



HELPING  
make a positive  
IMPACT on your  
FUTURE



**UofA**  
UNIVERSITY OF ARKANSAS SYSTEM



*University of Arkansas  
403(b)/457(b)  
Retirement Plan*







# University of Arkansas 403(b)/ 457(b) Retirement Plan Investment Option Changes

## GET READY FOR THE CHANGES AHEAD

Starting May 10, 2017, new investment options will be available through Fidelity Investments® and TIAA in the University of Arkansas 403(b)/457(b) Retirement Plan.

### TABLE OF CONTENTS

- Introduction.....4
- What is Changing, What is Not Changing and Why ..... 5
- Investment Option Tiers .....6
- New Investment Options.....7 -8
- Target Date Funds Age Chart.....9
- Key Dates.....10
- How This Transition Affects Assets at Each Investment Provider.....11
- What do I need to do?.....11

**A special note for former employees, retired employees, alternate payees, and plan beneficiaries with account balances in the Plan:**

Some of the information enclosed may not apply to you. However, your account balance may be affected by the change to the new investment lineup, so please read this material carefully.

Whether your retirement is right around the corner or years away, continue to closely monitor your overall financial plan. If you have any questions regarding the information in this guide or your retirement plan, contact your investment provider or visit their website. Please see page 11 for the contact information of your investment provider.

## SAVING FOR RETIREMENT IS ABOUT TO GET EASIER WITH THE UA SYSTEM 403(B)/457(B) PLAN.

The University of Arkansas is pleased to introduce a new simplified structure to help faculty and staff members build a diversified retirement savings portfolio in the UA System 403(b)/457(b) Retirement Plan (the Plan).

Beginning on May 10, 2017, you will have the option to invest your contributions in a streamlined selection of funds or set up a self-directed brokerage account to invest in your choice of thousands of mutual funds. These changes are the result of an extensive project undertaken by the UA Retirement Plan Committee, which is a group appointed by the University System comprised of representatives from the different campuses in the University of Arkansas System to exercise oversight of the investments available under the University of Arkansas retirement plans. The University has engaged CAPTRUST Financial Advisors to assist the committee in a thorough review of our retirement plans, with the goal of reducing administrative fees, and offering a simplified, easier-to-understand menu of investment funds. This review included an assessment of our current investment providers, an analysis of the current choices for investment and administrative fees.

This guide is a resource to help you understand the the new fund lineup.

- Review the new investment lineup and how your current investments may be affected during the transition.
- Carefully review the actions you may need to take and the key dates.



## What is Not Changing?

- TIAA and Fidelity will continue as the investment providers for your plan. Your current enrollment with one or both of these will not change.
- The plan design and rules of the plan all remain unchanged.
- Vesting, contributions, eligibility, base and matching employer contributions, loan guidelines, and distributions all remain the same.
- Your current payroll contribution amount and to which provider it is directed will remain the same.

## What is Changing?

- New funds from Vanguard, JP Morgan and others will be available in the core lineup through both Fidelity and TIAA.
- Most of the current investment selection options with TIAA and Fidelity will no longer be available in the University's core offering.
- Most of those current TIAA and Fidelity investment options as well as hundreds more will be available through a self-directed brokerage account with either TIAA or Fidelity.

## Why?

- Many of the changes will result in lower costs to you as a participant, which means improved retirement savings in your accounts.
- The changes will help in making the selection of your investment choices easier.
- The changes allow the University to identify what it considers to be best-in-class investment options and monitor that group of investments to provide you with what the committee believes are the best available options.

## What do I need to do?

- **Nothing.** If you are happy with the new fund lineup and the movement of your current investments into the new lineup; everything will occur without any action on your part. A mapping document will be mailed to your home in late August or is available online at [NetBenefits.com/UArk](http://NetBenefits.com/UArk) or [TIAA.org/uasys](http://TIAA.org/uasys).
- Fidelity and TIAA remain as the retirement plan fund providers.
- You do not have to enroll, re-enroll, change your enrollments, make new fund selections, or change your payroll contribution amount.

# INVESTMENT OPTION TIERS

## Streamlined Investments will be available.

The new investment lineup will be available on May 10, 2017. There will be four types of investment options within each provider's investment lineup so you can easily create an investment mix to help you meet your retirement goals and investing style and needs. You do not need to choose from just one category; you may invest using any or all of these categories.

*To simplify your choices, the University of Arkansas has created the following tiers of investments:*

### Tier 1: Target Date Funds

Target date funds are mutual funds that automatically reset the asset mix of stocks, bonds, and cash equivalents in their portfolios based on an anticipated retirement date. Their returns are not guaranteed, but depend on how the market performs.

Through the UA System 403(b)/ 457(b) Retirement Plan core fund line up, you have access to the Vanguard Institutional Target Retirement Date Funds Institutional Shares (Vanguard Target Retirement Funds). These are designed for investors expecting to retire around the year indicated in each fund's

name. The funds are managed to gradually become more conservative over time as they approach the target date. The investment risk of each target date fund changes over time as its asset allocation changes. The funds are subject to the volatility of the financial markets, including that of equity and fixed-income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Simply find your date-of-birth range on page 9 to determine into which Vanguard Target Retirement Fund your contributions and existing balances could be directed.

### Tier 2: Passive Funds

Passively managed funds (also called index funds) are designed to mirror a market index or benchmark. These funds generally have lower fees than funds that are "actively managed," that is, funds that try to outperform—or beat—market returns, rather than just track them.

Ultimately, index funds are designed to provide exposure to a broad selection of securities at a relatively low cost. While these funds typically perform very similarly to the index they track, you should be aware that index funds cannot be expected to meet or beat the index's performance.

### Tier 3: Actively Managed Funds

Actively managed funds try to outperform comparable market indices or benchmarks. These funds are actively managed by a fund manager or team of managers who select the investments they think will deliver the best combination of risk and return. Actively managed funds often have higher fees than passively managed funds due to the level of involvement the fund manager has in maintaining the portfolio. These actively managed funds give you a great degree of flexibility and the ability to rebalance and manage the portfolio over time and as your situation changes.

The cost of actively managed funds may be higher than passive funds.

### Tier 4: Self-Directed Brokerage Account

A self-directed brokerage account combines the convenience of your retirement plan with the additional flexibility of an individual brokerage account. It gives you expanded mutual fund investment choices and the opportunity to manage your retirement contributions.

A self-directed brokerage account includes investments beyond those in your plan's lineup. The Retirement Committee neither evaluates nor monitors the investments available through a self-directed brokerage account. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance. Contact your investment provider for a fact sheet and/or commission schedule for applicable fees and risks.

# YOUR NEW INVESTMENT OPTIONS

The investment options in your Plans give you a choice of investments that cover the major asset investment classes: stocks, bonds, and short-term investments. These investment options give you the flexibility to build your own strategy to help meet your needs.

**Beginning May 10, 2017, the investment funds listed below will be added as newly available funds to the UA System 403(b)/457(b) retirement plan. As of October 2, 2017, the comprehensive list below becomes your total offering provided by each investment provider.**

When the market closes (generally 3 p.m. Central time) on October 2, 2017, many investment options currently offered through the Plans will no longer be available. As a result, future contributions and existing balances (where possible) will be transferred to the new investment options. Additional information will be provided to you throughout the transition. Please make sure to carefully review any information you receive and contact Fidelity at 800-343-0860 or TIAA at 800-842-2252 with questions.

	INVESTMENT OPTIONS	TICKER SYMBOLS	AVAILABLE THROUGH
Tier 1: Target Date Funds	Vanguard Institutional Target Retirement Income Fund Institutional Shares	VITRX	Both TIAA and Fidelity
	Vanguard Institutional Target Retirement 2010 Fund Institutional Shares	VIRTX	
	Vanguard Institutional Target Retirement 2015 Fund Institutional Shares	VITVX	
	Vanguard Institutional Target Retirement 2020 Fund Institutional Shares	VITWX	
	Vanguard Institutional Target Retirement 2025 Fund Institutional Shares	VRIVX	
	Vanguard Institutional Target Retirement 2030 Fund Institutional Shares	VTTWX	
	Vanguard Institutional Target Retirement 2035 Fund Institutional Shares	VITFX	
	Vanguard Institutional Target Retirement 2040 Fund Institutional Shares	VIRSX	
	Vanguard Institutional Target Retirement 2045 Fund Institutional Shares	VITLX	
	Vanguard Institutional Target Retirement 2050 Fund Institutional Shares	VRTLX	
	Vanguard Institutional Target Retirement 2055 Fund Institutional Shares	VIVLX	
Vanguard Institutional Target Retirement 2060 Fund Institutional Shares	VILVX		
Tier 2: Passive Funds	Vanguard Extended Market Index Fund Institutional Shares	VIEIX	Both TIAA and Fidelity
	Vanguard Institutional Index Fund Institutional Shares	VINIX	
	Vanguard Total Bond Market Index Fund Institutional Shares T	VBTIX	
	Vanguard Total International Stock Index Fund Institutional Shares	VTSNX	

	INVESTMENT OPTIONS	TICKER SYMBOLS	AVAILABLE THROUGH
Tier 2: Actively Managed Funds	American Funds Europacific Growth Fund	RERGX	TIAA
	CREF Money Market	n/a	
	CREF Social Choice Account	n/a	
	CREF Stock Account Class	n/a	
	Harbor Capital Appreciation Retirement	HNACX	
	Metropolitan West Total Return Bond Plan	MWTSX	
	TIAA Real Estate Account	n/a	
	TIAA Traditional	n/a	
	Fidelity® Contrafund® - Class K	FCNKX	Fidelity
	Fidelity® Diversified International Fund – Class K	FDIKX	
	Fidelity® Total Bond Fund	FTBFX	
	Lincoln Stable Value Fund	n/a	
	Principal Real Estate Securities Institutional Calls	PIREX	
	Vanguard FTSE Social Index Fund Investor Shares	VFTSX	
Eagle Small Cap Growth Fund Class R6	HSRUX	Both TIAA and Fidelity	
Goldman Sachs Small Cap Value Class R6	GSSUX		
JP Morgan Value Advantage Fund Class L	JVAIX		
MassMutual Select Mid Cap Growth Equity Fund II Class I	MEFZX		
MFS Mid Cap Value Fund Class R6	MVCKX		
Vanguard Federal Money Market Fund Investor Shares	VMFXX		
Tier 4: Self- Directed Brokerage	If you decide that a self-directed brokerage account is right for you, contact your investment provider for details on how to:		Both TIAA and Fidelity
	<ul style="list-style-type: none"> <li>• Open a separate brokerage account within your current Plan.</li> <li>• Direct payroll contributions to funds within the brokerage account.</li> </ul>		
Fidelity BrokerageLink® provides you with an opportunity to invest in a broad range of investment options beyond those offered directly through the Plans. The University of Arkansas neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance. Please contact Fidelity at 800-343-0860 for a fact sheet and a commission schedule for applicable fees and risks.			
TIAA Brokerage Services: For investors with specialized investing needs, more choice means more opportunity to direct retirement investments across markets and asset classes—flexibility in planning and managing your retirement investments using an array of options outside of your plan’s core lineup. The TIAA Self-Directed Brokerage Account is an optional feature made available by your employer. Together with your retirement plan investments, the brokerage account offers you more options to help meet your investing needs. With a brokerage account, you can independently research and select from thousands of mutual funds, including from some well-known fund families. Disclosure: You should consider the investment objectives, risks, charges and expenses carefully before investing. 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. If you have any questions about a TIAA Brokerage Account, please call 800-927-3059.			

Please see the enclosed Investment Options Guide for descriptions of the funds available.

*BrokerageLink includes investments beyond those in your plan’s lineup. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that 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.*



## TARGET DATE FUNDS AGE CHART

Vanguard Target Retirement Funds provide a professionally maintained, diversified mix of investments that shifts its emphasis to more conservative investments as the year of retirement nears.

Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date. Keep in mind that diversification does not ensure a profit or protect against a loss.

The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities.

Date of Birth	Vanguard Target Retirement Funds*	Ticker	Retirement Date Range
Before 12/31/1942	Vanguard Institutional Target Retirement Income Institutional Class	VITRX	Retired before 2008
1/1/1943–12/31/1947	Vanguard Institutional Target Retirement 2010 Fund Institutional Shares	VIRTX	2008–2012
1/1/1948–12/31/1952	Vanguard Institutional Target Retirement 2015 Fund Institutional Shares	VITVX	2013–2017
1/1/1953–12/31/1957	Vanguard Institutional Target Retirement 2020 Fund Institutional Shares	VITWX	2018–2022
1/1/1958–12/31/1962	Vanguard Institutional Target Retirement 2025 Fund Institutional Shares	VRIVX	2023–2027
1/1/1963–12/31/1967	Vanguard Institutional Target Retirement 2030 Fund Institutional Shares	VTTWX	2028–2032
1/1/1968–12/31/1972	Vanguard Institutional Target Retirement 2035 Fund Institutional Shares	VITFX	2033–2037
1/1/1973–12/31/1977	Vanguard Institutional Target Retirement 2040 Fund Institutional Shares	VIRSX	2038–2042
1/1/1978–12/31/1982	Vanguard Institutional Target Retirement 2045 Fund Institutional Shares	VITLX	2043–2047
1/1/1983–12/31/1987	Vanguard Institutional Target Retirement 2050 Fund Institutional Shares	VTRLX	2048–2052
1/1/1988–12/31/1992	Vanguard Institutional Target Retirement 2055 Fund Institutional Shares	VIVLX	2053–2057
1/1/1993 and later	Vanguard Institutional Target Retirement 2060 Fund Institutional Shares	VILVX	2058 and later

*Date-of-birth ranges were selected by UARK.*

# KEY DATES

Please review this calendar to understand how your account may be affected during the transition period.

KEY DATES	PLAN ACTIVITY
<b>April 2017</b>	Group meetings, webcasts, help-desk events, and individual appointments will be available. Please go to <a href="http://NetBenefits.com/UArk">NetBenefits.com/UArk</a> or <a href="http://TIAA.org/schedulenow">TIAA.org/schedulenow</a> for current times and locations. New investment options will be added to Fidelity and TIAA.
<b>May 10, 2017</b>	If you would like to change your contribution amount, you may do so by logging in at any time. To make investment elections into the new funds, log in after May 10, 2017.
<b>October 2, 2017</b>	<b>If you take no action, your new contributions and existing balances will be directed to the new investment menu as indicated on the Mapping Chart available at <a href="http://NetBenefits.com/UArk">NetBenefits.com/UArk</a>. A hard copy of this chart will be mailed to your home in late August. . You may make changes after October 2, 2017, by logging into your account or by calling Fidelity at 800-343-0860 or TIAA at 800-732-8353.</b>

\* The timing of the plan changes and transition period, including any asset reallocations, described within this brochure depends on a variety of factors, which may include the timing and accuracy of the transfer of data, receipt of instructions, and receipt of assets. Changes in any of these factors may result in changes to the timing of the delivery of services, the transition period, and/or the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.

Want to schedule a one-on-one consultation?

Investment Provider	Website	Phone Number
Fidelity Investments	<a href="http://www.getguidance.fidelity.com">www.getguidance.fidelity.com</a>	800-642-7131
TIAA	<a href="http://www.tiaa.org/schedulenow">www.tiaa.org/schedulenow</a>	800-732-8353



# HOW THIS TRANSITION AFFECTS ASSETS AT EACH INVESTMENT PROVIDER

## FIDELITY AND TIAA

### FUTURE CONTRIBUTIONS AND EXISTING BALANCES

Beginning May 10, 2017, you may direct your future contributions and existing balances to the funds in the new investment menu. Simply log in to your online account or call your investment provider to make your changes. If you don't take action, your future contributions and existing balances in the Plans will transfer to the new investment lineup on October 2, 2017, according to the Mapping Chart. You will receive an additional communication in September that details the mapping for the October transition.

#### LOANS

Outstanding loans will not be affected and payments should continue to be repaid as normal. Outstanding loan repayments will be directed according to your investment elections in the new investment options. No changes will be made to the payment amount, payment date, or other terms of your loan.

#### ANNUITY INVESTMENTS AT TIAA WILL NOT TRANSFER UNLESS YOU INITIATE AN INDIVIDUAL TRANSFER OF YOUR ASSETS.

TIAA annuity investments that will not move unless you initiate a transfer request include:

- CREF Global Equities CREF Growth
- CREF Equity Index CREF Bond Market
- CREF Inflation-Linked Bond

*Effective October 2, 2017, these CREF accounts will be closed to new contributions and transfers in.*

## WHAT DO I NEED TO DO?

Review the Mapping Guide when it is mailed to your home in late August or by going to [NetBenefits.com/UArk](http://NetBenefits.com/UArk). If you are satisfied with how your current investments elections will be modified, as shown previously, then no action is required on your part. Existing balances and future contributions will be moved to investment options in the new menu that the University of Arkansas believes to have the most similar investment objectives. If a similar investment is not available in the menu, then the target- retirement date Vanguard Target Retirement fund that most closely aligns with the year you will turn age 65 will be used.

### For more information:

Investment Provider	Website or Email	Phone Number
Fidelity Investments	<a href="http://NetBenefits.com/UArk">NetBenefits.com/UArk</a>	800-343-0860
TIAA	<a href="http://TIAA.org/uasys">TIAA.org/uasys</a>	800-842-2252

For more general information on your UArk Retirement Plan please contact your Human Resources Department.



***Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity or TIAA for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.***

*Indexes are unmanaged. It is not possible to invest directly in an index.*

Investing involves risk, including risk of loss.

For a mutual fund, the expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund's total net assets. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information. However, it may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus. For non-mutual fund investment options, the information has been provided by the trustee or plan sponsor. When no ratio is shown for these options it is due to the fact that none was available.

Nevertheless, there may be fees and expenses associated with the investment option.

TIAA, CAPTRUST and Fidelity Investments are not affiliated.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

This document provides only a summary of the main features of the UArk Retirement Plan and the Plan document will govern in the event of any discrepancies.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

This document provides only a summary of the main features of the UArk Retirement Plan and the Plan document will govern in the event of any discrepancies.

© 2017 FMR LLC. All rights reserved.

798087.3.0