



## Retirement Savings Plan

The Fred Hutch and SCCA benefits program includes a 403(b) Retirement Savings Plan to help ensure your future financial security. This plan offers a platform of best-in-class fund options through TIAA.

### Employee Contributions

The plan allows you to set aside money for retirement through voluntary, pre-tax contributions. All paid employees are immediately eligible to participate through employee contribution, *except* stipend-paid employees. Employees can elect and manage their retirement contributions through TIAA Self Service. New Hires will receive an email from TIAA notifying them of their eligibility to enroll online approximately one week after their first regularly scheduled paycheck.

**Auto-Enrollment:** Benefits eligible New Hires will have 60 days from the day they receive notification from TIAA to make an election or to opt out of the Auto-Enrollment. If no action is taken, you will be defaulted into the Auto-Save Program beginning with a 3% Employee Pre-Tax contribution per pay period. This will increase by 1 % each November unless a different election is made or until the Auto-Save Default maximum of 10% is reached. If no investment fund selection is made, the default will be an age-appropriate Vanguard Target Date Fund.

### Employer Contributions

Benefits eligible employees will receive employer contributions equal to 7% of their gross pay period pay after one year of elapsed time, up to the Social Security Wage Base. (*If* earnings exceed the SSWB, *then* contributions increase to 12%, up to annual IRS limit.) Employer contributions begin the first month after all eligibility terms are met; no employee contributions are required to receive this benefit.

(The following employee classes are *ineligible* for employer contributions: per diem, students, stipend-paid, temporary, and postdoctoral research fellows receiving more than 50% of their pay from another source.)

### Vesting

All contributions to the plan, including employer contributions, are immediately vested. That means the accumulations in your account are yours whenever you terminate employment.

### Enrollment

Within a week following your first regularly scheduled payday, TIAA will send you an eligibility email with instructions on how to create an account.

#### Find More Information

<p><a href="#">Retirement Savings Plan page</a> Plan information, forms, Summary Plan Description &amp; Qualified Default Investment Alternative Annual Notice</p>	<p><a href="#">TIAA microsite</a> Investment options, beneficiary designation, and account information</p>
<p><a href="#">Workday</a> View real-time retirement contributions</p>	<p><b>TIAA phone number</b> Assistance with account-related inquiries (ex. Rollovers) 800.842.2776 or 800.842.2252</p>
<p><b>Benefits Team</b> General retirement-related assistance 206.667.4100</p>	<p><b>TIAA one-on-one consultation</b> Schedule a consultation with a TIAA investment professional 800.732.8353</p>

**IMPORTANT NOTE: HR personnel CANNOT make suggestions or advise any employee regarding investments. Contact TIAA or your personal financial adviser with such inquiries.**