time, even at the target date. The target date represents an approximate date when investors may choose to begin withdrawing from the fund.
- ³ Diversification is a technique to help reduce risk. It is not guaranteed to protect against loss.
- ⁴ The TIAA Brokerage account option is available to participants who maintain both a legitimate U.S. residential address and a legitimate U.S. mailing address. Certain securities may not be suitable for all investors. Securities are subject to investment risk, including possible loss of the principal amount invested.

Fidelity Investments BrokerageLink includes investments beyond those in your plan's lineup. BrokerageLink accounts are brokerage accounts established as part of an employee retirement plan and are subject to plan rules. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. Plan participants have trading authority over BrokerageLink accounts. It is your responsibility to ensure the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance. See the fact sheet and commission schedule for applicable fees and risks.

The brokerage option offered through Corebridge Financial is a Schwab Personal Choice Retirement Account® (PCRA). Investing involves risk, including the possible loss of principal. **Investors should consider carefully information contained in the prospectus, including investment objectives, risks, trading policies, charges, and expenses. You can request a prospectus by calling Schwab at 1-888-393-7272 or visiting schwab.com. Please read the prospectus(es) carefully before investing.**

- ⁵ By opening a TIAA Brokerage account, you will be charged a commission only on applicable transactions and other account-related fees in accordance with the TIAA Commission and Fee Schedule. Please visit TIAA.org/SDA_CAA. Other fees and expenses apply to a continued investment in the funds and are described in the fund's current prospectus.

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.

Investment products may be subject to market and other risk factors. See the applicable product literature or visit your investment provider for details.

Distributions from tax-deferred plans before age 59½, severance from employment, death or disability may be prohibited, limited and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.

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. Please call your investment provider for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.