

Michigan State University Retirement Plan Consolidation Seminar

A Review of the Retirement Plan Changes
that are effective January 1, 2012

Daniel Mackey, MSU HR Retirement Manager
Dianne Deans, MSU HR Retirement Analyst
Sherry Van Kampen, MSU HR Retirement Analyst

Important!

- What will NOT be changing is the University's matching contribution (the 10% employer match for the 5% employee contribution)
- The changes are only effective for NEW contributions beginning January 2012
- ALL contributions made on or before December 31, 2011 can stay where they are today (both the vendor and investments)

Our Purpose Today

- Explain the retirement plan changes, how it will affect you, and what you need to do
- Hear from the two approved vendors (Fidelity and TIAA-CREF), along with an introduction of StraightLine
- Get answers to any of your remaining questions in the Q & A portion

Why are we changing things?

- IRS rule changes are placing heavier responsibilities on employer-based retirement plans
- We want to follow best practices (many of which are required of private employers)
- We can work to lower both the investment and administrative expenses

What are the Changes?

- Consolidate from 6 to 2 retirement vendors: Fidelity and TIAA-CREF
- Reduce the 550+ investment choices to 20 core investments for each vendor
- Provide access to thousands of mutual funds in a self-directed brokerage account
- Continue to use StraightLine
- Changes are effective January 1, 2012

The Two Approved Retirement Vendors

- Fidelity and TIAA-CREF will be the only two approved retirement vendors
- They will accept contributions for the MSU 403(b) Base Retirement Program, the MSU 403(b) Supplemental Retirement Program, and the 457(b) Deferred Compensation Plan
- You will choose the vendor and retirement contribution in the MSU EBS Portal system
- If you do not pick one of the two vendors, Fidelity will automatically be picked for you

The Investments Available

- MSU, with the assistance of our investment consultant, Hewitt Ennis Knupp, have created the core investment menu that will be available from Fidelity and TIAA-CREF
- The core menu is divided into 4 tiers
- The core investments (the first 3 tiers) will be monitored by MSU and our consultant, and changes may be made as needed

The Investment Tiers

- Tier 1: Target Date Retirement Funds
 - They are simple yet diversified
 - They are based on the year you plan to retire
 - You may want to consider a Tier 1 fund if you like “hands free” investing and want to leave it up to the fund’s professional managers
 - If you do not pick your own investments, your current investments that are not on the core menu will go to an age-appropriate Tier 1 fund

The Investment Tiers (continued)

- Tier 2: Index Funds
 - They try to match the performance of a broadly diversified index
 - For those that seek diversification at a low cost
- Tier 3: Actively Managed Funds
 - They try to outperform the market, often with higher fees than index or target dated funds
 - For those that are comfortable with the greater volatility associated with active management

The Tier 4 Self-Directed Brokerage Account

- You have the option of investing in thousands of mutual funds from hundreds of fund families
- You take sole responsibility of picking and maintaining your own investments
- Some funds have no additional fees, while others have transaction fees or sales charges
- For those who believe they have the required knowledge to pick outside the core investments

Why continue to offer StraightLine?

- To help faculty and staff understand the retirement investing options
- StraightLine provides third party, independent investment advice and management
- It is a voluntary service
- Fidelity and TIAA-CREF also will continue to offer assistance and advice

How these changes will affect those who are retired or no longer at MSU

- Because these changes are only for new contributions beginning in January, these changes do not affect you
- The vendors, investments, and income/distribution options you have today will continue without disruption
- However, you can choose to take advantage of the new core investments by transferring some or all of your current account balance

How these changes will affect those that are nearing retirement

- Your contributions starting in January 2012 must be made to one of the two approved vendors and into the core investment menu
- The vendors, investments, and distribution options you have with your pre-2012 contributions will continue in the future
- You can choose to keep your current balance separate from your new contributions, or consolidate them into the new core menu

How these changes will affect those who are early or mid-career

- Your contributions starting in January 2012 must be made to one of the two approved vendors and into the core investment menu
- The vendors, investments, and distribution options you have with your pre-2012 contributions will continue in the future
- You can choose to keep your current balance separate from your new contributions, or consolidate them into the new core menu

What You Will Need To Do

- If you **are currently** making contributions to either Fidelity or TIAA-CREF, you will not need to make any changes in the MSU EBS Portal. You can work directly with your approved vendor to access your account and make your investment elections for your January contributions

What You Will Need To Do

- If you **are not currently** contributing to either Fidelity or TIAA-CREF, you will need to make changes in the MSU EBS Portal to pick one of the two approved vendors. You can then work with your vendor of choice to open a new account and make your investment elections for your January contributions

To change to one of the two approved vendors, start at www.hr.msu.edu and click on EBS Portal Login

MICHIGAN STATE UNIVERSITY | Human Resources

Jobs News EBS Support Site **EBS Portal Login** HR Directory Search:

Home [MSU Human Resources](#) >> Michigan State University Human Resources

Search Jobs

Support Staff

Faculty & Academic Staff

Retirees

Students

On-Call & Temporary

Forms

Resources & Links

Michigan State University Human Resources

Welcome! Michigan State University is one of the premier employers in Michigan and offers a wide variety of employment opportunities throughout the state. We offer a competitive employment package and an attractive work environment that supports diversity and excellence. Whether you are currently part of the MSU faculty and staff community, have retired, or are contemplating joining us, we hope you will find information and services on our website that help you to enhance your personal and professional life.

HR News

[FSA Open Enrollment begins Monday, October 31, 2011](#)
(10/25/11) Learn more about Flexible Spending Accounts and how to enroll for the 2012 plan year.

[News Bulletin on upcoming retirement plan consolidation at MSU](#)
(9/30/11) News Bulletin released with information about upcoming retirement plan changes.

[MSU Human Resources Earns Green Certification](#)
(9/22/11) The Green Certification program recognizes units who reduce their environmental footprint by reducing waste, increasing recycling, following green procurement practices and conserving energy and water.

[Now Accepting Nominations for Ruth Jameyson Award](#)
(8/22/11) Award nominations are due by December 16, 2011.

[Now Accepting Nominations for Jack Breslin Distinguished Staff Awards](#)
(8/16/11) Nominations for the 2011-12 awards are due by October 31, 2011.

HR SOURCE Live

EBS Links

Quicklinks

- Retirement Consolidation
- StraightLine Independent Investment Advisors
- EBS Support Site and EBS Portal Login
- Faculty & Staff Development & Training
- Benefits
- Hiring Information
- Employment Verification
- Grievances, Discipline & Complaints
- Union Contracts
- Policies & Procedures
- Pay, Rewards & Recognition
- Job Class Search
- Administrative/Organizational Resources
- Healthy State
- HR Department Staff

How Are We Doing?

If you need help to change your vendor, we have step-by-step instructions in the Enrollment Guide

The screenshot shows the Michigan State University Human Resources website. The navigation bar includes links for Jobs, News, EBS Support Site, EBS Portal Login, HR Directory, and a search field. A red arrow points to the 'Enrollment Guide' link in the 'Quicklinks' section on the right side of the page. The main content area features a section titled 'MSU Retirement Plan Consolidation' with a detailed announcement about changes effective January 1, 2012, and a 'What are the Changes?' section listing the consolidation of vendors and the implementation of a new core investment menu.

MICHIGAN STATE UNIVERSITY | Human Resources

Jobs News EBS Support Site EBS Portal Login HR Directory Search: Go

Home [MSU Human Resources](#) >> [Benefits](#) >> [Retirement](#) >> MSU Retirement Plan Consolidation

Search Jobs **MSU Retirement Plan Consolidation**

Support Staff After carefully considering feedback from many individuals and groups throughout the MSU Community, a decision has been made to move ahead with changes to the MSU Retirement Plan recommended by the MSU Retirement Investment Advisory Committee (RIAC) and the Human Resources office.

Faculty & Academic Staff

Retirees Please note that the changes described on this site will become effective January 1, 2012, for new contributions only. **You cannot take any action related to the new core investment menu prior to November 1, 2011.** However, you can review the [enrollment guide](#) now for advance information. More information about the changes will be added to this website as it becomes available. [Seminars](#) will be held throughout November to allow faculty, staff and retirees the opportunity to learn more about these changes, ask questions, and work with retirement vendors and investment advisors.

Students

On-Call & Temporary

Forms

Resources & Links

Quicklinks

- Enrollment Guide
- HR News Bulletin
- Core Investment Menu
- Seminars
- Consolidation FAQ
- Investment Vendors
- StraightLine Independent Investment Advisors
- Self-Directed Brokerage Account Information

What are the Changes?

Here is a brief general description of the changes that will be effective January 1, 2012:

- MSU will consolidate retirement plan vendor options from six vendors down to our two most widely used choices — Fidelity Investments® and TIAA-CREF.
- StraightLine also will continue to be available for independent third-party investment advice.
- A new simplified core investment menu will be implemented that will provide diversified and well-researched investment choices from

On page 15 of the Enrollment Guide, we provide the step-by-step instructions

The following are step-by-step instructions to end your contributions with one of the four deselected vendors (AXA Equitable, Lord Abbett, VALIC or Vanguard) and begin your contributions to one of the approved vendors (Fidelity Investments® or TIAA-CREF) beginning January 2012:

- 1) Visit www.hr.msu.edu and click **EBS Portal Login**
- 2) Log in to EBS with your MSU NetID and password
- 3) Click **Employee Self Service** (may be labeled ESS Faculty, ESS Salary, etc)
- 4) Click on the **Benefits** link
- 5) Click on the **Enrollment Services** link
- 6) Click on the **Retirement Change 1/1/12**
- 7) Select the current plan and choose **Remove Plan**
- 8) Select the new plan and choose **Add Plan**
- 9) If 403(b) Base Enrollment, highlight the appropriate plan, enter 5% and choose **Add Plan to Selection**
- 10) If 403(b) Supplemental or 457(b) Deferred Compensation Enrollment, enter the desired % or \$ election and choose **Add Plan to Selection**
- 11) Choose **Review Enrollment**
- 12) Choose **Save**

There is also a visual step-by-step process [presentation](#) available.

If you are looking to enroll for the first time, change your elected contribution amount or percent to the 403(b) Supplemental or 457(b) Deferred Compensation accounts, or cancel your contribution to the 403(b) Supplemental or 457(b) Deferred Compensation accounts, please see the available detail on our [Enrollment Instructions](#) webpage.

If you need help to enroll or have questions, contact the Retirement Office

- Call us at 353-4434 or 800-353-4434 extension 3
- Email us at retirementinfo@hr.msu.edu
- Go to the HR website at www.hr.msu.edu and look for the Retirement Consolidation webpage for a wealth of information and detail about the upcoming changes

Next

- You will next hear from Fidelity and then TIAA-CREF about the services they offer, their MSU core investment menu, how to review and change your investment elections, and how to enroll (if needed)
- You will also hear about the services available from StraightLine
- We will then answer your questions (We also have a Frequently Asked Questions document on our webpage)

Making the Most of



Your MSU Retirement Plan Changes



Turn hereSM



Who is Fidelity Investments?

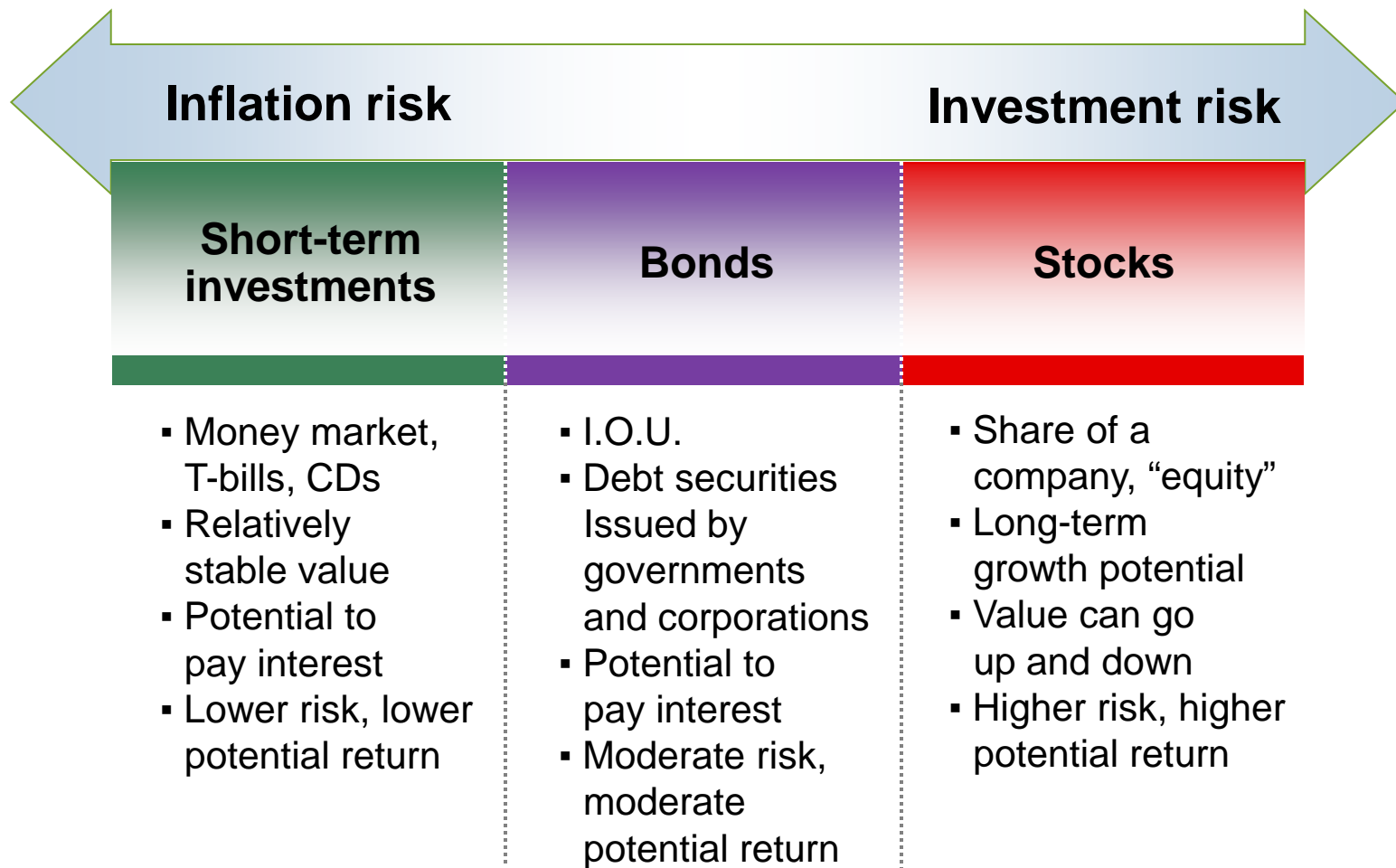


- ▶ #1 Retirement Provider
- ▶ Over 21 million retirement customers
- ▶ Focused on providing our customers with world class service and cutting edge technology.
- ▶ Dedicated to servicing the unique needs of tax-exempt organizations

Whatever your destination, Fidelity has the people, guidance, and investments to help you find your way.

As of June 30, 2011

Investment types



New investment lineup



Fund Type	Fund Category/Asset Class	Investment Option
Tier 1		
Pre-Mixed Asset Allocation Funds	Life Cycle Funds	Vanguard Target Date Retirement Funds Investor Shares
Tier 2		
Index Funds	Bond – Diversified	Vanguard Total Bond Market Index Fund Institutional Shares
	Bond – Inflation-Protected	Vanguard Inflation Protected Securities Institutional Shares
	Domestic Equities – Large Blend	Vanguard Institutional Index Fund Institutional Shares
	Domestic Equities – Mid Blend	Vanguard Extended Market Index Fund Signal Shares
	International/Global – Diversified	Vanguard Total International Index Fund Signal Shares

New investment lineup, continued

Tier 3		
Low Risk Fixed	Money Market (or Short Term)	Vanguard Prime Money Market Fund Investor Class
Fixed Income	Fixed Annuity	New York Life Guaranteed Interest Account ¹
	Bond – Diversified	PIMCO Total Return Fund Institutional Class
	Bond – High Yield	Harbor High Yield Bond Fund Institutional Class
Inflation Protected	Balanced/Hybrid–International	PIMCO All Asset Fund Institutional Class
U.S. Stock	Domestic Equities–Large Growth	PRIMECAP Odyssey Stock Fund
	Domestic Equities–Large Value	Dodge & Cox Stock Fund
	Domestic Equities–Large Growth	Fidelity Contrafund – Class K
	Domestic Equities–Mid Blend	Fidelity Low Priced Stock – Class K
	International Stock	International/Global–Diversified
	International/Global–Diversified	Fidelity Diversified International – Class K
	International/Global – Emerging Markets	DFA Emerging Markets Value Portfolio Institutional Class
Global Stock	International/Global – Diversified	American Funds New Perspective Fund Class R6
Real Estate	Specialty	Cohen & Steers Realty Shares Fund
Tier 4		
Self-Directed Brokerage Account		Fidelity BrokerageLink®



¹ Guarantees are subject to the claims-paying ability of New York Life Insurance Company. This option is not insured by the FDIC or the Federal Government.

How to make changes to your investment elections if you are already enrolled with Fidelity Investments



Home

Savings & Retirement

Your Profile

Welcome to NetBenefits[®] for MICHIGAN STATE UNIVERSITY

Portfolio Total: \$0.00*

[Hide \\$](#)

Savings Plans

MICH STATE UNIV 403B
403(b): 95378

[Quick Links](#) ▼

\$0.00

Portfolio Total: **\$0.00***

Tools & Learning

- [Get the guidance, information, and tools](#) you need to help you save for all your financial goals.
- [See all your finances in one place with Full View[®]](#), including investment, bank and credit card accounts.

Resources for your financial goals



- Plan for retirement
- Learn about investing
- Manage your total finances

[Visit Tools & Learning](#)

Your Profile

- [Update your beneficiaries](#)
- [Update your contact information](#)

Your E-Mail Address

[Update Your E-Mail Address](#)

How to make changes to your investment elections if you are already enrolled with Fidelity Investments continued...



Savings & Retirement >

Change Investments >

MICHIGAN STATE UNIVERSITY 403(B) RETIREMENT PLAN (95378)

View

- Summary
- Investment Choices and Research
- Transaction History
- Plan Information and Documents

Act

Change Investments

[Tools and Learning](#)

Investment Elections

[Investment Options](#) [Asset Class](#)

i Your plan's default investment percentages for EMPLOYER, EMPLOYEE, VOLUNTARY, AFTER-TAX, AGE 50 CATCH-UP, ROLLOVER PRE-TAX, ROLLOVER 457B, ROLLOVER AFTER-TAX, ROLLOVER IRA and EMPLOYER DISABILITY are prefilled below. You can make changes to these percentages before completing your future investment elections.

Your Current Investment Elections

For any future contributions that you make, your money will be invested in your current elections, shown in the table below. Your contribution sources are all invested the same way, with the same fund choices and percentages applied to each of the following:

- EMPLOYER
- EMPLOYEE
- VOLUNTARY
- AFTER-TAX
- AGE 50 CATCH-UP
- ROLLOVER PRE-TAX
- ROLLOVER 457B
- ROLLOVER AFTER-TAX
- ROLLOVER IRA
- EMPLOYER DISABILITY

Current Investment Elections

Asset Class	Subclass	Fund Name	Current %
Blended Investments	--	VANG TARGET RET 2015	100%
			Total: 100%

Change Your Investment Elections

If you would like your future contributions to be invested differently, choose one of the options available below.

Help me manage my investments

Lifecycle Fund

A diversified fund that is designed to automatically adjust to become more conservative over time as you approach a target retirement date and beyond.

[More about lifecycle funds](#)

Retirement Age:

I'll manage on my own

Choose your own investments

Take control of your portfolio, and choose your investments from [a list of available funds](#).

How to enroll with Fidelity Investments



[Get Started](#) [About Your Plan](#) [Choosing Investments](#) [Planning and Guidance](#) [Customer Service](#)

Already enrolled? [Access your account >](#)



Get Started

You're just a few clicks away from saving for your retirement with Fidelity. Getting started is easy. All you need is:

- Your Social Security Number (SSN)
- Basic personal information
- About 15 minutes

Savings plan(s) available to Michigan State University

Plan ID 95378

[Michigan State University 403\(b\) Base and Supplemental Retirement Plan](#)

[Enroll Now](#)

Plan ID 95380

[Michigan State University 457\(b\) Deferred Compensation Plan](#)

[Enroll Now](#)

Get Guidance

If you have questions about your plan or would like investing guidance, we invite you to contact Fidelity in the way that works best for you.

[Schedule an appointment](#)

Get Resources

Tips for Successful Enrollment

Remember these simple steps to help you start getting more from your plan.

1. Decide how much to save

You will need to choose how much of your paycheck you want to contribute to your plan each pay period. If your employer offers matching contributions, you should consider contributing at least enough to receive the full amount of the match. Matching contributions are effectively like getting "free" money for your retirement.



How to enroll with Fidelity Investments continued...



Welcome to Enrollment for Your Employer's Retirement Plan

There are three steps to complete your enrollment. This process should take approximately **15 minutes**, with additional time for additional plans.

- 1 Account Setup** Provide us with your personal information and your consent.
- 2 User Registration** Select a Customer ID and PIN to access your account online and/or Log On.
- 3 Enroll in Plan** Make decisions about contributions amounts and investments.

This online application is only intended for use by U.S. citizens and U.S. resident aliens. If you are a non-resident alien, or a U.S. citizen with a foreign address, please call a representative to complete a paper application.

Let's get started. Please enter your Social Security Number (SSN).

SSN - - xxx-xx-xxxx [Why do I need to give my SSN?](#)

Where possible, we have supplied your plan ID(s). Please indicate any plan you wish to enroll by checking the box next to it before selecting Continue.

Plan ID 95378 Include this plan

Plan ID 95380 Include this plan

You can add additional plans by entering the ID below.

New Plan ID [Where do I get my Plan ID?](#)

Continue

We are here to help



Review information about your plan at www.plan.fidelity.com/msu or MSU's website at www.hr.msu.edu/benefits/retirement/index.htm

Log on to Fidelity NetBenefits® at www.plan.fidelity.com/msu

Call Fidelity at **1-800-343-0860** to speak with a representative familiar with the features of your plans.

Schedule a confidential one-on-one consultation by calling **1-800-642-7131** or by visiting www.fidelity.com/atwork/reservations

Although consultations are one-on-one, guidance provided by Fidelity is educational in nature, is not individualized, and is not intended to serve as the primary or sole basis for your investment or tax-planning decisions.



Important Information



Before investing in any investment option, please carefully consider the investment objectives, risks, charges and expenses. For this and other information, contact Fidelity for a free mutual fund prospectus or, if available, a summary prospectus. Read it carefully before you invest.

Keep in mind investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

This document provides only a summary of the main features of the Michigan State University Retirement Plans, and the Plan documents will govern in the event of any discrepancies. The MSU Board of Regents reserves the right to amend or modify these plan documents at any time.

Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4 p.m. Eastern time or on weekends or holidays, will receive the next available closing prices.

The investment options available through the Plans reserve the right to modify or withdraw the exchange privilege.

With the exception of domestic equity mutual funds, investment options have been assigned to investment categories based on Fidelity's analysis. Fidelity has verified the accuracy of the placement of certain third party non-mutual funds with either the plan sponsor or the plan sponsor's consultant. Within Domestic Equities, mutual funds are listed according to their actual Morningstar categories as of September 27, 2011 Morningstar categories are based on a fund's style as measured by its underlying portfolio holdings over the past 3 years and may change at any time. These style calculations do not represent the funds' objectives and do not predict the funds' future styles.

Important additional information



An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it is possible to lose money by investing in the fund.

In general the bond market is volatile, and fixed income securities carry interest rate risk. (As interest rates rise, bond prices usually fall, and vice versa. This effect is usually more pronounced for longer-term securities.) Fixed income securities also carry inflation risk and credit and default risks for both issuers and counterparties. Unlike individual bonds, most bond funds do not have a maturity date, so avoiding losses caused by price volatility by holding them until maturity is not possible.

Investments in mid-sized companies may involve greater risks than those in larger, more well known companies, but may be less volatile than investments in smaller companies.

Stock markets are volatile and can decline significantly in response to adverse issuer, political, regulatory, market, or economic developments.

Foreign markets can be more volatile than U.S. markets due to increased risks of adverse issuer, political, market or economic developments, all of which are magnified in emerging markets. These risks are particularly significant for funds that focus on a single country or region.

Because of their narrow focus, sector funds tend to be more volatile than funds that diversify across many sectors and companies.

© 2011 FMR LLC. All rights reserved.

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

594812.1.1



Make the Most of Your Financial Future With TIAA-CREF



MICHIGAN STATE
UNIVERSITY

A Long-Term Relationship and Rich History

- **The Beginning:** Our partnership with MSU began in 1958, so it extends for more than half a century
- **A Shared Leadership:** Dr. Clifton Wharton, Jr. has served both as President of MSU and as CEO of TIAA-CREF
- **TIAA-CREF's Local Presence:** We're focused on serving MSU retirement plan participants and retirees both before and after retirement
 - Local East Lansing office
 - Local East Lansing-based consultants
 - Can meet on campus (at your convenience)
 - Offer one-on-one advice sessions at *no additional charge* to you
 - On-campus Financial Education Seminars



MSU Main Entrance, 1950s



Why Choose TIAA-CREF?

- **TIAA-CREF is the not-for profit retirement market leader.**¹
- TIAA-CREF ranks as one of *Fortune* magazine's 100 largest U.S. companies based on assets under management and employs approximately 7,500 people.²
- When it comes to helping your employees prepare for retirement, partnering with TIAA-CREF can really pay off. In fact, in a recent survey of 30 companies, TIAA-CREF participants had the highest average retirement account balances.³
- Local East Lansing office *with local consultants*
- TIAA-CREF offers personal one-on-one investment and advice counseling sessions at *no additional cost to you.*

¹ Source: LIMRA, Not-for-Profit Market Survey, second-quarter 2011 results. Based on a survey of 30 companies. TIAA-CREF ranked first in total assets under management. Ranking does not reflect investment performance.

² *Fortune*, May 23, 2011

³ Source: LIMRA, Not-for-Profit Market Survey, second-quarter 2011 results. Average assets per participant based on full-service business. Please note average retirement account balances are not a measure of performance of TIAA-CREF retirement offerings.

TIAA-CREF's New Investment Menu

- Easy online access
 - MSU Enrollment Guide
 - www.tiaa-cref.org/msu
- 30 Funds
- Four Tier Groups
 - Target Date Funds
 - Core Index Funds
 - Core Active Funds
 - Self-Directed Brokerage Services

Tier	Fund Type	Fund Category Asset Class	Investment Option - Share Class	Expense Ratio	Ticker
I	Pre-Retirement Allocation Funds	Target Date Retirement Fund	2. Target Date Retirement Fund	0.16 (0.19%)	TDAT
		U.S. Bond Index Fund	3. Vanguard Total Bond Market Index Fund - BND	0.07%	BNDTX
II	Index Funds	U.S. S&P 500 Index Fund	2. Vanguard S&P 500 Index Fund - VFIAX	0.07%	VFIAX
		U.S. Large Cap Stock Index Fund	2. Vanguard Institutional Index I (R) - VIMI	0.04%	VIMIX
		U.S. Small/Mid Cap Stock Index Fund	2. Vanguard Institutional Mid-Cap Index Fund - VIMIX	0.16%	VIMIX
		International Stock Index Fund	2. Vanguard Intl. Investment Index Fund - VVIX	0.20%	VVIXGX
Fixed Income	Fixed Income	Money Market Fund	1. TIAA Money Market Account	0.02%	MM
		Fixed Income	1. TIAA Institutional Account - TIAA Institutional Account - TIAA Institutional Account - TIAA Institutional Account	0.02%*	MM
		Intermediate Bond Fund	1. Fidelity Intermediate Bond Fund - FBNDX	0.40%	FBNDX
III	International Protection	Real Return Fund	1. Fidelity Real Return Fund - FRRFX	0.67%	FBNDX
		Real Return Fund	1. Fidelity Real Return Fund - FRRFX	0.67%	FBNDX
		Real Return Fund	1. Fidelity Real Return Fund - FRRFX	0.67%	FBNDX
U.S. Stock	U.S. Stock	Large Cap Value Stock Fund	1. Fidelity Large Cap Value Fund - FVIVX	0.87%	FVIVX
		Large Cap Growth Stock Fund	1. Fidelity Large Cap Growth Fund - FVIVX	0.87%	FVIVX
		Small/Mid Cap Core Stock F.F.	1. Fidelity Small Cap Core Fund - FVIVX	0.87%	FVIVX
		International Value Stock Fund	1. Fidelity International Value Fund - FVIVX	0.87%	FVIVX
Global Stock	Global Stock	Global Stock Fund	1. Fidelity Global Stock Fund - FVIVX	0.87%	FVIVX
		Global Stock Fund	1. Fidelity Global Stock Fund - FVIVX	0.87%	FVIVX
IV	Self-Directed Brokerage Account	Self-Directed Brokerage Account	TIAA-CREF Brokerage Services	Varies	Varies

* Note: Based on information provided by the fund's prospectus, public notices, or other sources. ** Note: The TIAA Institutional Real Return Fund is an international equity fund. The annual share class is currently inactive and is subject to change and is provided for comparative purposes only.

MSU Human Resources Page 12 of 16

The screenshot shows the Michigan State University TIAA-CREF enrollment page. It includes a navigation bar with links for 'Home (FAQs) | Contact Us | Tools & Education'. The main content area is titled '401(k) Base Retirement Program' and provides information about the program, including a 'Plan Details' section with links for 'Investment Choices', 'Risk Performance Grid (RPG)', and 'Exchange Services'. There is also a '401(k) Supplemental Retirement Program' section. The page features a large image of a building and a sidebar with 'TIAA-CREF Financial Services' branding.

What's Unique in TIAA-CREF's Menu:

- **TIAA Traditional Annuity¹**
 - Guaranteed minimum return, plus the opportunity for additional amounts
- **CREF Stock Account variable annuity**
 - Broadly diversified account that invests in domestic and foreign stocks
- **TIAA Real Estate Account variable annuity**
 - Purchases direct ownership interests in income-producing real estate
 - Offers the opportunity for increased diversification²

For more information about the TIAA Real Estate Account, please read the prospectus at www.tiaa-cref.org/prospectuses.

¹ These additional amounts, when declared by the TIAA Board of Trustees, remain in effect for the "declaration year," which begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for future years. Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. TIAA Traditional is a guaranteed insurance contract and not an investment for Federal Securities Law purposes.

² Real estate investments are subject to various risks, including fluctuations in underlying property values, expenses and income, and potential environmental liabilities.



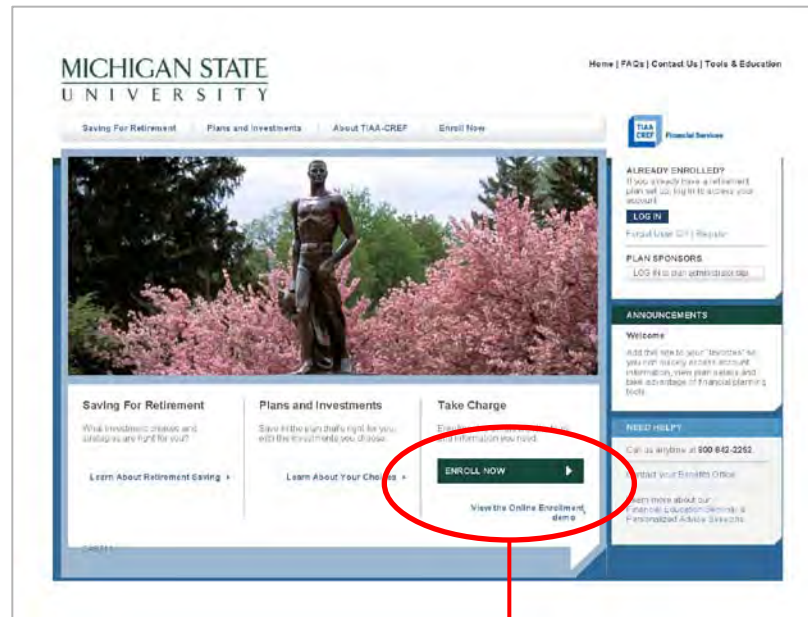
TIAA-CREF is here to help you

- *To enroll online*
 - Go to **www.hr.msu/benefits/retirement** and click on *“What Retirement Investment Vendors are available at MSU”*
 - Go directly to **www.tiaa-cref.org/msu**
- *For assistance or questions:*
 - Call **800 842-2252**, Monday through Friday, 8:00 a.m. to 8:00 p.m. and Saturday, 9:00 a.m. to 6:00 p.m. (ET)
- *To schedule an individual advice session with a local East Lansing-based consultant*
 - Call **800 732-8353**, Monday through Friday 8:00 a.m. to 8:00 p.m. (ET)



Easy Online Enrollment

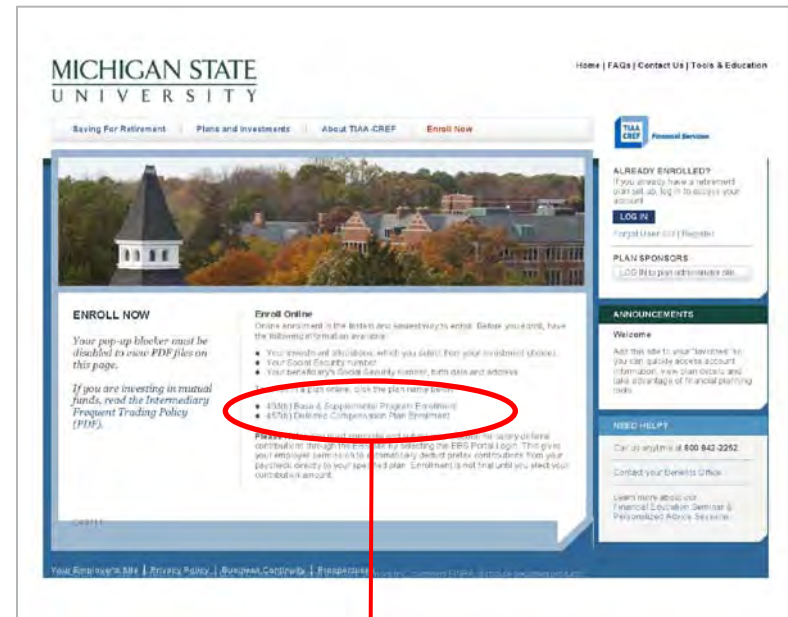
Easy online enrollment at www.tiaa-cref.org/msu



Enrollment is simple with the tools and information you need.



View the Online Enrollment demo



To enroll in a plan online, click the plan name below:

- 403(b) Base & Supplemental Program Enrollment
- 457(b) Deferred Compensation Plan Enrollment

Next steps:

Home | Forms | Careers | Press | Contact Us | Help

FINANCIAL SERVICES FOR THE GREATER GOOD™

Ready to get started?
[REGISTER WITH TIAA-CREF ▶](#)

WELCOME, MICHIGAN STATE UNIVERSITY EMPLOYEE

Enrolling in your retirement plan(s) with TIAA-CREF is simple. Register or log in now, and we'll help you build a solid retirement plan today. Whether you choose our easy, One-Step choices or want to customize your options, you'll have all the tools and information you need.

Log in

- If registered, enroll with TIAA-CREF
- View or update your choices

User ID:

Forgot your User ID? [LOG IN](#)

EASING THE DECISION MAKING PROCESS

"I was feeling very uncertain about investing but working with TIAA-CREF helped me envision my retirement goals and pursue my dreams with confidence."
Mary, 35, French teacher.
[Learn more \(PDF\)](#)

LET YOUR RETIREMENT SAVINGS SERVE YOU.
How much you plan now will play a large part in your financial future. That's why TIAA-CREF is dedicated to helping you plan for retirement.

IT'S NEVER TOO EARLY - OR TOO LATE - TO SAVE.
The more years away from retirement you are, the more potential benefit you have by saving now. But even if retirement isn't that far away, you can still save and get closer to your retirement goals.

Home | Forms | Careers | Press | Contact Us | Help

FINANCIAL SERVICES FOR THE GREATER GOOD™

REGISTER WITH TIAA-CREF

1. Personal data **2. Create User ID and password**

Please provide the following basic information: * required field

* Social Security Number: [Why do we need your Social Security Number?](#)

* Confirm Social Security Number:

* Your Date of Birth: month day
Format: month / day / YYYY

* Access Code: MID127 [What is an access code?](#)

[Site Map](#) | [Online Privacy Policy](#) | [Terms & Conditions](#) | [Proprietary](#)

© 2011 and prior years, Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA-CREF), New York, NY 10017

Ready to get started?

REGISTER WITH TIAA-CREF ▶

Our Commitment to the State of Michigan and MSU



- TIAA-CREF manages more than \$18.8 billion in assets for 199,592 Michigan residents (as of 6/30/11).
- We administer plans for 453 nonprofit educational, research and healthcare institutions in Michigan (as of 6/30/11).
- TIAA-CREF's real estate and securities investments in Michigan exceed \$3.1 billion (as of 6/30/11).
- TIAA-CREF manages over \$2.5 billion for more than 265,000 participants in the Michigan Education Savings Program (MESP)* (as of 6/30/11).
- We've doubled the size of our East Lansing office over the past five years.

* Through TIAA-CREF Tuition Financing Inc.



4660 South Hagadorn Road, Suite 130
East Lansing, MI 48823



Financial Services

Important Information

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.

Investment products may be subject to market and other risk factors. See the applicable product literature or visit www.tiaa-cref.org/msu for details.

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877 518-9161 or visit www.tiaa-cref.org/msu for a current prospectus that contains this and other information. Please read the prospectus carefully before investing.

TIAA-CREF Individual & Institutional Services, LLC and Teachers Personal Investors Services, Inc., members FINRA, distribute securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association (TIAA) and College Retirement Equities Fund (CREF), New York, NY.

©2011 Teachers Insurance and Annuity Association–College Retirement Equities Fund (TIAA-CREF), 730 Third Avenue, New York, NY 10017.

C1756



Financial Services

An Introduction to StraightLine

StraightLine
Personal. Unbiased. Proactive.

StraightLine
Personal. Unbiased. Proactive.

Serving Higher Education

StraightLine: A very different resource

- **Solutions:**

Investment management and advisory services to 403(b) and 457 retirement plan participants

- **Value to you:**

Our solutions remove the time commitment and confusion of investing in your retirement accounts

- **Service models:**

Pro(B) - Ongoing, active management of your account

ProAdvice - Ongoing advice to help you manage your account

StraightLine exists because...

Most investors don't have simple resources to answer the following questions:

- ① Of the funds available, which ones should I use?
- ① Once I have selected the funds for my plan, how much should I invest in each one?
- ① How often should I change my allocation?

StraightLine exists to address these exact questions

As a result, most use these methods



Tips, Rumors & Financial News?



Friends, Family & Co-Workers?



Past Performance?

Common investment account missteps

- Take More Risk Than Necessary
- Fail to Diversify
 - By holding too few funds - The average is 3 funds
 - By holding too many of the same kinds of funds (i.e. “Overlap”)
- NEVER Change Their Allocation
 - 80% never change - The “Do Nothing” or “Autopilot” Approach*
- Save Too Little

StraightLine's Research Methodology

- In-house, full-time research staff
- Independent, unbiased research process
- Continuous monitoring & analysis
- Supported by institutional research tools

Website with Convenient Account Portal



Personal. Unbiased. Proactive.



Pro(k) Managed Accounts
STARs Investment Services
Wealth Management

WHO ARE YOU? >

WHAT IS Pro(K)?

WHAT IS ProADVICE?

ABOUT US >

RESOURCES >

FAQ's

VIDEO PRESENTATION

CONTACT US

How do smart people manage their 401(k) accounts? They don't.

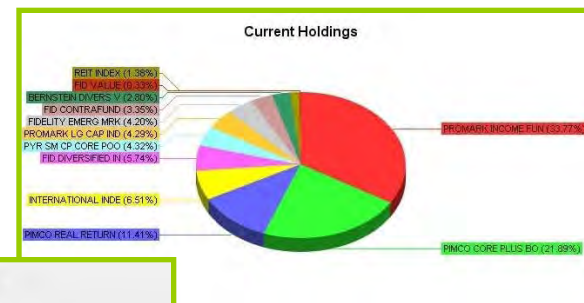
StraightLine provides "do it for you" 401(k), 403(b) and 457 investment management for participants who prefer having an absolutely independent third-party research team manage their account within their existing employer-sponsored retirement plan. Keep in mind, we don't just give advice—we actually manage the account—making changes to allocations and investments as needed throughout the year.

On a personal note, I have fashioned StraightLine to be the company you can always count on for expert management, sound advice, and unquestionable dedication to always act in your best interest. Please take the time to read all that you can, I promise it will be well worth your time. Below is a brief review, but as mentioned, there is much more information throughout the website.

What We Do
StraightLine builds well diversified portfolios for 401(k), 403(b) and 457 plans. We use dramatic institutional research to construct the most appropriate models for you personally based on very accurate information we get from you. We constantly monitor market conditions, the plan options.

[Client Login](#)

[Want to Enroll?](#)



Account Name:	FidelityNatBenefits	
Account Number:	25001	
Account Type:	Pro(b)	
Current Account Value:	\$293,553.22	
Portfolio:	Current	
Portfolio Date:	7/15/2008	
Asset	Amount	% Port
PROMARK INCOME FUN	\$99,144.38	33.77%
PIMCO CORE PLUS BO	\$64,272.11	21.89%
PIMCO REAL RETURN	\$33,499.04	11.41%
INTERNATIONAL INDE	\$19,102.70	6.51%
FID DIVERSIFIED IN	\$16,850.66	5.74%
PYR SM CP CORE POO	\$12,674.78	4.32%
PROMARK LG CAP IND	\$12,596.57	4.29%
FIDELITY EMERG MKR	\$12,330.07	4.20%
FID CONTRAFUND	\$9,837.67	3.35%
BERNSTEIN DIVERS V	\$8,220.01	2.80%
REIT INDEX	\$4,057.62	1.38%
FID VALUE	\$967.61	0.33%
Total:	\$293,553.22	100.00%

Financial Planning Resources

Current Financial Position

Analysis

To determine your Net Worth we take the current value of all of your assets, and then subtract the current value of all of your liabilities. Based on the information you have provided, your Current Net Worth is \$2,150,000.

We have also evaluated your current Cash Flow position. We determine your cash flow surplus or deficit by adding together all of your cash inflows, then subtracting all of your cash outflows, when including lifestyle expenses, savings, and taxes. Based on the information you have provided, you currently have a **Cash Flow deficit of (\$29,320) in 2020**.

Net Worth



Assets

Qualified Assets	\$0
Non-Qualified Assets	\$2,000,000
Liability Assets	(\$0)
Net Worth	\$2,150,000
Cash Flow	
Income	\$278,000
Lifestyle Expenses	(\$210,000)
Savings	(\$17,000)
Taxes	(\$38,000)
Deficit	(\$29,320)

Cash Flow

Education

Objectives

You want to accumulate sufficient assets to fund your education goals for 7 years at a total cost of \$369,371, in today's dollars, beginning in the year 2020.

Analysis

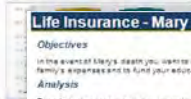
Based on our assessment you currently may not have sufficient savings strategies in place or sufficient capital allocated to meet your goals.

To meet your goals you would need to save an additional \$1,848 per month or allocate an additional \$126,087 today, at 6.00%.

Monthly Savings



Capital Allocated



Life Insurance - Mary

Objectives

In the event of Mary's death, your estate should have had sufficient income and capital to cover the family's expenses to fund your education and major purchase goals.

Analysis

Based on our assessment, you currently may not have sufficient life insurance to meet your estate objectives.

Increasing your life insurance coverage by \$1,920,000 can help reduce this shortfall.

Mary Dies



Retirement

Objectives

David plans to retire in the year 2028 at age 61. Many plans to meet retirement income goal in the year 2028 is \$176,000 per year, in today's dollars.

Analysis

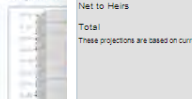
Based on our assessment, you may not have sufficient savings set aside to meet your retirement goal.

To meet your retirement goal you need to save an additional \$3,000 additional \$302,620 today, at 7.61%.

Monthly Savings for Retirement



Capital for Retirement



Current Goals

Average Monthly Savings	\$3,240*
Assets Currently Allocated	\$500,000
Assumed Rate of Return	7.61%
Additional Savings Required	\$3,061/month
or	
Additional Capital Required	\$302,620

*These projections are based on current asset mix and rates of return.

Current Goals

Current Monthly Disability Insurance	\$10,000
Average Monthly Deficit	\$1,585
Approximate Monthly Disability Insurance Required*	\$11,585

*Depending on the circumstances, you may or may not be able to purchase the amount of disability insurance. These projections are based on the average weighted return rate assigned to your current portfolio.

Estate Planning

Joe dies in 2016, Jane dies in 2021

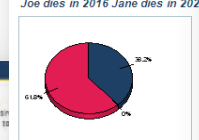
Objectives

Minimize estate taxes and maximize distribution to heirs. Joe dies in the year 2021.

Analysis

Based on our current analysis at Jane's death, \$0 to charity, and \$4,937,666 to tax heirs.

Joe dies in 2016 Jane dies in 2021



Joe dies in 2016, Jane dies in 2021

Net to Charities	\$4,937,666
Total Taxes	\$3,065,512
Net to Heirs	\$7,983,178

*These projections are based on current asset mix and rate of return.

Disability Insurance - Joe

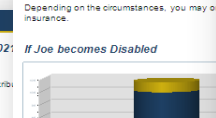
Objectives

To ensure there is sufficient income replacement if Joe becomes disabled.

Analysis

Based on our assessment from now until you average \$1,585 per month, with the largest deficit in the year 2020.

Increasing your coverage by \$1,585 per month depending on the circumstances, you may or may not be able to purchase the amount of disability insurance.



Joe dies in 2016, Jane dies in 2021

Current Monthly Disability Insurance	\$10,000
Average Monthly Deficit	\$1,585
Approximate Monthly Disability Insurance Required*	\$11,585

*Depending on the circumstances, you may or may not be able to purchase the amount of disability insurance. These projections are based on the average weighted return rate assigned to your current portfolio.

- You may not want to rely solely on group policies at work. Should you change jobs or your employer change to another insurer, you may no longer be eligible for group benefits.
- Review your existing policy's monthly disability benefit, definition of disability, waiting period, and duration of benefits.
- Review the coverage periodically, and adjust it according to changes in your income and expenses.

Current Goals

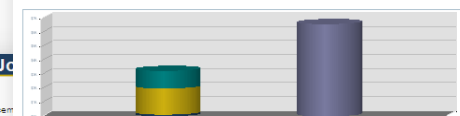
Average Monthly Savings	\$3,240*
Assets Currently Allocated	\$500,000
Assumed Rate of Return	7.61%
Additional Savings Required	\$3,061/month
or	
Additional Capital Required	\$302,620

*These projections are based on current asset mix and rates of return.

Goal Attainability

Analysis

Based on our assessment, it appears you currently have sufficient cash flow resources to meet the additional savings requirements for your goals.



Additional Savings for:

Retirement	\$1,255/month
Education	\$1,855/month
Major Purchase	\$121/month

Average Monthly Surplus/Deficit*

\$6,584

*Represents your average surplus/deficit over the next 5 years. These projections do not take into consideration potential premium increases for additional life insurance, disability insurance and long-term care insurance.

These projections are based on the average weighted return rate assigned to your current portfolio.

Consider the Following

- It is important to balance future goals with current lifestyle needs.
- Assess the priority of future goals based on available cash flow.

Investment Management Fees

Pro(B) – Managed Accounts

- | | |
|-----------------------|-------|
| • \$0 - \$5000 | \$ 0 |
| • \$5,001 - \$25,000 | \$200 |
| • \$25,001 - \$50,000 | \$350 |
| • \$50,000 and above | \$500 |

ProAdvice – Advice Only

- | | |
|----------------|-------|
| • All Accounts | \$250 |
|----------------|-------|

Our Commitment to You

We will always

- Act only in your best interest
- Provide unbiased, proactive management
- Regularly communicate in a professional manner
- Provide a personal, customized investment experience

We will never

- Replace plan providers such as TIAA-CREF, Fidelity, etc.
- Transfer assets out of your retirement plan
- Sell loaded financial products
- Charge or receive any undisclosed fees

Thank You!

877-338-4032
www.myrplan.com/msu



StraightLine Group, LLC 2011

StraightLine
Personal. Unbiased. Proactive.

Questions?

MICHIGAN STATE UNIVERSITY | Human Resources

Jobs
News
EBS Support Site
EBS Portal Login
HR Directory
Search:
GO

- Home
- Search Jobs
- Support Staff
- Faculty & Academic Staff
- Retirees
- Students
- On-Call & Temporary
- Forms
- Resources & Links

[MSU Human Resources](#) >> [Benefits](#) >> [Retirement](#) >> MSU Retirement Plan Consolidation

MSU Retirement Plan Consolidation

After carefully considering feedback from many individuals and groups throughout the MSU Community, a decision has been made to move ahead with changes to the MSU Retirement Plan recommended by the MSU Retirement Investment Advisory Committee (RIAC) and the Human Resources office.

Please note that the changes described on this site will become effective January 1, 2012, for new contributions only. **You cannot take any action related to the new core investment menu prior to November 1, 2011.** However, you can review the [enrollment guide](#) now for advance information. More information about the changes will be added to this website as it becomes available. [Seminars](#) will be held throughout November to allow faculty, staff and retirees the opportunity to learn more about these changes, ask questions, and work with retirement vendors and investment advisors. If you are unable to attend the seminars, you can view a [video](#) of the information presented at the seminars.

What are the Changes?

Here is a brief general description of the changes that will be effective January 1, 2012:

- MSU will consolidate retirement plan vendor options from six vendors down to our two most widely used choices — Fidelity Investments® and TIAA-CREF.
- StraightLine also will continue to be available for independent third-party investment advice.
- A new simplified core investment menu will be implemented that will

Quicklinks

- Enrollment Guide
- HR News Bulletin
- Core Investment Menu
- Seminars
- Seminar Content Video
- Consolidation FAQ
- Investment Vendors
- StraightLine Independent Investment Advisors
- Self-Directed Brokerage Account Information