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OPENING 

Agenda

- 
Review Recent Plan Changes
- 
The importance of creating a Plan
- 
How much is "enough"?
- 
Strategies to save more
- 
Preserve and help grow your savings

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What happened to my Plan accounts and investments at Fidelity?

- A new core investment lineup and a self-directed brokerage option are available.
- Existing balances in the Pre-2022 403(b) (54777) were NOT be affected by the investment option changes.
- A new 403(b) (54172) Supplemental Plan (group contract) account was established with the new core investment lineup for employees actively participating in the Plan.
- The Roth In-Plan conversion feature is now available in the 403(b) Supplemental Plans.
- A new single transparent recordkeeping fee of \$29 per year (\$7.25 quarterly) for all Fidelity plan accounts.
- Making contribution changes to the 403b and 457 is done online with access through Firefly.

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New Core Investment options

401(a) Basic and 457(b) Deferred Compensation Plan	403(b) Supplemental Plan and Frozen Pre-90 Basic Retirement Plan
Vanguard Cash Reserves Federal Money Market Fund Admiral Shares*	Vanguard Cash Reserves Federal Money Market Fund Admiral Shares*
Vanguard Institutional Total Bond Market Index Trust	Vanguard Target Retirement 2020 Fund
Vanguard Institutional Total International Stock Market Index Trust	Vanguard Target Retirement 2025 Fund
Vanguard Institutional Total Stock Market Index Trust	Vanguard Target Retirement 2030 Fund
Vanguard Target Retirement 2020 Trust Select	Vanguard Target Retirement 2035 Fund
Vanguard Target Retirement 2025 Trust Select	Vanguard Target Retirement 2040 Fund
Vanguard Target Retirement 2030 Trust Select	Vanguard Target Retirement 2045 Fund
Vanguard Target Retirement 2035 Trust Select	Vanguard Target Retirement 2050 Fund
Vanguard Target Retirement 2040 Trust Select	Vanguard Target Retirement 2055 Fund
Vanguard Target Retirement 2045 Trust Select	Vanguard Target Retirement 2060 Fund
Vanguard Target Retirement 2050 Trust Select	Vanguard Target Retirement 2065 Fund
Vanguard Target Retirement 2055 Trust Select	Vanguard Target Retirement 2070 Fund
Vanguard Target Retirement 2060 Trust Select	Vanguard Target Retirement Income Fund
Vanguard Target Retirement 2065 Trust Select	Vanguard Total Bond Market Index Fund Institutional Shares
Vanguard Target Retirement 2070 Trust Select	Vanguard Total International Stock Index Fund Institutional Shares
Vanguard Target Retirement Income Trust Select	Vanguard Total Stock Market Index Fund Institutional Shares

+You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to money market funds and you should not expect that the sponsor will provide financial support to the fund at any time.

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Fidelity BrokerageLink®



Self-Directed Account



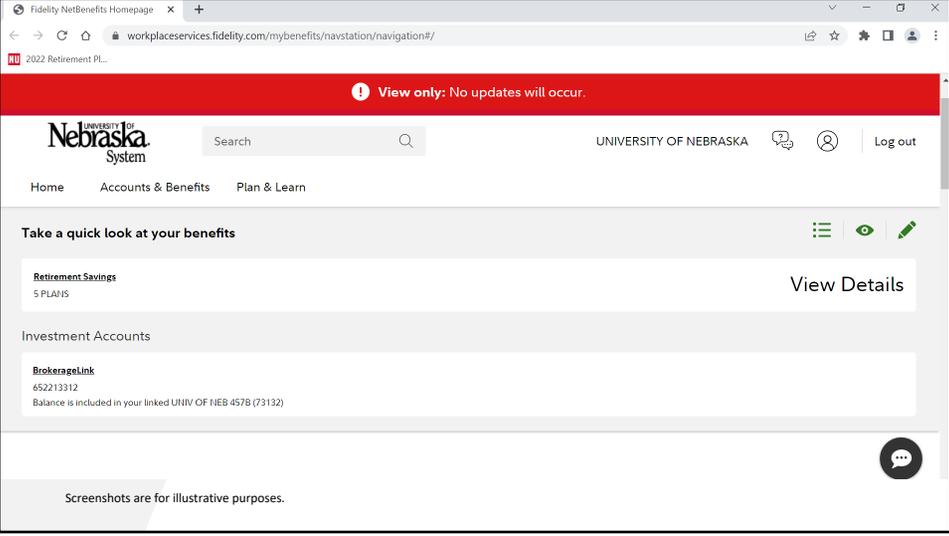
Flexibility of a Brokerage Account



Expanded Investment Options

Additional fees apply to a brokerage account; please refer to the fact sheet and commission schedule for a complete listing of brokerage fees. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink®. Remember, it is always your responsibility to ensure that the options you select are consistent with your particular situation, including your goals, time horizon, and risk tolerance. BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink and determine the available investment and share class that is appropriate for your situation. 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.

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Screenshots are for illustrative purposes.

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How to Make Deferral Changes (Firefly or Netbenefits.com)

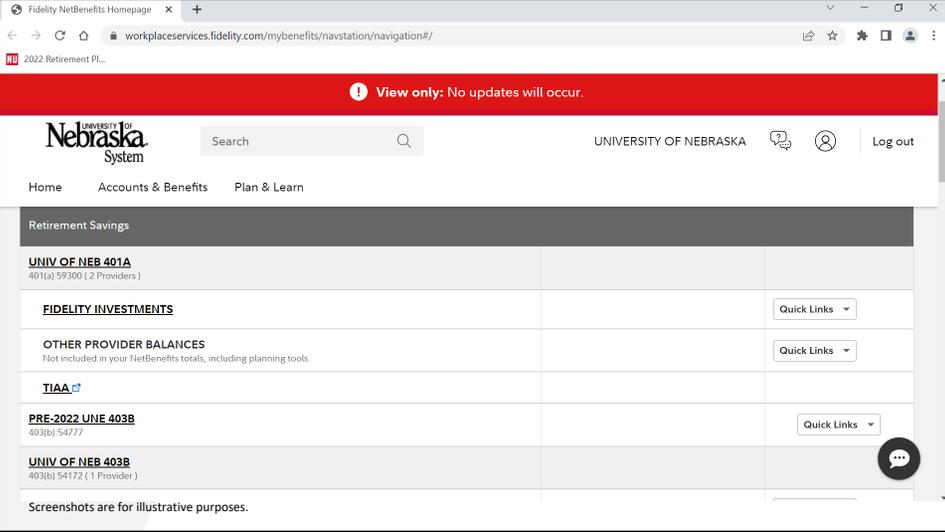
Easy Access to the Retirement Plan Website

In the spirit of moving to a more streamlined, lower-cost investment menu for participants in NU's retirement plan, employees can now manage their retirement program simply by clicking the *My Retirement Plans* tile in the Firefly Employee Portal (ESS). Whether plans are with Fidelity or TIAA (or a combination of both) all can be changed via Fidelity's participant portal. No logging in—a single click and you're there.



Screenshots are for illustrative purposes.

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View only: No updates will occur.

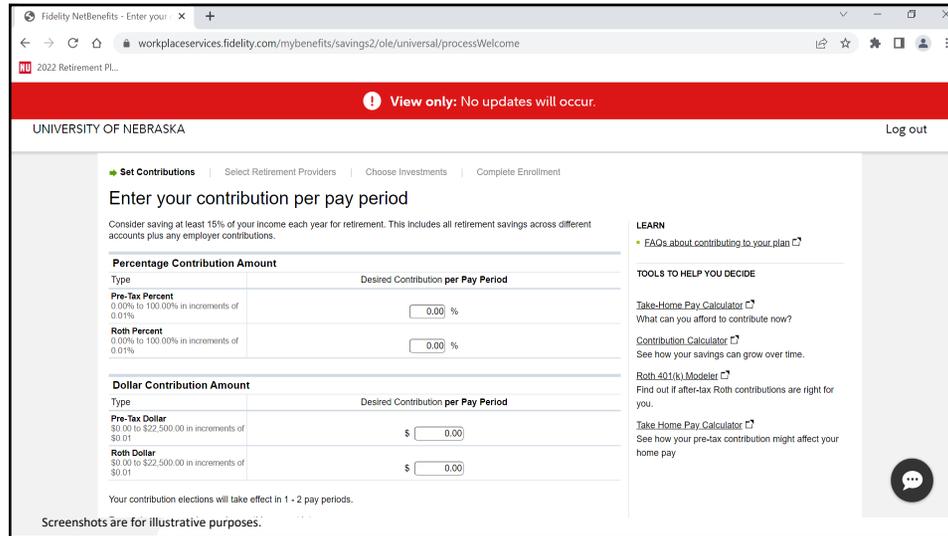
UNIVERSITY OF NEBRASKA System

Home Accounts & Benefits Plan & Learn

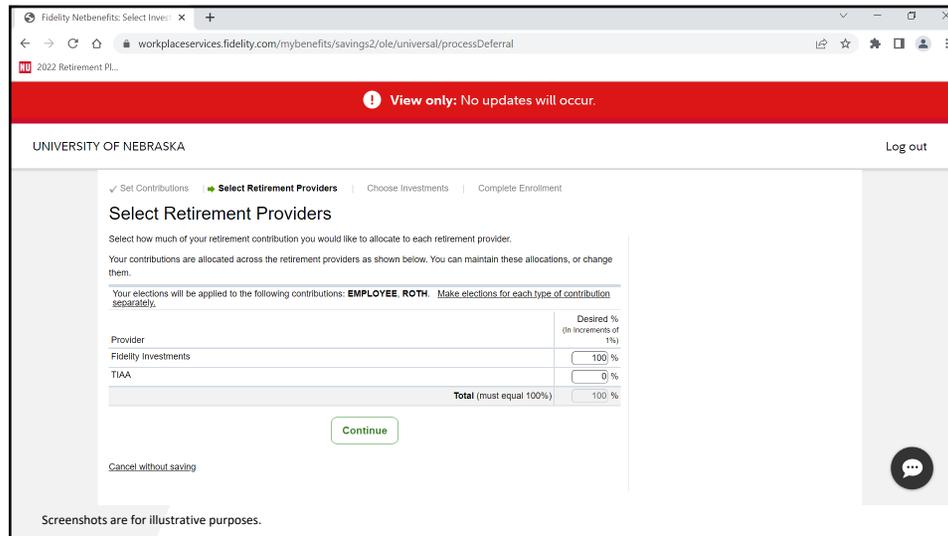
Retirement Savings	
UNIV OF NEB 401A 401(a) 59300 (2 Providers)	
FIDELITY INVESTMENTS	Quick Links
OTHER PROVIDER BALANCES <small>Not included in your NetBenefits totals, including planning tools</small>	Quick Links
TIAA	
PRE-2022 UNE 403B 403(b) 54777	Quick Links
UNIV OF NEB 403B 403(b) 54172 (1 Provider)	

Screenshots are for illustrative purposes.

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IMPORTANCE 

Important retirement questions

- 

When will you retire?
- 

Where will you retire?
- 

What will you be doing?

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IMPORTANCE 

Adjusting to retirement



Going to work



Doing your job



Relying on a paycheck

In retirement, you'll be responsible for creating your own paycheck

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IMPORTANCE 

A retirement income plan can help you:



Make your retirement savings last



Live the retirement you envision



Build a legacy

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CONSIDER 

Potential sources of retirement income



Reliable Income

- Pension plans
- Income annuities
- Social Security



Investment Income

- 401(k)'s
- IRA's
- HSA's



Other Sources

- Employment
- Rental property
- Trusts/inheritances

5-10

years before you retire

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CONSIDER 

3

Categories of retirement expenses



» **Essential Expenses**

- Groceries
- Utilities
- Health care



» **Discretionary Expenses**

- Travel
- Hobbies
- Dining out



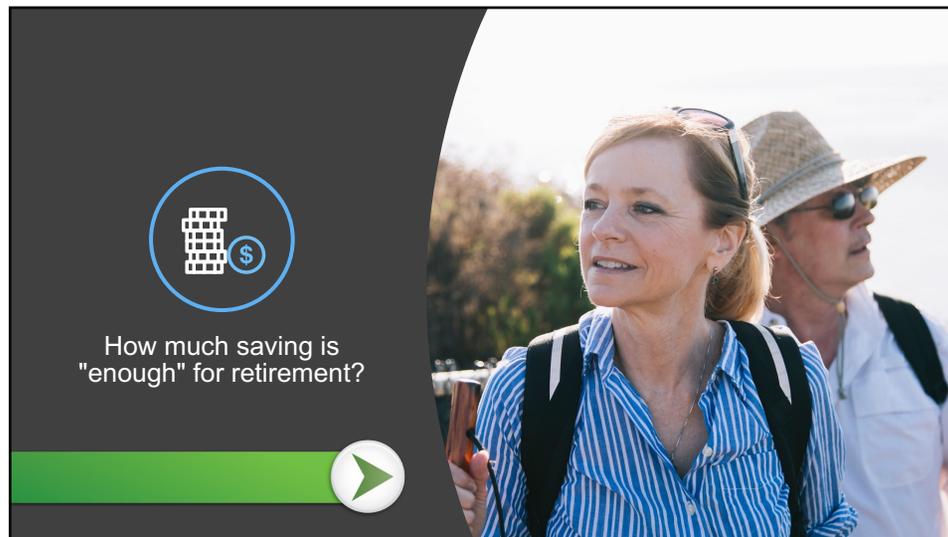
» **Emergency Expenses**

- Unforeseen health issue
- Home repair
- Auto repair

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SAVINGS

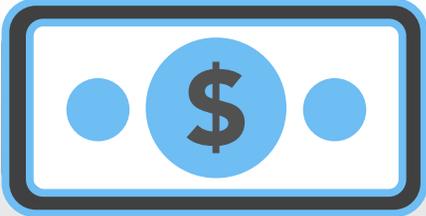
5 important factors for retirement savings

-  Health care costs
-  Longer lifespans
-  Long-term planning
-  Effects of Inflation
-  Day-to-day expenses

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SAVINGS

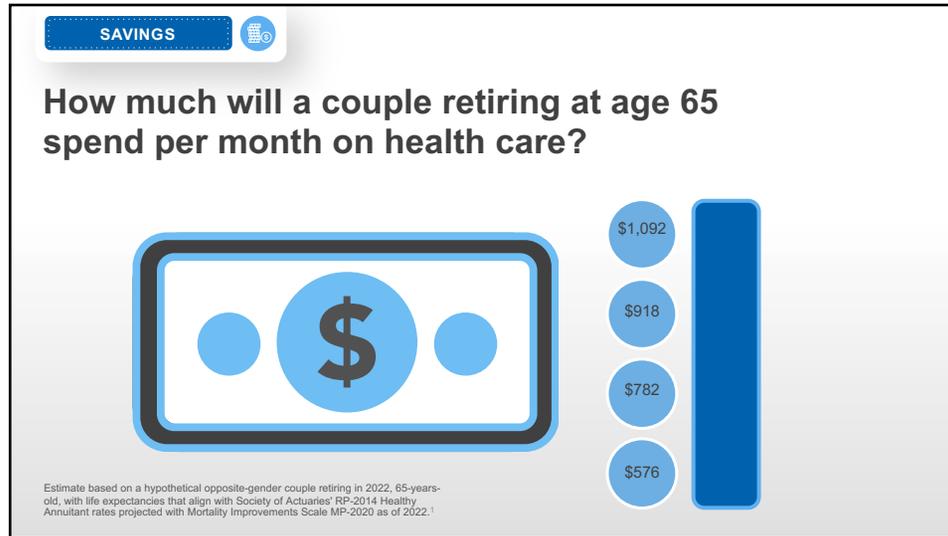
How much will a couple retiring at age 65 spend per month on health care?



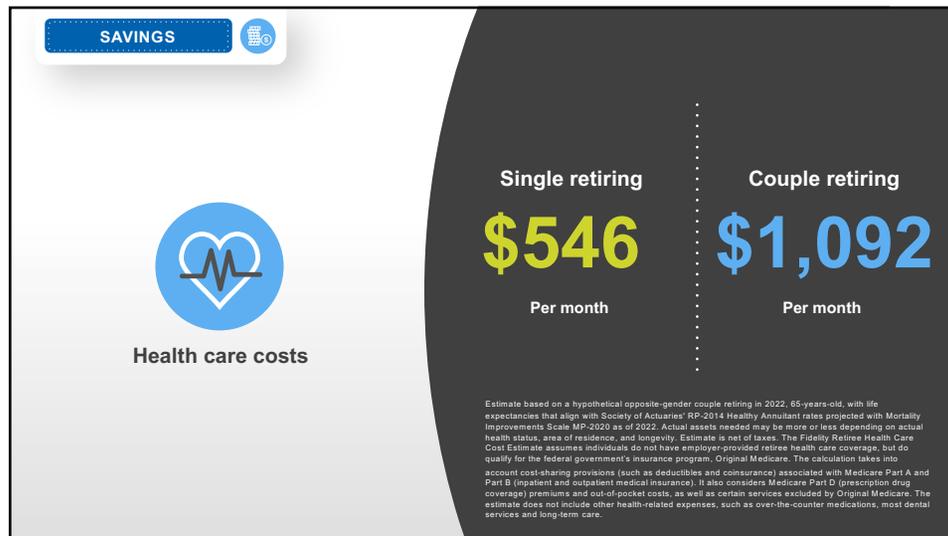
- \$1,092
- \$918
- \$782
- \$576

Estimate based on a hypothetical opposite-gender couple retiring in 2022, 65-years-old, with life expectancies that align with Society of Actuaries' RP-2014 Healthy Annuant rates projected with Mortality Improvements Scale MP-2020 as of 2022.¹

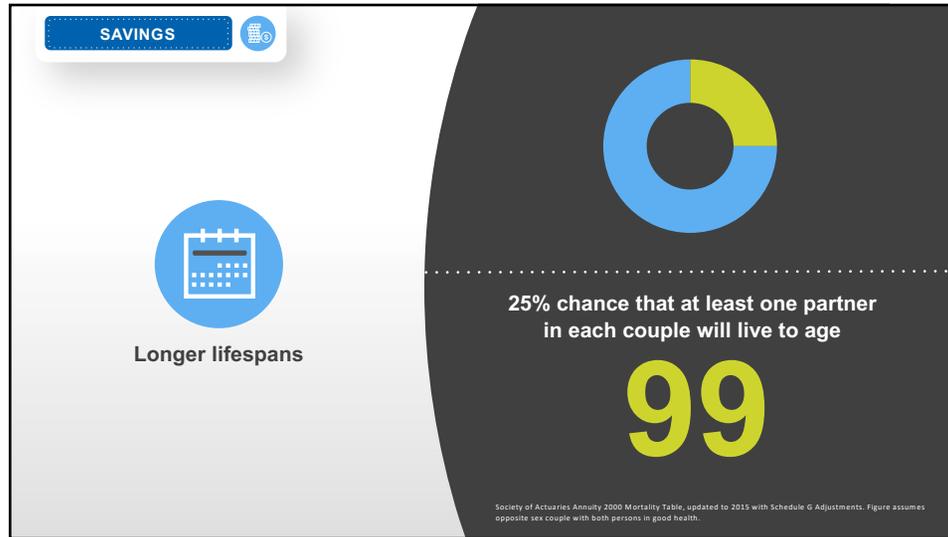
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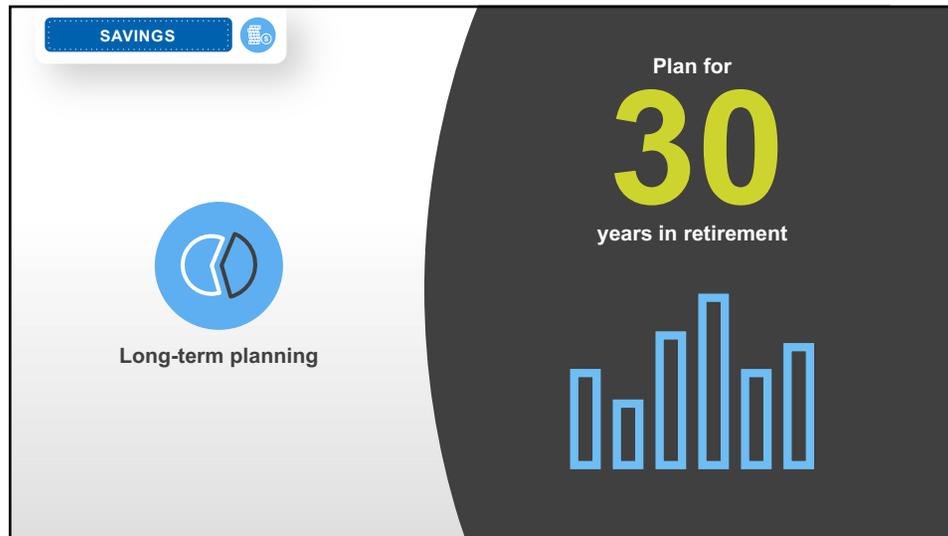
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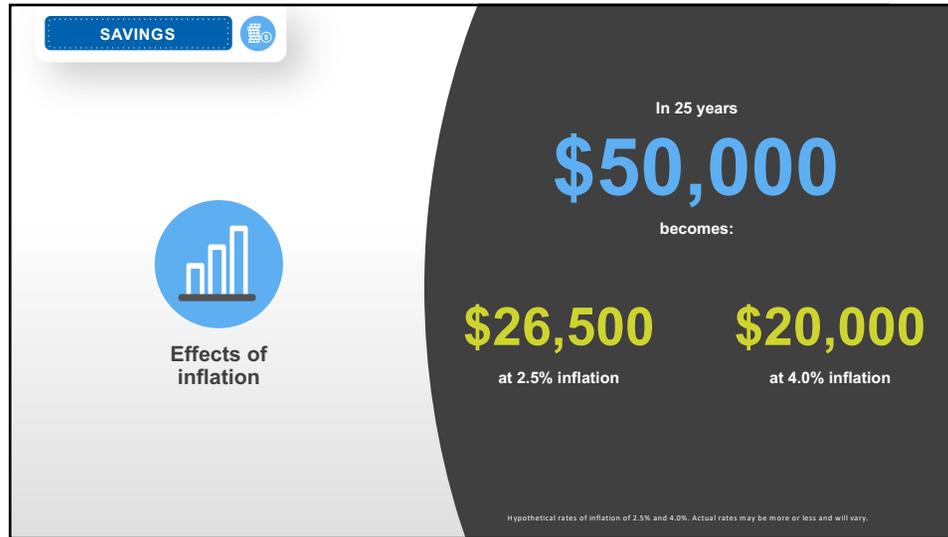
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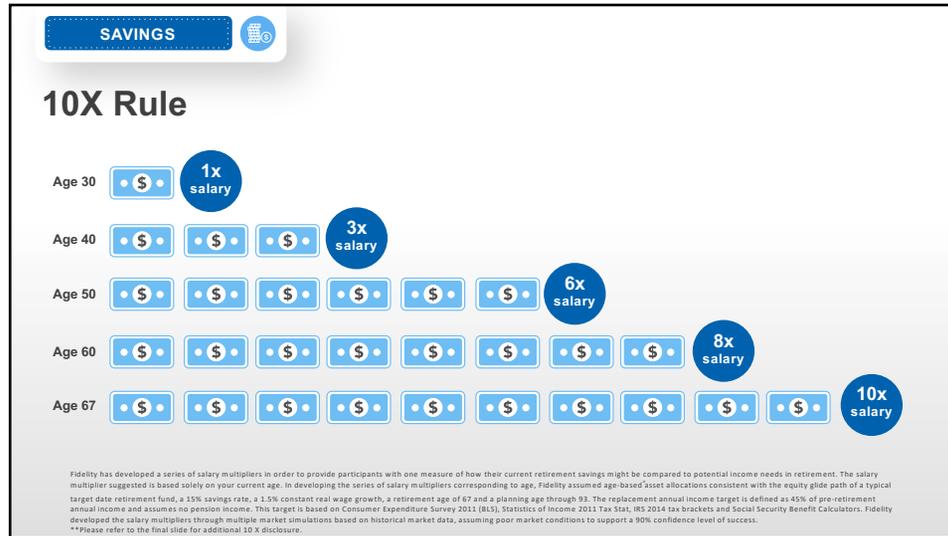
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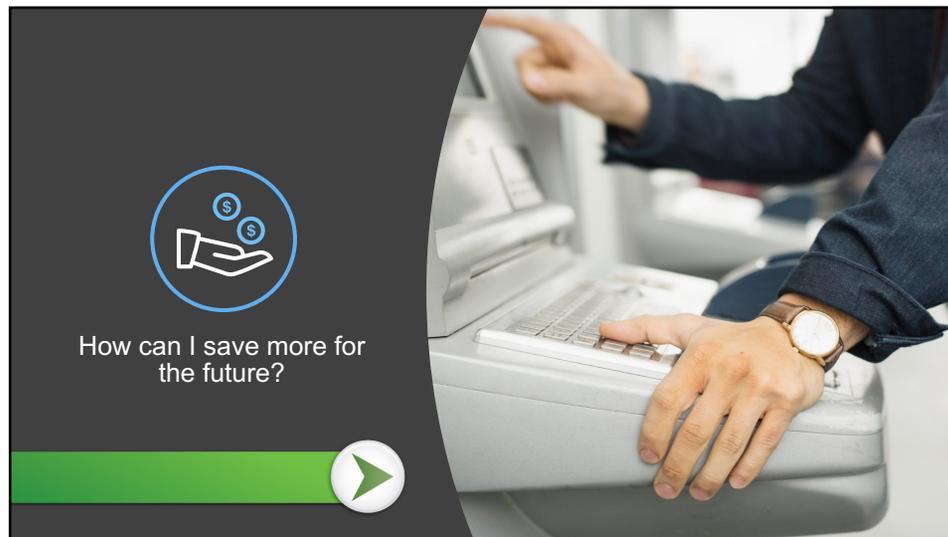
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STRATEGY 

Opportunities to save more

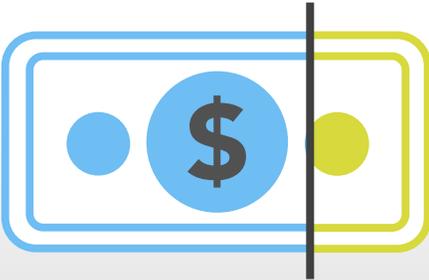


- Workplace savings plan
- Individual retirement account (IRA)
- Health savings account (HSA)
- Deferred annuities

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STRATEGY 

Workplace Savings Plan



- Pretax contributions from your paycheck
- Take advantage of employer match, if offered
- Consider saving 15% of your income (employee + any employer contributions)

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- **Basic Retirement Plan**

- If you choose the Tier 1 contribution amount of 3.5%, the University will contribute 6.5%.
- If you choose the Tier 2 contribution amount of 5.5%, the University will contribute 8.0%.

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- **Supplemental Retirement Plan**

- Through automatic payroll deduction, can contribute up to 100% of your salary
- on a **Pretax** or **Roth** basis to the Plan, up to the annual IRS dollar limit.
- IRS limits: \$22,500

Note, if you will reach age 50 or older for the calendar year January 1 to December 31, and are making the maximum IRS contribution, you may make an additional “catch-up” contribution each pay period. The catch-up limit for 2023 is \$7,500, increasing the total pre-tax IRS limit under the Plan to \$30,000.

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- **457(b) Deferred Compensation Plan**

- You can contribute up to 100% of your salary to the Plan on a Pretax basis, subject to the annual IRS dollar limit of \$22,500 in 2023.

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STRATEGY 

Considerations for your workplace savings plan



Contribution limit changes



Your current salary



Financial work-life balance



Hitting the maximum

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STRATEGY





Individual retirement accounts

Traditional IRA

- Tax-deductible contributions
- Tax-deferred growth
- Pay taxes when you start withdrawing

Roth IRA

- After-tax contributions
- Withdraw federal tax free
- Flexible—withdraw contributions at any time

A distribution from a Roth IRA is tax free and penalty free, provided the five-year aging requirement has been satisfied and one of the following conditions is met: age 59½, disability, qualified first-time home purchase, or death. Subject to income limits restrictions.

2023 IRS Contribution Limits

\$6,500

Under age 50

+\$1,000

Additional "Catch-up" amount for age 50 and over

\$7,500

Age 50 and over

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STRATEGY





Health savings accounts

Savings accounts for out-of-pocket medical expenses

Contributions can be withdrawn tax free* for qualified medical expenses

Unused funds can be saved year to year

2023 IRS Contribution Limits

Self-only coverage	Family coverage
<p style="font-size: 24px; color: #0070C0; margin: 0;">\$3,850</p> <p style="font-size: 10px; color: white; margin: 0;">Under age 55</p>	<p style="font-size: 24px; color: #90EE90; margin: 0;">\$7,750</p> <p style="font-size: 10px; color: white; margin: 0;">Under age 55</p>
<p style="font-size: 24px; color: #0070C0; margin: 0;">+\$1,000</p> <p style="font-size: 10px; color: white; margin: 0;">"Catch-up" amount</p>	<p style="font-size: 24px; color: #90EE90; margin: 0;">+\$1,000</p> <p style="font-size: 10px; color: white; margin: 0;">"Catch-up" amount</p>
<hr style="border: 0.5px solid white; margin: 5px 0;"/> <p style="font-size: 24px; color: #90EE90; margin: 0;">\$4,850</p> <p style="font-size: 10px; color: white; margin: 0;">Age 55 and over</p>	<hr style="border: 0.5px solid white; margin: 5px 0;"/> <p style="font-size: 24px; color: #90EE90; margin: 0;">\$8,750</p> <p style="font-size: 10px; color: white; margin: 0;">Age 55 and over</p>

*With respect to federal taxation only. Contributions, investment earnings, and distributions may or may not be subject to state taxation.

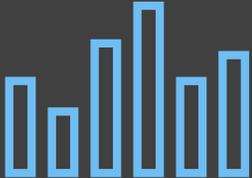
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STRATEGY 



Deferred annuities

Insurance product
Save more for retirement



Additional tax-deferred savings

No IRS contribution limits

Fixed or variable rate of return

Investing in a variable annuity involves risk of loss - investment returns and contract value are not guaranteed and will fluctuate. The issuing insurance company reserves the right to limit contributions.

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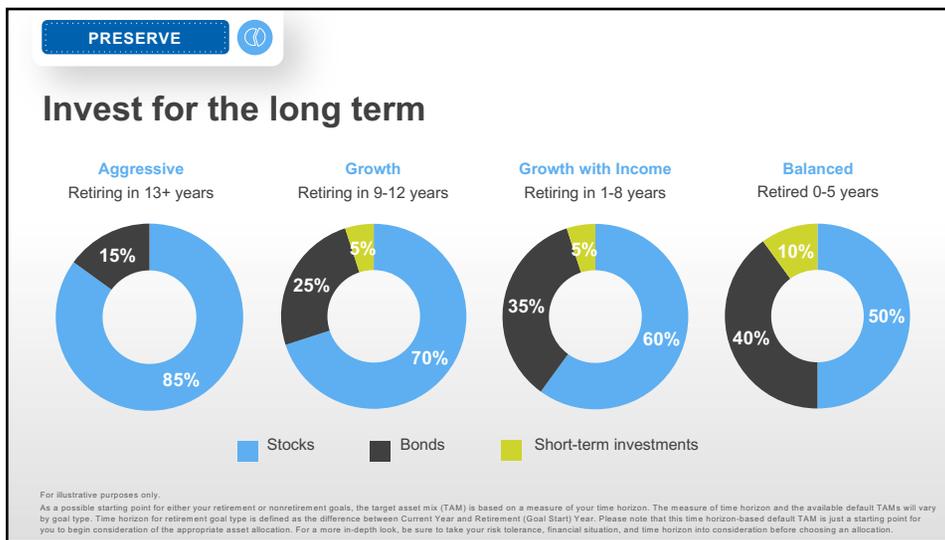


How can I preserve and help grow my savings?





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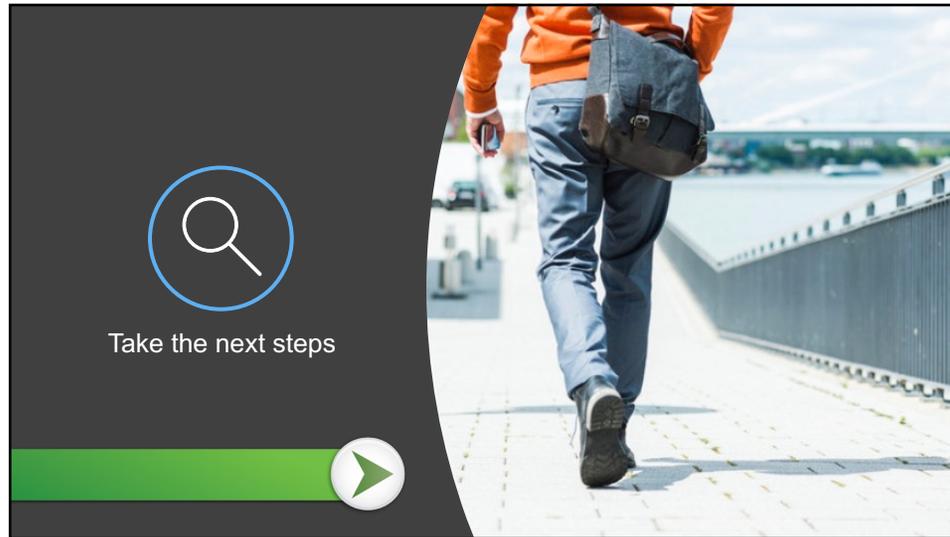
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Default Investment Option: Target date options

Date of Birth Range	401(a) and 457(b) Plans	403(b) Plans
Before January 1, 1953	Vanguard Target Retirement Income Trust Select	Vanguard Target Retirement Income Fund
January 1, 1953–December 31, 1957	Vanguard Target Retirement 2020 Trust Select	Vanguard Target Retirement 2020 Fund
January 1, 1958–December 31, 1962	Vanguard Target Retirement 2025 Trust Select	Vanguard Target Retirement 2025 Fund
January 1, 1963–December 31, 1967	Vanguard Target Retirement 2030 Trust Select	Vanguard Target Retirement 2030 Fund
January 1, 1968–December 31, 1972	Vanguard Target Retirement 2035 Trust Select	Vanguard Target Retirement 2035 Fund
January 1, 1973–December 31, 1977	Vanguard Target Retirement 2040 Trust Select	Vanguard Target Retirement 2040 Fund
January 1, 1978–December 31, 1982	Vanguard Target Retirement 2045 Trust Select	Vanguard Target Retirement 2045 Fund
January 1, 1983–December 31, 1987	Vanguard Target Retirement 2050 Trust Select	Vanguard Target Retirement 2050 Fund
January 1, 1988–December 31, 1992	Vanguard Target Retirement 2055 Trust Select	Vanguard Target Retirement 2055 Fund
January 1, 1993–December 31, 1997	Vanguard Target Retirement 2060 Trust Select	Vanguard Target Retirement 2060 Fund
January 1, 1998–December 31, 2002	Vanguard Target Retirement 2065 Trust Select	Vanguard Target Retirement 2065 Fund
January 1, 2003, and after	Vanguard Target Retirement 2070 Trust Select	Vanguard Target Retirement 2070 Fund

Date of birth ranges selected by Plan Sponsor.

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NEXT STEPS

Review

- 10x**
Estimate how much you'll need
- Maximize your workplace savings plan**
- Explore additional retirement saving options**
- Stay on track**

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NEXT STEPS



Take your next step



Call for help
800.603.4015



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System availability and response times may be subject to market conditions.

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This information is intended to be educational and is not tailored to the investment needs of any specific investor.

Investing involves risk, including risk of loss.

** The replacement annual income target assumes no pension income. This target is based on Consumer Expenditure Survey 2011 (BLS), Statistics of Income 2011 Tax Stat, IRS 2014 tax brackets and Social Security Benefit Calculators. Fidelity developed the salary multipliers through multiple market simulations based on historical market data, assuming poor market conditions to support a 90% confidence level of success.

These simulations take into account the volatility that a typical target date asset allocation might experience under different market conditions. Volatility of the stocks, bonds and short-term asset classes is based on the historical annual data from 1926 through the most recent year-end data available from Ibbotson Associates, Inc. Stocks (domestic and foreign) are represented by Ibbotson Associates S&P 500 Total Return Index, bonds are represented by Ibbotson Associates S&P U.S. Intermediate Term Government Bonds Total Return Index, and short term are represented by Ibbotson Associates S&P 30-day U.S. Treasury Bills Total Return Index, respectively. It is not possible to invest directly in an index. All indices include reinvestment of dividends and interest income.

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