



403(B) PLAN DECISION GUIDE

1 How much should I contribute to my 403(b)?

A good retirement savings goal is between 10% and 15% of your income. Contribute as little as \$200 annually (\$7.70 per biweekly pay/\$16.70 per monthly pay) or as much as the IRS maximum allows each year. Even small amounts can add up over time and you can change your contribution at any time.

- I contribute to SURS:** Between 2% and 7% will help me meet the goal.
- I am not eligible for SURS:** Between 4% and 9% will help me meet the goal.

2 Do I want to contribute a flat dollar amount each paycheck or a percentage of my pay?

- Percentage of Pay:** As my pay changes, the amount I contribute will also change.
- Flat Dollar amount:** Same dollar amount taken from each paycheck regardless of any changes in pay.

3 Should I make pre-tax or Roth contributions?

- Pre-tax:** I want to contribute before paying taxes and lower my taxable income now. I will pay taxes when my money is distributed from the Plan.
- Roth (after-tax):** I want to pay taxes now. Future qualified distributions will be tax-free if certain conditions¹ are met.

¹To be qualified and federally tax-free and penalty-free, dollars must be invested for 5-years, AND the participant must have attained age 59½, died, or become disabled in accordance with IRS Code.

4 What investments should I choose?

- Target Date portfolio:** I want a diversified mix of investments that automatically become more conservative as I approach retirement and beyond. *Principal invested is not guaranteed.*
- Choose your own portfolio:** I want to select my own investments from the menu of options.

5 Will I create an account with Fidelity Investments, TIAA or both?

Learn about the two investment companies by visiting their websites or calling:



fidelity.com/about-fidelity or **800-343-0860**



tiaa.org/about-tiaa or **800-842-2776**

403(b) Plan Funds and Fees: The Plan has a core lineup of funds in low-cost share classes with low plan fees shared by all participants. See Plan fund and fee information at go.uillinois.edu/403bPlanFees



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To begin contributing to the 403(b) Plan:

- Scan the QR Code to go to the University’s website go.uillinois.edu/GetStarted403b
- Choose *Enroll in the University 403(b)*.
- Follow the on-screen steps and use this decision guide to help make your elections.
- Open an account with Fidelity, TIAA or both and designate your beneficiaries.
- Complete the online Salary Reduction and/or Redirection Agreement (SRA).



We’re here to help.

University of Illinois Payroll & Benefits	Urbana: 217-265-6363 Chicago: 312-996-7200 Springfield: 217-206-7144 hr.uillinois.edu/benefits/retirement/403b
	800-343-0860 Monday through Friday, from 7 a.m. to 7 p.m. Central time. NetBenefits.com/UofI403b Text “ Talk ” to 343-898 ¹
	800-842-2252 Monday through Friday, from 7 a.m. to 9 p.m. Central time. TIAA.org/UofI403b

Investing involves risk, including risk of loss.

¹Message and data rates may apply. Get details at digital.fidelityinvestments.com/smsee.

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

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