

Rhode to Retirement New Hire Kit

Welcome to the Rhode to Retirement Program!

Retirement planning is important, yet we know it sometimes can feel overwhelming. TIAA-CREF and the State of Rhode Island are committed to providing the resources you need to understand and plan for your financial future. Your defined contribution retirement plan will allow you to actively participate in a wide range of carefully selected investments to create a customized portfolio unique to your goals.

Your State of Rhode Island 401(a) Defined Contribution Retirement Plan, also known as the Rhode to Retirement program, is managed by TIAA-CREF. Once hired, you will automatically be enrolled in a new TIAA-CREF account and will receive a Welcome Kit that includes your account number. Beginning with your first paycheck, a percentage of your compensation, along with your employer's contribution, will be contributed to your TIAA-CREF investment account.

With your account number in hand, you may begin making investment selections and updating your portfolio online or by telephone. To begin managing your portfolio, you will need the following information:

- Your TIAA-CREF Account number or current login information.
- Investment choices and allocation percentages based on the investment menu for your future contributions.
- Your Social Security number.
- Your beneficiary's Social Security number (if available), birth date and address. (If your beneficiary is a trust, include trust name, date the trust was established, and type of trust.)

If you do not make an investment selection, you will be automatically enrolled into the default investment product, which will be an age-appropriate Vanguard Target Retirement Fund. Your beneficiary will automatically be set to your estate. Once your account is established you can update your beneficiary designation and direct future contributions to the options on the investment menu.

The annual Plan Servicing Fee of \$32 will be deducted from your account in increments of \$8 per quarter through the selling of shares from mutual funds and annuities. This is the cost for TIAA-CREF to administer the plan. Additionally, beginning December 31, 2013, \$4 will be deducted semiannually from your account and credited to a Revenue Credit Account through the selling of shares from mutual funds and annuities. The purpose of the Revenue Credit Account is to pay direct, reasonable and necessary expenses of the State of Rhode Island Defined Contribution Plan which your plan is authorized to pay.

TIAA-CREF offers a wide range of funds with historically strong performance to enhance the plan's investment options. (Past performance does not guarantee future results.) These fund choices will give you the opportunity to diversify your portfolio. Each year, the State Investment Commission (SIC) will review the investment menu to ensure each fund is meeting performance expectations.

Assistance is available in learning more about the investment menu and updating your retirement portfolio at www.tiaa-cref.org/ri or contacting TIAA-CREF by phone Monday through Friday, 8 a.m. to 10 p.m., and Saturday, 9 a.m. to 6 p.m. at 800 897-1026.



Structure of Your Defined Contribution Plan

- Internal Revenue Code 401(a)/414(h)(2) Pickup Plan
- Defined Contribution Account
- Employees cannot make additional contributions to this plan over their mandated amount*
- Contributions to the Rhode to Retirement Program will not impact 403(b) and/or 457(b) contributions
- Loans and hardship withdrawals are not available to participants under this Plan

				Social Security		
				Contributes	Does Not Contribute	
	DB Plan Contribution Rate	DC Employee Contribution	DC Employer Contribution	No Additional Contribution	Additional Employee Contribution	Additional Employer Contribution
Teachers	3.75%	5%	1%	0%	2%	2%
State Employees	3.75%	5%	1%	0%	0%	0%
BHDDH Nurses	3.75%	5%	1%	0%	0%	0%
MERS General Non-Police and Fire	1% (No COLA) 2% (With COLA)	5%	1%	0%	2%	2%
MERS General Police and Fire	7% (No COLA) 8% (With COLA)	NA	NA	0%	3%	3%

Defined Benefit Plan

- Your contributions and your employer contributions are invested to meet current and future pension obligations.
- At retirement, you'll receive a fixed monthly pension payment based on a set of formulas. The payments may include annual cost-of-living increases.
- Payments are not impacted by market fluctuations.
- You will receive payments for as long as you live.

Defined Contribution Plan

- Your contributions along with your employer contributions are allocated into investment choices selected by you through the plan's investment lineup.
- You build your own portfolio tailored to your risk tolerance and retirement time horizon.
- The amount of retirement income you receive will depend on how well your investments have performed over the intervening years, and on how you choose to receive income from those investments.
- After you leave your employer, your assets will remain in your plan account. When you leave your public employment, several options are available, including: receiving a lifetime annuity, lump-sum distribution, or distribution in installments, rolling assets into an IRA or leaving the assets in the plan.

* Rollovers from prior 401(a), 403(b) and 457(b) funds are permitted into the Rhode to Retirement Program. Please contact your retirement provider where those funds are or TIAA-CREF for more details.

Rhode to Retirement Investment Menu

This investment menu consists of a range of mutual funds from well-known financial providers. These choices give you flexibility to create a retirement portfolio that’s aligned with your investment preferences and goals. To review this menu online, obtain a prospectus, or obtain performance information by fund, visit www.tiaa-cref.org/ri and select “Saving for Retirement.”

Strategy	Tier	Investment Name	Share Class	Ticker
Strategy 1: One-Step Investing	Tier 1: Target Date Funds Series	Vanguard Target Retirement 2010 Fund	Investor	VTENX
		Vanguard Target Retirement 2015 Fund	Investor	VTXVX
		Vanguard Target Retirement 2020 Fund	Investor	VTWNX
		Vanguard Target Retirement 2025 Fund	Investor	VTTVX
		Vanguard Target Retirement 2030 Fund	Investor	VTHRX
		Vanguard Target Retirement 2035 Fund	Investor	VTTHX
		Vanguard Target Retirement 2040 Fund	Investor	VFORX
		Vanguard Target Retirement 2045 Fund	Investor	VTIVX
		Vanguard Target Retirement 2050 Fund	Investor	VFIFX
		Vanguard Target Retirement 2055 Fund	Investor	VFFVX
		Vanguard Target Retirement 2060 Fund	Investor	VTTSX
		Vanguard Target Retirement Income Fund	Investor	VTINX
Strategy 2: Mix Your Own— Select Choice	Tier 2: Core Funds— Passively Managed	Vanguard Total Bond Market Index Fund	Signal	VBTSX
		Vanguard 500 Index Fund	Signal	VIFSX
		Vanguard Mid-Cap Index Fund	Signal	VMISX
		Vanguard Small-Cap Index Fund	Signal	VSISX
		Vanguard Emerging Markets Stock Index Fund	Signal	VERSX
		TIAA-CREF International Equity Index Fund	Institutional	TCIEX
	Tier 2: Core Funds— Actively Managed	Vanguard Prime Money Market Fund	Investor	VMMXX
		PIMCO Real Return Fund	Institutional	PRRIX
		TIAA Real Estate	Variable Annuity	TREA#
	Tier 3: Annuities		TIAA Stable Value	Stable Value Annuity

Investment strategies

Your Rhode to Retirement investment strategies — which one is right for you?

Your Rhode to Retirement Program investment menu offers you two strategies to invest for retirement:

To view the asset classes or investment holdings of each Vanguard Target Retirement Fund, go to www.tiaa-cref.org/ri and view the Fund Fact Sheets or the prospectus located in the Investment Choices section under the Rhode to Retirement Program details tab.

Strategy 1: One-step investing (target date funds)

Choose this option if you would prefer to access professionally managed portfolios or would like assistance in making your investment decisions.

You can select an age-appropriate Vanguard Target Retirement Fund offering a complete retirement portfolio in a single fund. The Vanguard Target Retirement Funds are offered through the Rhode to Retirement Program investment menu as the default investment option. These offer a convenient way to have your retirement savings professionally managed, broadly diversified, and automatically rebalanced.¹

Each Target Date Fund consists of underlying mutual funds investing in a broad range of stocks and bonds. The initial proportions—and risk levels—depend on the number of years remaining until you expect to retire. Over time, the fund automatically adjusts the mix of stocks, bonds, and other asset types to reduce the level of risk as you move through your career and into retirement.

Best for: Investors who want to leave investment allocation decisions to professional fund managers.

Strategy 2: Select your own (passively and actively managed funds and actively managed annuities)

Choose this option if you are comfortable choosing investments and managing your portfolio.

You can create your portfolio by choosing options from the new investment menu, offering a range of mutual funds from leading providers. These investment choices cover the major asset classes—stocks, bonds, real estate, guaranteed, and money market—providing building blocks for a diversified retirement savings portfolio. You also have access to “active” funds (managers select underlying investments with the goal of outperforming the general market and/or a market index), and “passive” funds (managers attempt to mirror the performance of a specific market index, such as the S&P 500 Index). Passive funds generally have lower operating costs than active funds due to less active trading.

Best for: Investors who believe the funds on the new menu offer good long-term growth opportunities and want to choose their own investments.

¹ Vanguard Target Retirement 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 Vanguard Target Retirement Funds, there is exposure to the fees and expenses associated with the underlying mutual funds as well.

How do I elect my investments & designate a beneficiary?

It's easy, either:

- Online, OR
- Complete the beneficiary forms included in your welcome kit and mail back to TIAA-CREF

Important information regarding your beneficiary designation

Since you have a new plan account with TIAA-CREF, you will need to select your beneficiary. Remember, it is important to review and, if necessary, update your beneficiary designation on a regular basis. To assist you in designating a beneficiary, the steps below are provided to make the online process easy.

Online instructions

Set Up Investment Allocation Instructions and Beneficiary Designation

- Go to www.tiaa-cref.org/ri, click **Log In** (located in the upper right-hand corner)
- Enter your **User ID** and **password**
- To Set Up Your Investment Allocation Instructions
 - Select **Actions** drop-down menu (for each account you want to update)
 - Select **Change allocation of future contributions** and enter your investment allocation instructions
- To Update Your Beneficiary Designation
 - Choose **My Profile**, and select **Beneficiaries**. You will need your beneficiary's Social Security number (optional), date of birth and address

Once you receive your Welcome Kit in the mail, you will first need to follow the instructions to register for secure online access with TIAA-CREF.

- Log in to www.tiaa-cref.org/ri
- Select **Register**
- Follow instructions to create your **User ID** and **Password**

You'll need this information to register:

- Your **Social Security number**
- Your **date of birth**
- Your **TIAA Account number**

(Your account number appears on your quarterly statement from TIAA-CREF.)

TIAA-CREF is here to help you

TIAA-CREF is here to help you plan for your retirement. To help you reach your goals, TIAA-CREF offers tools and services for managing your retirement savings.

How to contact us	How we can help
By phone	Assistance is available in learning more about the investment menu, updating your retirement portfolio and scheduling an individual advice session by contacting TIAA-CREF by phone Monday through Friday, 8 a.m. to 10 p.m., and Saturday, 9 a.m. to 6 p.m. at 800 897-1026 .
Online	<p>www.tiaa-cref.org/ri</p> <ul style="list-style-type: none">▪ Get a secure user ID and password▪ Change your investment selections▪ See and update your personal information▪ Update your beneficiary designation▪ Review up-to-date performance on your investment options▪ Have account statements and other communications sent to you via email▪ Research information on your investment choices <p>Online Calculators</p> <p>Go to www.tiaa-cref.org/tools for interactive planning tools, including:</p> <ul style="list-style-type: none">▪ Your Financial Organizer: Understand what you have, what you want and what you'll need.▪ Retirement Goal Evaluator: Shows how much of your salary you might be able to replace at retirement.▪ Asset Allocation Evaluator: Helps you design a customized retirement portfolio.▪ Target Value Calculator: Helps you determine how much to save each month to meet your goals.



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.

TIAA-CREF products may be subject to market and other risk factors. See the applicable product literature, or visit tiaa-cref.org for details.

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 800 897-1026 or go to www.tiaa-cref.org/ri for a current prospectus that contains this and other information. Please read the prospectus carefully before investing.

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