

# Choices are good.

According to a Washington Post survey, **59% of respondents** said they wished they had more **choice and flexibility in their retirement plans**. UC offers new employees a choice of two retirement options and they decide which one is best for them.



## SAVINGS CHOICE

Offered to new hires

Mandatory contributions from both UC and employees

401(k)-style plan

\$275k IRS cap

UC contributions vest after one year of service

Mobile: Employees take their savings with them if they leave UC

## PENSION CHOICE

Offered to new hires

Mandatory contributions from both UC and employees

Traditional pension plan

\$121k cap on pensionable earnings (similar to state employees) + supplement for staff above cap up to \$275k IRS limit

UC contributions vest after five years of service

Employees who leave UC before five years may take their contributions (plus interest earned) but not UC's contributions