



# Managing your retirement savings is getting easier

Research Foundation for Mental Hygiene, Inc. is adding some enhancements to the Research Foundation for Mental Hygiene, Inc. Defined Contribution and Tax-Deferred Annuity retirement plans to give you more flexibility when making contributions.

**There will be a brief quiet period from December 20, 2022 to January 1, 2023**, where you will not be able to make changes to your contribution rate or enroll in the plans. During this period, you can still access your account, request fund transfers, update your beneficiary or review investment performance.

## Auto enrollment

On January 2, 2023, a 30-day enrollment event will begin for all eligible employees who are not currently contributing to the Research Foundation for Mental Hygiene, Inc. Tax-Deferred Annuity retirement plan. If you are not currently participating, you have three options:

1. Enroll on your own before December 20, 2022, by visiting [TIAA.org/rfmh](https://TIAA.org/rfmh). Select *Enroll* or *Update* and follow the prompts to set up your contributions, select your investment options and designate your beneficiaries.
2. Do nothing and be automatically enrolled on February 8, 2023, or with the first payroll in February. Your contribution rate will be set up at 3% of your salary, and your pretax contributions will be invested in the TIAA RetirePlus Select<sup>SM</sup> model closest to your projected date of retirement at age 65.<sup>1</sup> You can register for online access and make changes at any time.
3. Opt out completely if you do not wish to participate. You can visit [TIAA.org/rfmh](https://TIAA.org/rfmh) between January 2, 2023, and January 31, 2023. Log in, and you can select the *Opt-out* option. At any point, if your circumstances change and you would like to participate, you may log back in to set your contribution rate and select from the plan's investment options.

## Online salary deferral

The plans' new online salary deferral feature allows you to make changes to your contributions. Simply log in to your account at [TIAA.org/rfmh](https://TIAA.org/rfmh) any time after January 2, 2023. If you are a first-time user, click *Log in* in the upper-right corner, then follow the prompts to *Need online access*.

## Self-directed auto increase

Set up self-directed automatic increase to help build your savings faster. Log in to your account any time after January 2, 2023, and select *Change your contributions* under the *Actions* menu. You can choose when you would like to automatically increase your contributions, the rate of the increase (percentage), and when you would like to start and stop the automatic increase.

## KEY DATES

- December 20, 2022  
End paper Salary Reduction Agreements
- December 20, 2022  
No new enrollment or contribution changes
- January 2, 2023  
Online enrollment, online salary deferral and self-directed auto increase are available
- January 2, 2023  
30-day voluntary enrollment event begins
- January 31, 2023  
Automatic enrollment event ends
- February 8, 2023  
(or the first payroll in February)  
First contribution for auto enrolled

### **Roth contribution option**

You can elect Roth contributions. With the Roth option, your after-tax contributions have the potential to accumulate tax free. Withdrawals of earnings prior to age 59 ½ are subject to ordinary income tax and a 10% penalty may apply. Withdrawals after age 59½ are tax free if distribution is no earlier than five years after contributions were first made.<sup>2</sup> These potentially significant tax benefits are similar to a Roth IRA. There are other advantages to Roth contributions, including higher contribution limits than a Roth IRA. If you have questions about the Roth contribution option, call TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. (ET).

These new features are designed to give you the tools you need to help you save more for retirement, but participation is not mandatory. If the timing for auto enroll or auto increase is not right for you, you can opt out, change or stop contributions at any time.

### **Help when you need it**

A TIAA financial consultant can help you consider how to save more for retirement. You can call TIAA at **800-732-8353**, weekdays, 8 a.m. to 8 p.m. (ET), and schedule a session to:

- Understand all your investment options
- Determine how much to save
- Make informed choices and monitor your progress

This service is available as part of your retirement program *at no additional cost to you*.

Visit [TIAA.org/rfmh](http://TIAA.org/rfmh) anytime to learn more about your plan and its options.



<sup>1</sup>TIAA RetirePlus Select<sup>SM</sup> (the “Program”) is an asset allocation program that includes formulaic asset allocation models that a plan participant may choose to guide the investment of his or her account into underlying mutual funds and annuities (the “underlying investments”). The plan fiduciary selects the specific underlying investments available under its plan to represent the various asset classes in the models. An independent third-party advisor engaged (and paid) by Teachers Insurance and Annuity Association of America (“TIAA”) developed the target asset class allocations for the models and the Program is administered by TIAA as plan recordkeeper. In making the Program available to the plan, TIAA is not providing investment advice to the plan or plan participants.

<sup>2</sup>Withdrawals of earnings prior to age 59½ are subject to ordinary income tax and a 10% penalty may apply. Earnings can be distributed tax free if distribution is no earlier than five years after contributions were first made and you meet at least one of the following conditions: age 59½ or older, or permanently disabled. Beneficiaries may receive a distribution in the event of your death.