



UNIVERSITY OF MINNESOTA VOLUNTARY RETIREMENT PLANS

It's easy to get caught up in the present, but it's also important to look ahead. Start investing in your future—and yourself—with help from either the Optional Retirement Plan (ORP) or the 457 Deferred Compensation Plan. These voluntary plans allow you the opportunity to contribute additional amounts on top of your mandatory contributions to either the Faculty Retirement Plan (FRP) or Minnesota State Retirement System (MSRS). You may participate in one or both voluntary plans and they allow you to make additional pre-tax and/or Roth contributions to help you save even more for retirement. Read on to understand the differences in the plan to help you choose which may be right for you.

Enroll Now!

You can enroll on Fidelity NetBenefits® at www.netbenefits.com/UMN or call a Fidelity representative at **800-343-0860**. To use the EasyEnroll feature and enroll in either the ORP or 457 Plan, or both, in just 60 seconds, go to www.netbenefits.com/easy.

KEY FEATURES OF YOUR ORP AND 457 DEFERRED COMPENSATION PLANS

	Optional Retirement Plan (ORP)	457 Deferred Compensation Plan
Eligibility	All faculty and staff members who are paid on a continuous basis are eligible to participate in the Optional Retirement Plan and 457 Deferred Compensation Plan. You can enroll in the plans at any time. Please note students and non-resident aliens are excluded from participating in these plans.	
Employee Contributions	<p>You elect a flat dollar amount or a percentage (1% to 100%) of your eligible pay to contribute to the plans each pay period. You can make an election to start or stop contributions at any time and once you have made an election, your deferrals will take one to two payroll periods to affect your paycheck.</p> <p>Your election can be made as pre-tax or Roth contributions, or a combination, up to the annual IRS dollar limits.</p> <p>A Roth contribution to the ORP allows you to make after-tax contributions and take any associated earnings completely tax-free at retirement, as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth contribution and after you have attained age 59½ or become disabled or die.</p> <p>The University does not make contributions into this plan.</p>	<p>You elect a flat dollar amount or a percentage (1% to 100%) of your eligible pay to contribute to the 457 Plan each pay period. You can make an election to start or stop contributions prior to the beginning of the month in which the change is effective.</p> <p>Your election can be made as pre-tax only, up to the annual IRS dollar limits.</p> <p>The University does not make contributions into this plan.</p>

KEY FEATURES OF YOUR ORP AND 457 DEFERRED COMPENSATION PLANS

	Optional Retirement Plan (ORP)	457 Deferred Compensation Plan
Contribution Limits	<p>The IRS contribution limit for 2020 is \$19,500.</p> <p>Annual plan contribution limits, including catch-up contribution limits, are available at www.irs.gov.</p> <p>If you have reached age 50 or will reach 50 during the calendar year January 1–December 31 and are making the maximum plan or IRS pre-tax contribution, you may make an additional “catch-up” contribution each pay period. The maximum annual catch-up contribution for 2020 is \$6,500.</p> <p>It is important to note that you can contribute up to the IRS contribution limits in BOTH plans. For example: you can contribute \$19,500 (or \$26,000 if age 50 or over) to the ORP AND \$19,500 (or \$26,000 if age 50 or over) to the 457 Deferred Compensation Plan. These limits are also on top of any mandatory contributions you make to either the FRP or MSRS plans.</p>	
Vesting	You are always 100% vested in your entire account balance.	
Investment Options	<p>The Plans offer you a range of options to help you meet your investment goals.</p> <p>You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. Descriptions of the Plan's investment options and their performance are available online at www.netbenefits.com/UMN.</p> <p>The Plans also offer a self-directed brokerage option, Fidelity BrokerageLink®, which lets you invest in a broad range of investment options beyond the investments available in the Plan.</p>	
Default Investment Option	<p>If you do not make an active investment election, your contributions will be invested in the ORP's default fund: JPMorgan SmartRetirement® Blend Funds Class R6.</p> <p>Target Date Funds are an asset mix of stocks, bonds, and other investments that automatically become more conservative as the fund approaches its target retirement date (based on retirement at age 65) and beyond. Principal invested is not guaranteed. We encourage you to choose investment options that are appropriate for you.</p>	<p>If you do not make an active investment election, your contributions will be invested in the 457 Deferred Compensation Plan's default fund: JPMCB SmartRetirement® Passive Blend Funds CF.</p> <p>Target Date Funds are an asset mix of stocks, bonds, and other investments that automatically become more conservative as the fund approaches its target retirement date (based on retirement at age 65) and beyond. Principal invested is not guaranteed. We encourage you to choose investment options that are appropriate for you.</p>
Loans	Loans are permitted from the ORP. Although your account is intended for the future, you may borrow from your account for any reason. Log on to NetBenefits for more details or to request a loan.	Loans are NOT permitted in the 457 Deferred Compensation Plan.
Withdrawals	<p>Withdrawals from the ORP are generally permitted when you attain age 59½, terminate your employment, retire, become permanently disabled, or have severe financial hardship as defined by the Plan.</p> <p>Withdrawals from the ORP may be subject to a 10% early withdrawal penalty if taken before the age 59½. Call Fidelity for more details or to request a withdrawal.</p>	<p>Withdrawals from the 457 Deferred Compensation plan are generally permitted when you attain age 59½, terminate your employment, retire, in de minimus amounts after two years with no contributions, or due to unforeseen emergency. You will need to work with the University of Minnesota Benefits department for approval of a withdrawal due to unforeseen emergency.</p> <p>Withdrawals from the 457 Deferred Compensation Plan are not subject to the early withdrawal penalty. Call Fidelity for more details or to request a withdrawal.</p>
Rollovers	You are permitted to roll over eligible pre-tax contributions from another 401(k), 403(b), or eligible pre-tax contributions from conduit IRAs. Rollovers from Roth sources are allowed from a qualified plan. Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.	Rollovers are not permitted into the 457 Deferred Compensation Plan
Online Beneficiary Designation	It's important to designate a beneficiary for your account. Log on to www.netbenefits.com/UMN . Select <i>Profile</i> , then <i>Beneficiaries</i> and follow the steps to designate your beneficiary online.	



ACCESSING YOUR ACCOUNT



Access your Plan account online at www.NetBenefits.com/UMN. Download the NetBenefits® app from the App Store®, Google Play™ Store, or Windows Store to access or register your account on your mobile device.

If you have previously registered with Fidelity.com or NetBenefits, you do not need to register again. Use your existing username and password to access your new account. If you have not registered, you'll need to set up your account on NetBenefits. Visit www.NetBenefits.com/UMN and select Register in the middle of the gray bar at the top of the page. You'll be asked to verify your identity by entering your first and last name, date of birth and the last four digits of your Social Security number. Once your identity is verified, you will be asked to set up a username, password and a security question to complete your account registration. When you log in to NetBenefits, you'll be asked to provide your email address, email preferences, and mobile phone number.



Fidelity is here to help! If you have questions, call **800-343-0860** Monday through Friday, 7:30 a.m. to 11:00 p.m. Central time (excluding most holidays).

Fidelity Retirement Planners are available and can help with asset allocation, retirement planning and other questions you have about the Plan. Call **800-642-7131** to schedule a complimentary appointment or register online at www.NetBenefits.com/UMN.



Financial Wellness shouldn't feel like a balancing act. In under 10 minutes, answer a few questions to see your personal wellness score in each of our 4 categories: budgeting, debt management, savings, and protection. You'll also get next steps to consider to help you improve your score.

Investing involves risk, including risk of loss.

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

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.

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

©2020. All rights reserved.

775330:15.0