



Dear University of Iowa retirement plan participant,

As a follow-up to our previous communication, we are sharing additional details and next steps related to upcoming enhancements to the University of Iowa's retirement plans through TIAA. These updates are part of a broader effort to modernize the retirement plans, offering a more streamlined and cost-effective investment lineup that better supports your long-term financial goals.

The core design of the plans, including contribution rates and eligibility requirements, remains the same.

What's changing?

Enhancements are being made to the following plan types: 403(b) mandatory retirement, 403(b) voluntary retirement savings, and 457(b) deferred compensation.

These changes include a new, lower-cost target retirement series specifically tailored for UI plan participants, a streamlined lineup with lower-cost investment options, and a new self-directed brokerage feature that allows you to explore additional investments beyond the core retirement plan investment lineup. For more details on the enhancements, please review the enclosed information.

What you should do next:

- Review the enclosed *Transition guide* and *New investments guide*.
- Attend a webinar or an onsite seminar to learn more—see page 15 of the *Transition guide* for dates and locations.
- Schedule a one-on-one consultation with a TIAA financial consultant—see page 15 of the *Transition guide* for information.
- If you already work with an assigned advisor, feel free to contact them directly.

For general questions about your TIAA plan(s), visit tiaa.org/iowa_2025 or call **800-842-2252**. You can also find Spanish and French translations of the guide on the University Human Resources retirement webpage at hr.uiowa.edu/tiaa-retirement-plan.

Thank you for your attention to these important updates.

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