



---

# UCRS Advisory Board

---

**AGENDA**  
**UNIVERSITY OF CALIFORNIA RETIREMENT SYSTEM**  
**ADVISORY BOARD MEETING**  
**March 6, 2026**  
**ZOOM VIDEO/CONFERENCE CALL**  
**10:00 AM**

---

**CALL TO ORDER**

**PUBLIC COMMENT PERIOD**

**APPROVAL OF THE MINUTES**

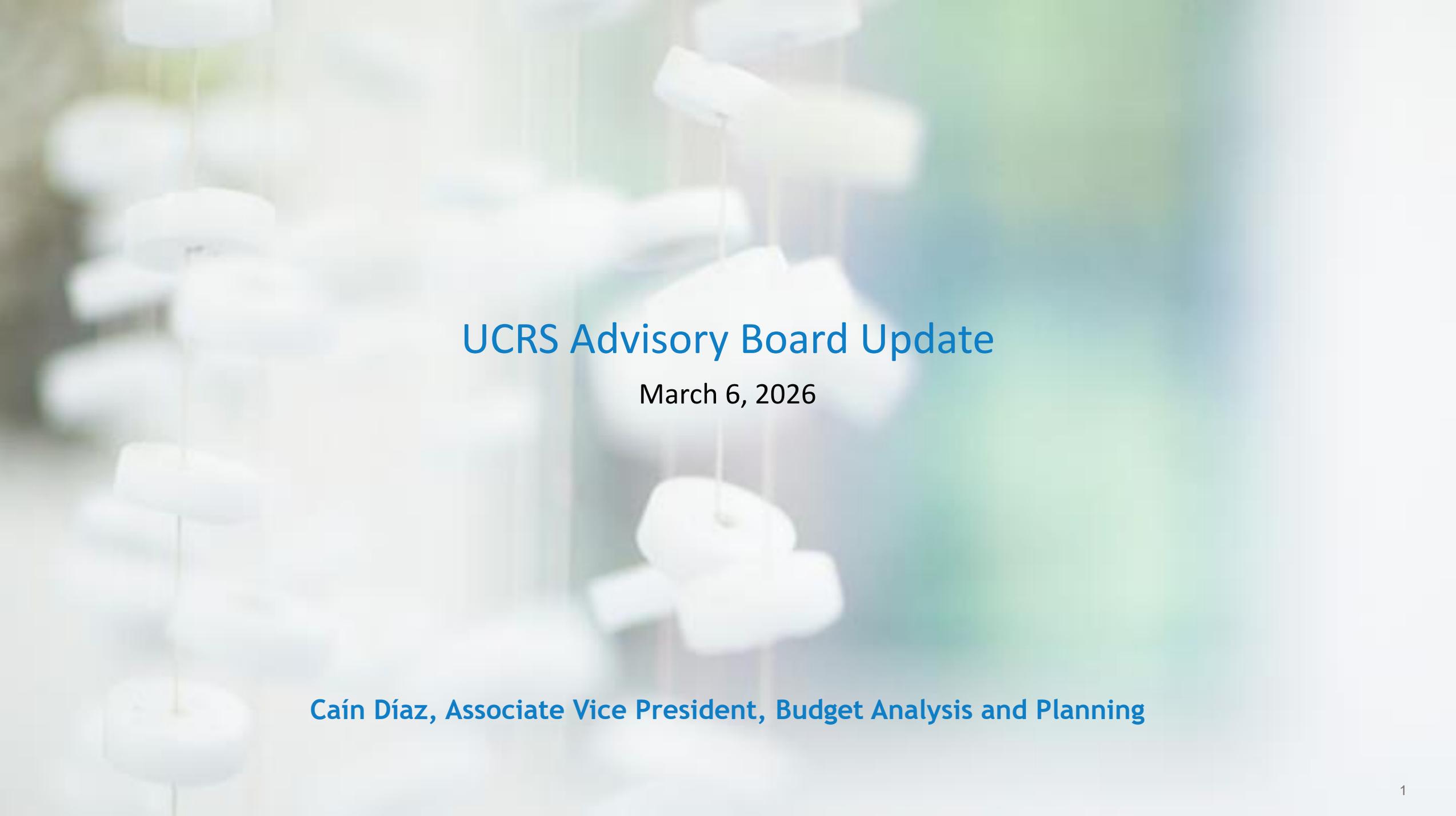
**COMMENTS FROM THE CHAIR**

**CHIEF FINANCIAL OFFICER – BUDGET UPDATE**

**CHIEF INVESTMENT OFFICER – REPORT**

**AGENDA ITEMS**

- A. Retirement Savings Program – Operations and Education Report
- B. UCRS – Retirement Choice Program Statistics
- C. UCRS – Retirement Administration Service Center (RASC) Update
- D. UCRS – Retirement Administration Service Center (RASC) Fraud Activity Update



# UCRS Advisory Board Update

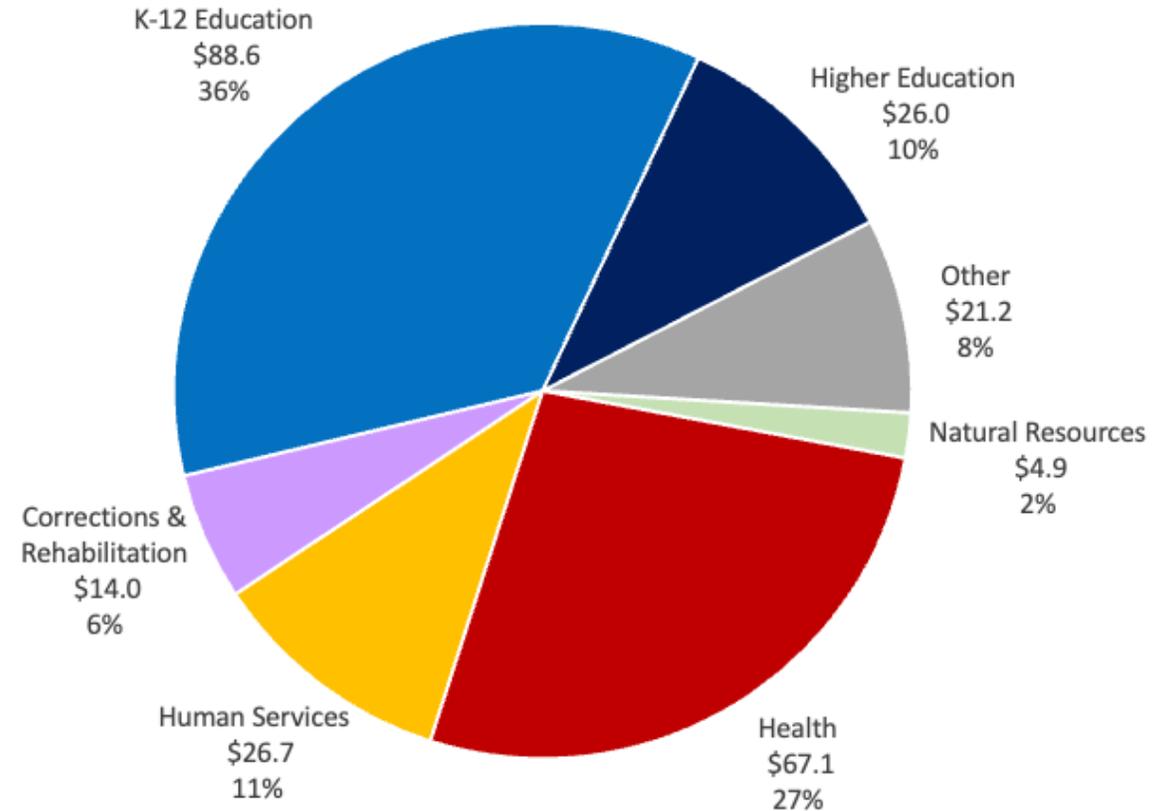
March 6, 2026

**Caín Díaz, Associate Vice President, Budget Analysis and Planning**

# Overview of the Governor's Budget Proposal

- Total General Fund expenditures of **\$248.3 billion**
- Predicts that revenues will exceed forecast by **\$42.3 billion**
- Even with higher revenues, proposed budget leads to a **\$2.9 billion shortfall**

Proposed 2026-27 General Fund Expenditures (\$ in billions)



# Funding for the University of California

---

- Total of **\$5.3 billion** in **State General Fund** support for the University of California
- Reflects **7% increase (\$350.6 million)** to the University's ongoing budget
  - **\$96.3 million** of 2025-26 Compact support (2% of 5% base increase)
  - **\$254.3 million** for 2026-27 Compact support
- Restores **\$129.7 million** base budget deferral from 2025-26
- Reduces existing funding for Student Housing Grant debt service by **\$8.1 million**
- Defers **\$144.5 million** of 2025-26 Compact funding to 2027-28 (3% of 5% base increase)
- Defers **\$31 million** for nonresident swap to 2026-27
- Defers one-time back payment of **\$129.7 million** to 2027-28
- Defers one-time back payment of **\$240.8 million** for 2025-26 Compact to 2027-28
- Provides option for a new zero-interest loan in 2026-27 to repay 2025-26 loan

## Funding for UC in the Governor's Budget

|  | Proposed<br>2026-27 | Proposed<br>2027-28 | Total           |
|--|---------------------|---------------------|-----------------|
| <b>Ongoing State Funding</b>                   |                     |                     |                 |
| <i>2025-26 Compact</i>                         | \$ 96.3             | \$ 144.5            | \$ 240.8        |
| <i>2025-26 NR Swap</i>                         |                     | \$ 31.0             | \$ 31.0         |
| <i>2026-27 Compact</i>                         | \$ 254.3            |                     | \$ 254.3        |
| <i>Higher Ed. Housing Debt Service</i>         | \$ (8.1)            |                     |                 |
| <i>Restoration of 3% Deferral from 2025-26</i> | \$ 129.7            |                     | \$ 129.7        |
|  |                     |                     | \$ -            |
| <b>Total New Ongoing Funding</b>               | <b>\$ 472.2</b>     | <b>\$ 175.5</b>     | <b>\$ 655.8</b> |
| <b>Total One-time Funding</b>                  | <b>\$ -</b>         | <b>\$ 370.5</b>     | <b>\$ 370.5</b> |

## Comparison with Regents' Budget Plan for 2026-27

### Funding aligned with the Budget for Current Operations (\$773.1 million):

- \$292.8M - TSP + Asset Management Strategies
- \$129.7M - restoration of 3% deferral from 25-26
- \$96.3M - partial restoration of 25-26 Compact
- \$254.3M - 26-27 Compact

### Funding/adjustments outside of the Regents Budget Request (-\$8.1 million):

- Reduction of \$8.1M for student housing debt service

### Requests not funded in the final State Budget (\$212 million):

- \$144.5M - remaining restoration of 25-26 Compact (deferred)
- \$31M - 25-26 NR swap (deferred)
- \$31M - 26-27 NR swap
- \$5.5M - Additional high priority investments

*Anticipated cost growth on core funding for 2026-27: \$937 million*

# Additional Factors for the University's Budget

---

- **Cal Grants**
  - Additional \$107.3 million to fully fund estimated student need in 2025-26
  - Increase of \$444.6 million for 2026-27 Cal Grants (all higher education)
- **Middle Class Scholarship**
  - Additional \$136.4 million for 2025-26
  - \$513 million total for 2026-27 (reduction relative to 2025-26)
- **Opportunities for Capital**
  - Alvarez - AB 48
  - Wicks/Cabaldon - AB 736 / SB 417
  - Wiener - SB 895

## Next Steps

---

- **Commitment to the Multi-Year Compact Goals**
  - Access: three-year increase of 14,774 California resident FTE
  - Affordability: continued expansion of financial aid offerings; progress towards Debt Free UC
  - Workforce Preparedness: 38% growth in STEM/education degrees since 2016-17 (goal of 25% under Compact)
- **Continued advocacy for elements of the University's 2026-27 Budget for Current Operations**
  - Full Compact funding
  - Regents' budget included request for \$1.43 billion to support capital needs
  - Advocacy for bond measures

---

# Questions & Discussion



# UC Retirement

Pension

Retirement Savings

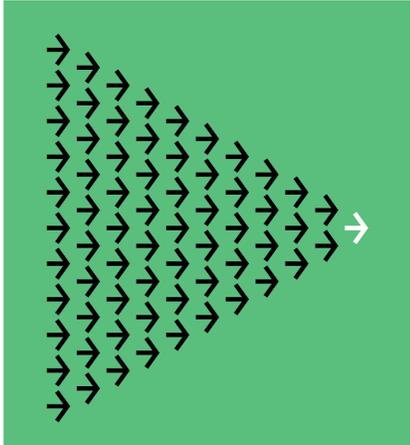
December 31, 2025



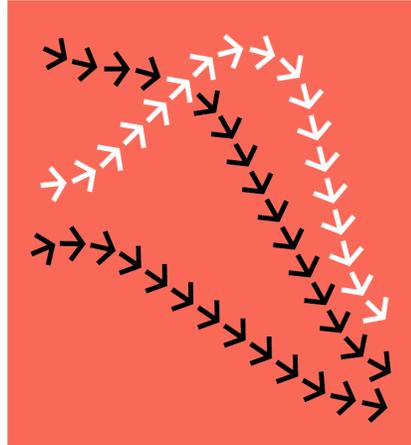
UC INVESTMENTS

# UC Investments Way

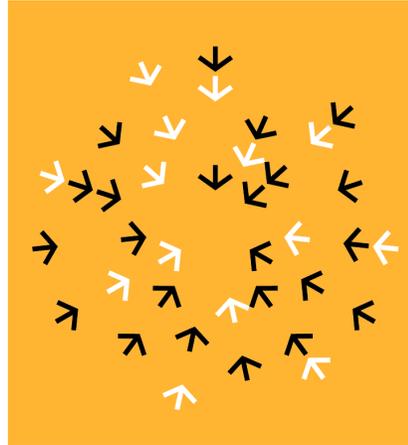
**LESS IS MORE**



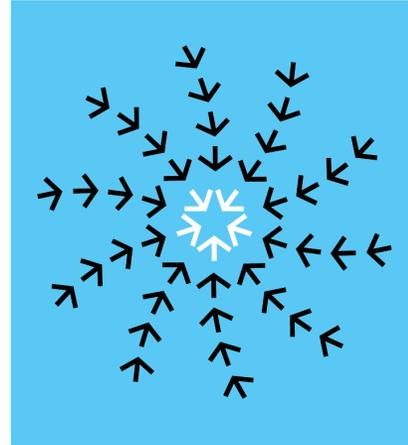
**RISK RULES**



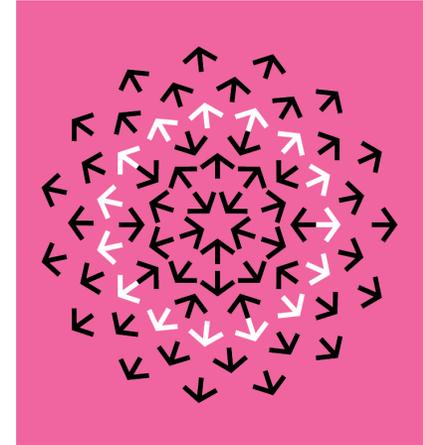
**CONCENTRATE**



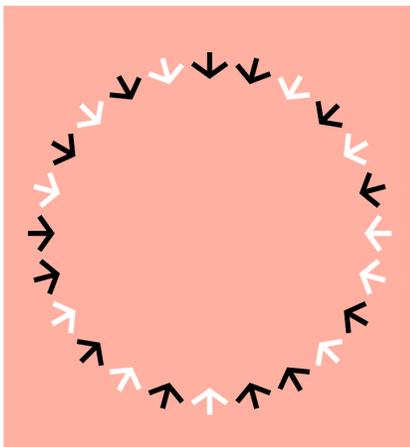
**CREATIVITY PAYS**



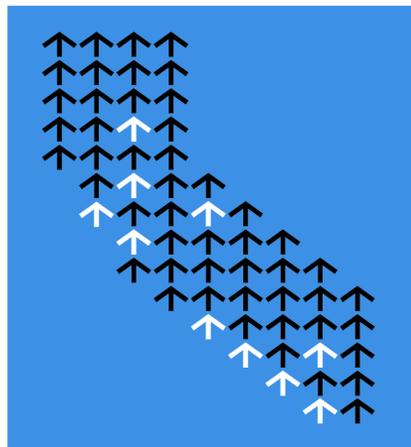
**BUILD KNOWLEDGE**



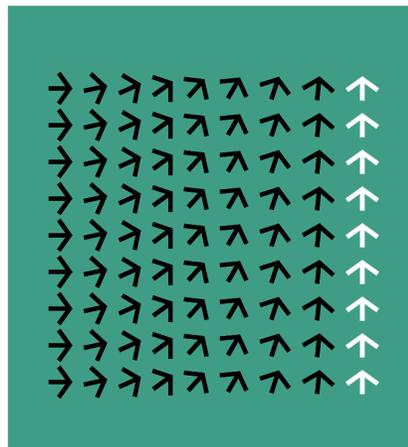
**TEAM UP**



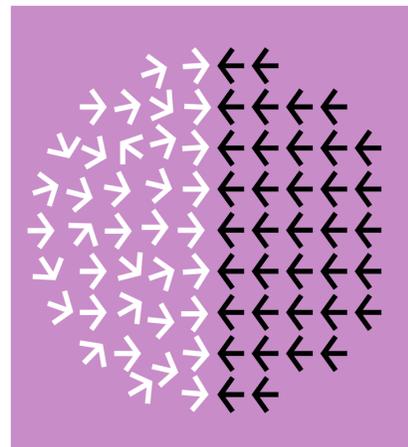
**WHAT MAKES UC, UC**



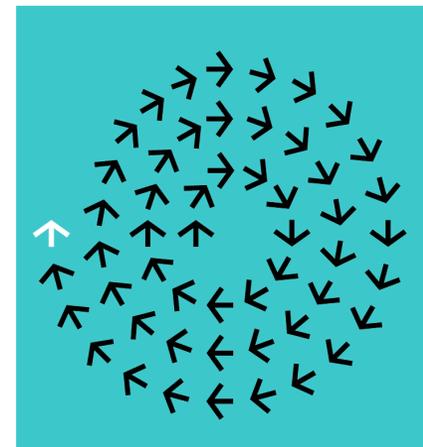
**PERFECT ALIGNMENT**



**HUMAN MEETS MACHINE**



**CENTENNIAL INVESTING**



# Pension

1. Asset Allocation
2. Performance
3. Asset Classes
4. Risk Allocation

## INVESTMENT OBJECTIVES

- Maximize real, long-term total returns (income plus capital appreciation adjusted for inflation), while assuming appropriate levels of risk.
- Maximize the probability of meeting the Plan's liabilities, subject to the Regents' funding policy.

# CENTENNIAL PERFORMANCE

| UC ENDOWMENT                                   | UC RETIREMENT                         | UC WORKING CAPITAL                            |
|--|---------------------------------------|---|
| GENERAL ENDOWMENT POOL<br><b>94 Years</b>      | PENSION<br><b>66 Years</b>            | TOTAL RETURN<br><b>17 Years</b>               |
| BLUE AND GOLD ENDOWMENT POOL<br><b>7 Years</b> | RETIREMENT SAVINGS<br><b>59 Years</b> | SHORT-TERM INVESTMENT POOL<br><b>51 Years</b> |

# PENSION

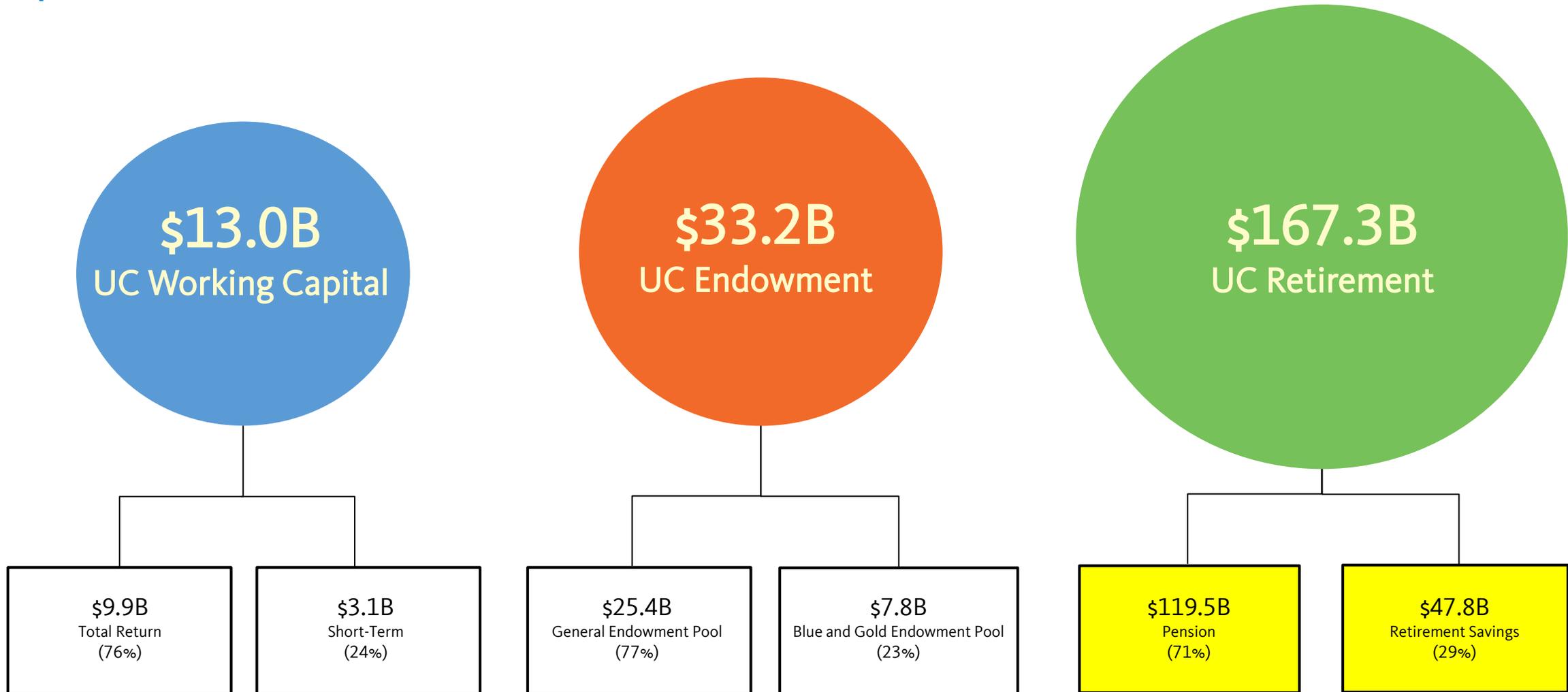
## Investing for 66 Years

*A plan that invests across a broad range of asset types to provide retirement income security for all our members.*

|  |  |  |
|--|--|--|
| ASSETS UNDER MANAGEMENT<br><b>\$119B</b>   | PENSION PLAN MEMBERS<br><b>287,081</b> | 30 YEAR ANNUALIZED RETURN<br><b>8.0%</b> |
| FUNDING RATIO (MARKET VALUE)<br><b>90%</b> | ACTIVE MEMBERS<br><b>156,713</b>       | 10 YEAR ANNUALIZED RETURN<br><b>9.0%</b> |
| FUNDING RATIO (ACTUARIAL)<br><b>85%</b>    | DISCOUNT RATE<br><b>6.75%</b>          | 1 YEAR NET RETURN<br><b>16.7%</b>        |

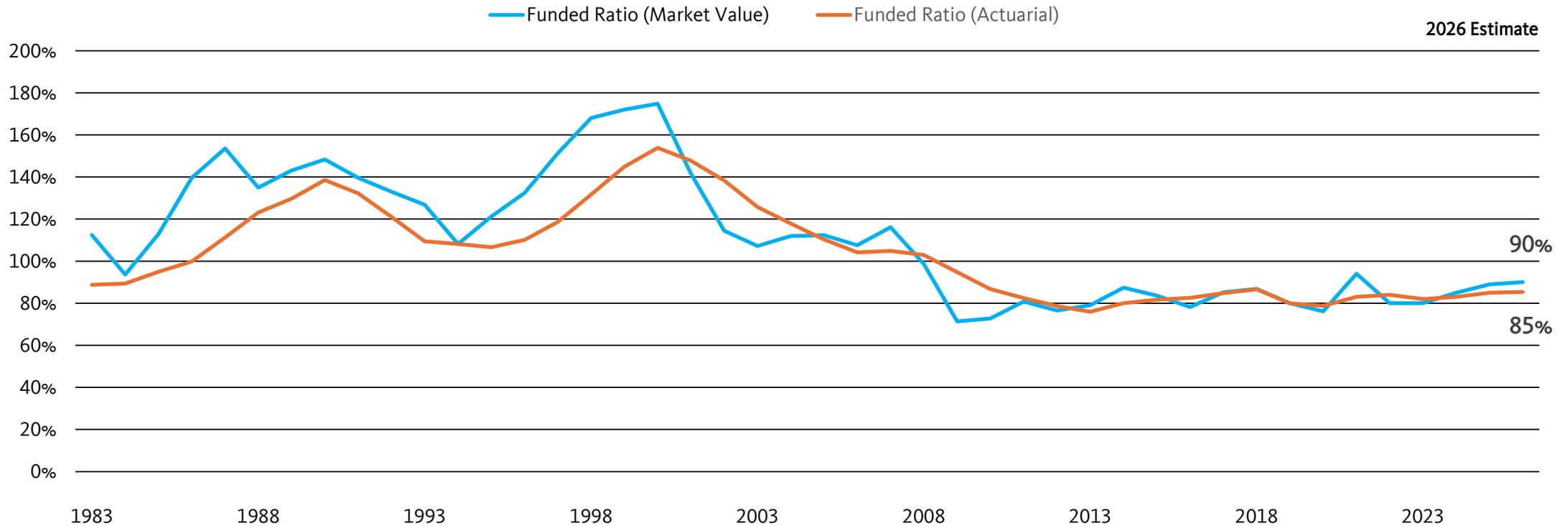
# UC INVESTMENTS ASSETS

## \$214 Billion in Six Products



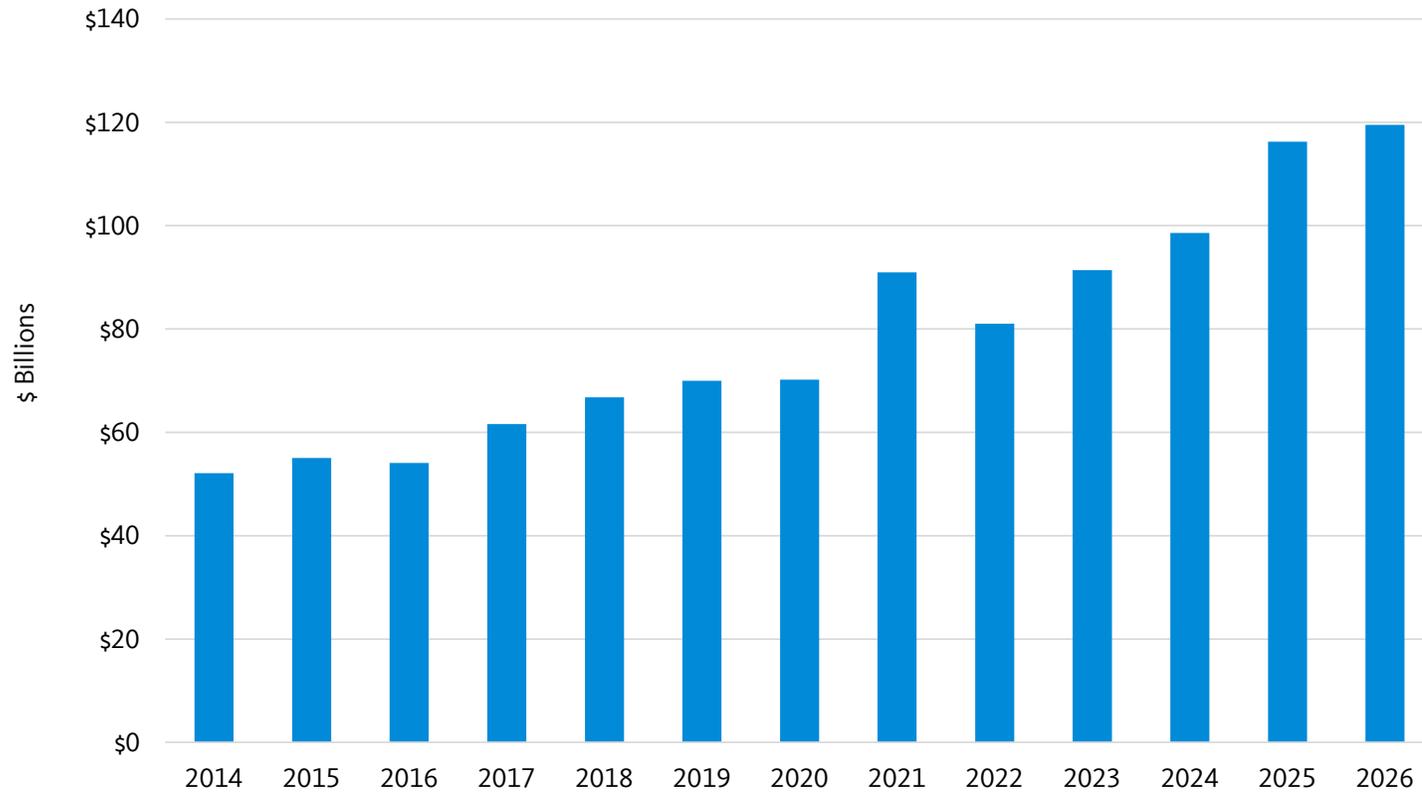
# Pension Funded Ratio

## Pension is 85.4% Funded on an Actuarial Basis in 2026



# Pension Assets Growth

PENSION ASSETS 2014-2026

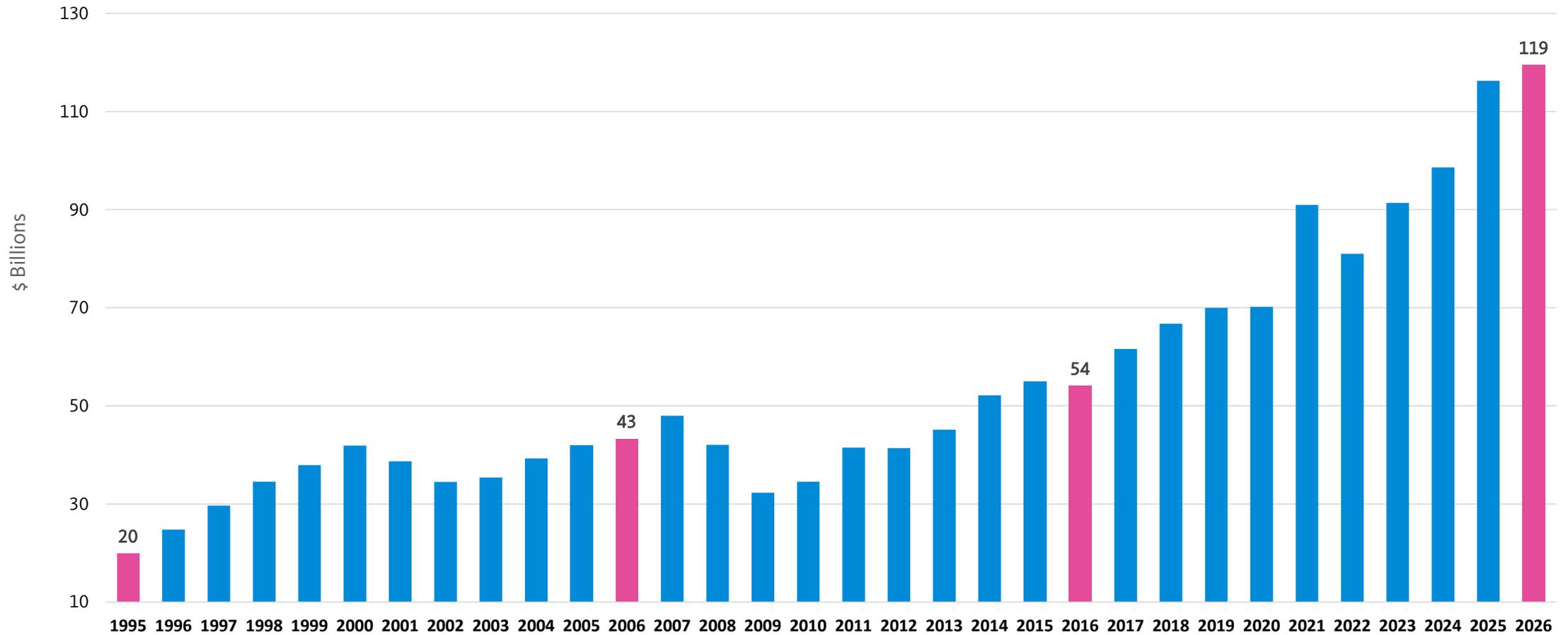


ASSET GROWTH

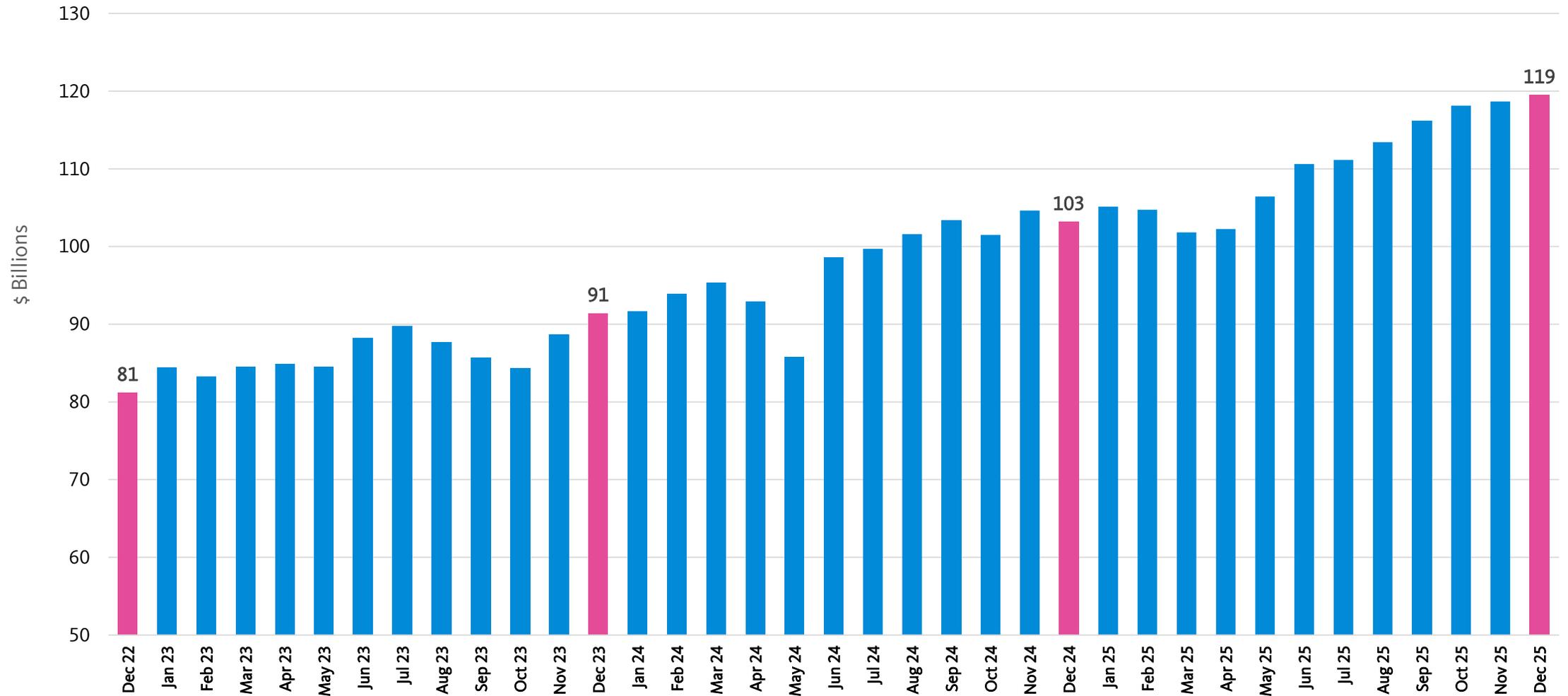
December 31, 2025

| Time Period  | Assets (\$ Billions) | Δ Change |
|--------------|----------------------|----------|
| Today        | \$119B               |          |
| 1 Year Ago   | \$103B               | +\$16B   |
| 5 Years Ago  | \$82B                | +\$37B   |
| 10 Years Ago | \$52B                | +\$67B   |

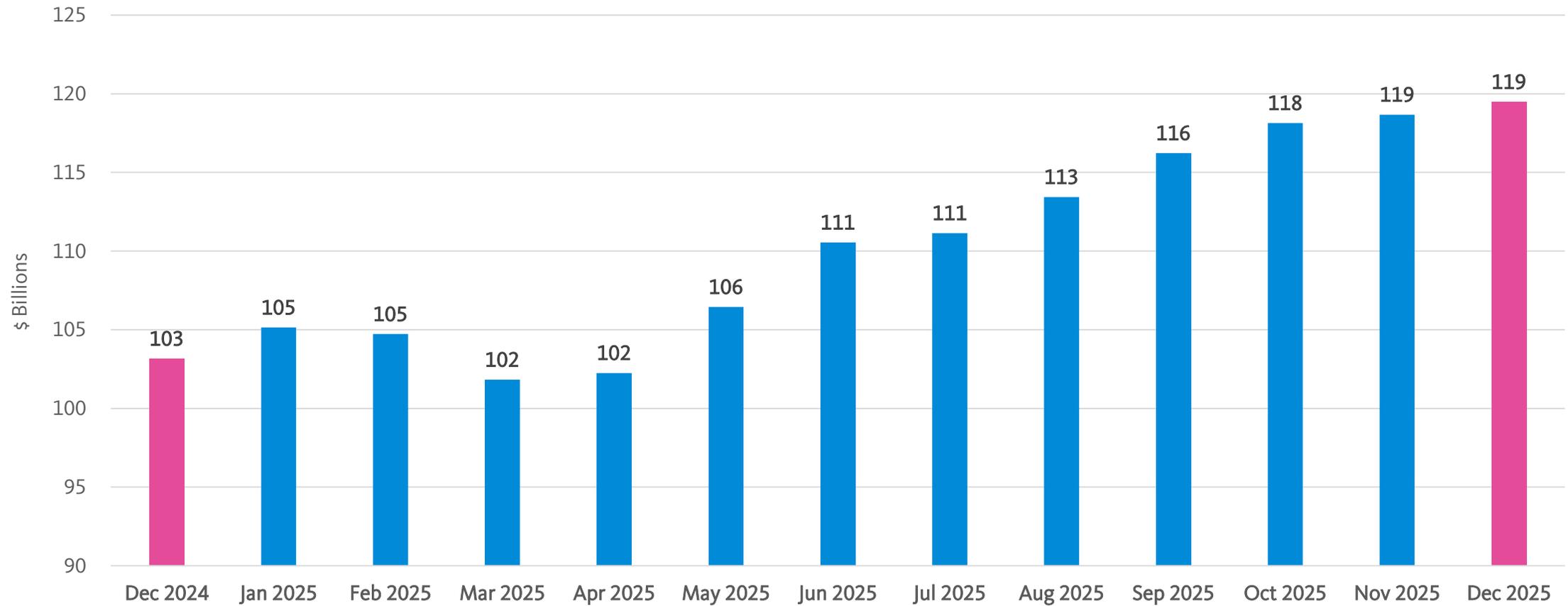
# Pension Assets Grow by \$99 Billion 30 Years



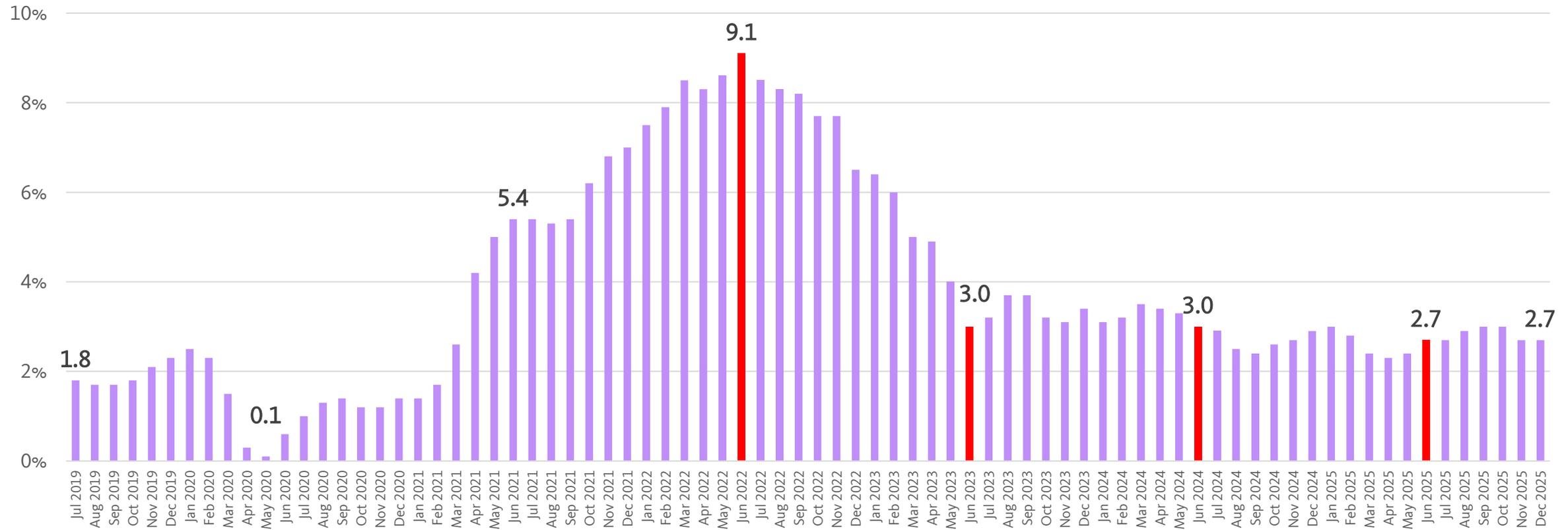
# Pension Assets Grow by \$38 Billion 3 Years



# Pension Assets Grow by \$16 Billion 1 Year



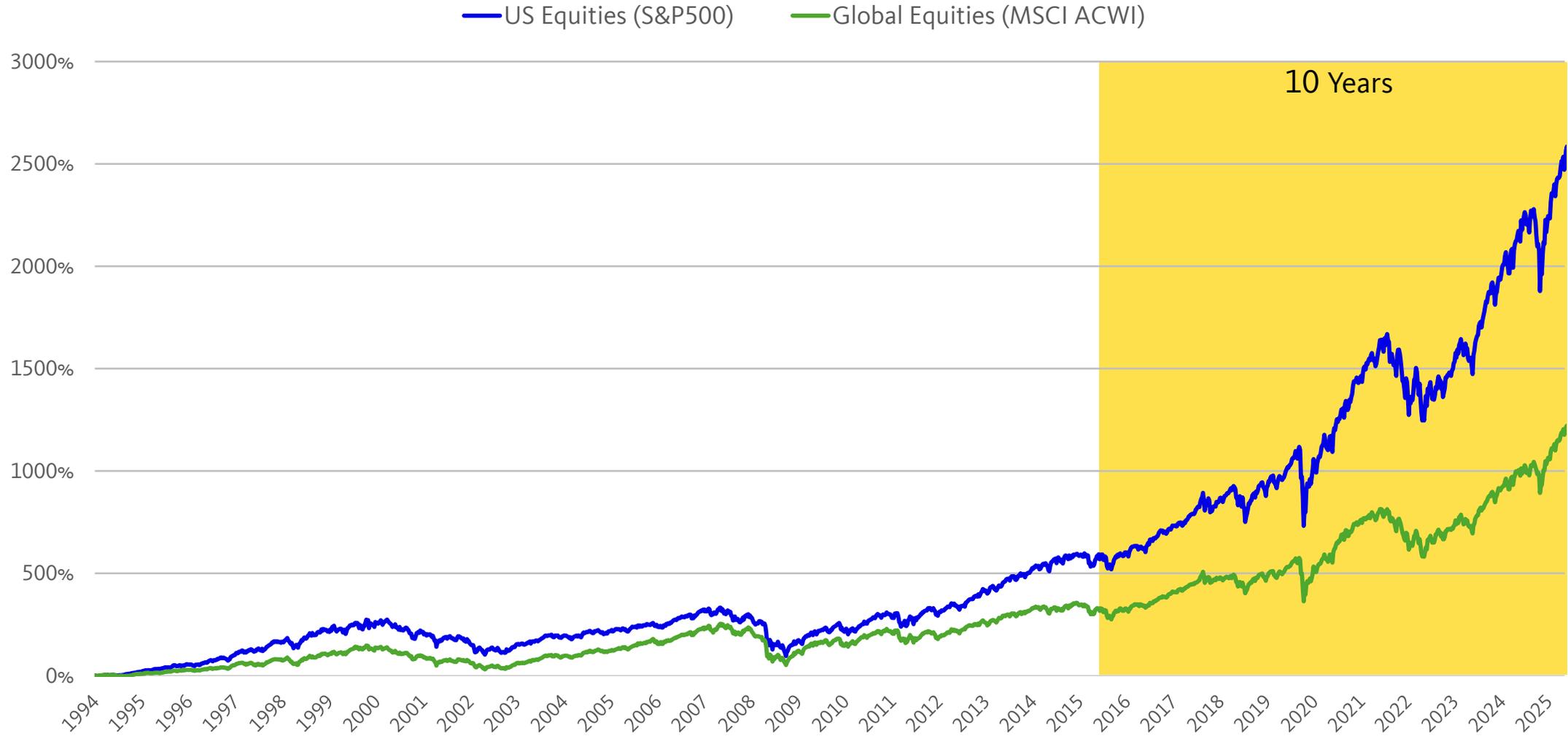
# Inflation Trends Down



# Fed Fund Rate is 3.5% - 3.75%

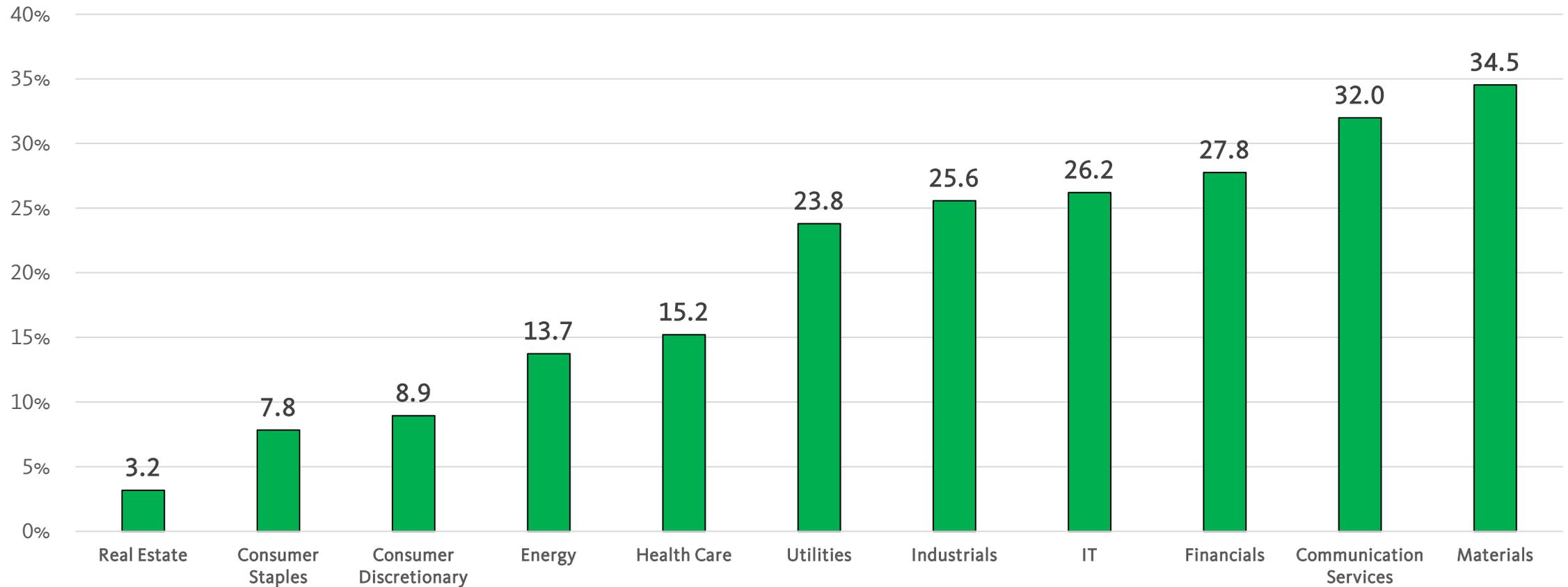


# Global Equities Up 11.4% FY 2025/2026



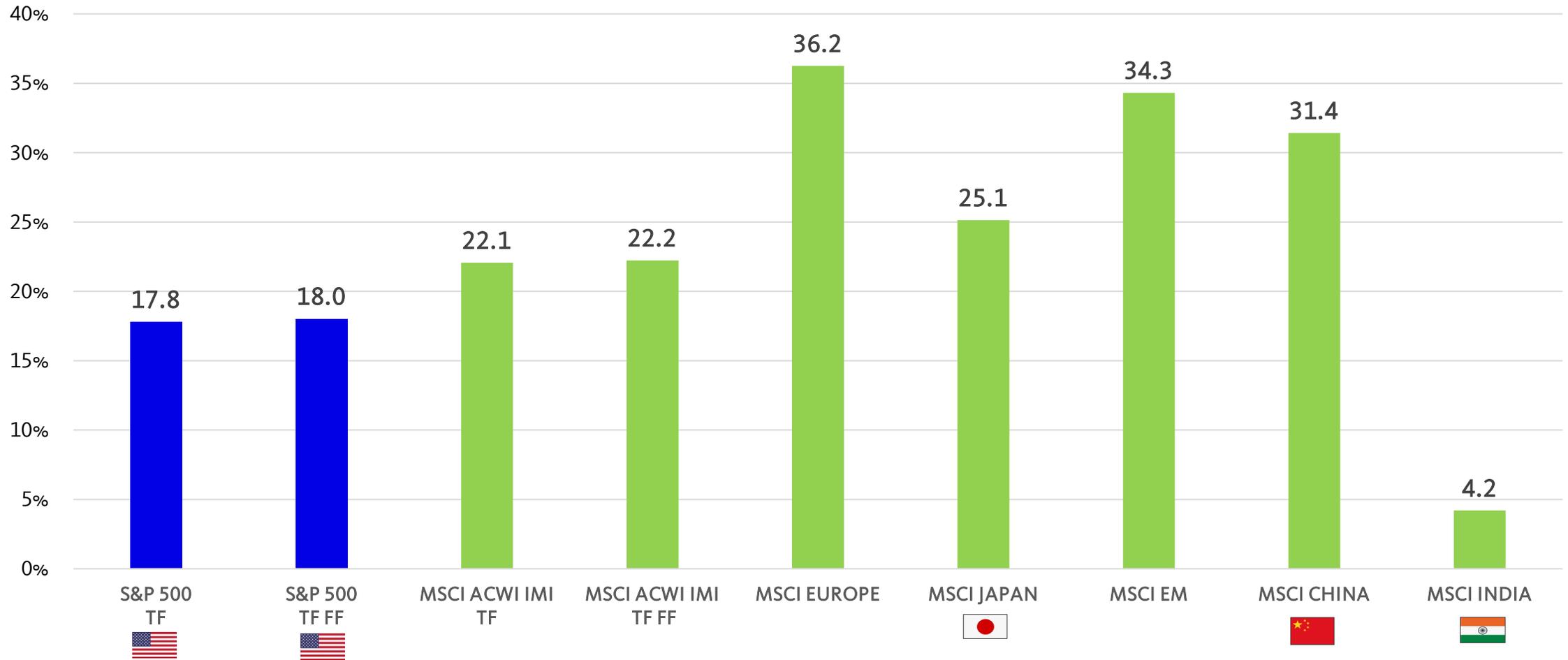
# Global Equity Returns By Sector

## 1 Year



# Global Equity Performance

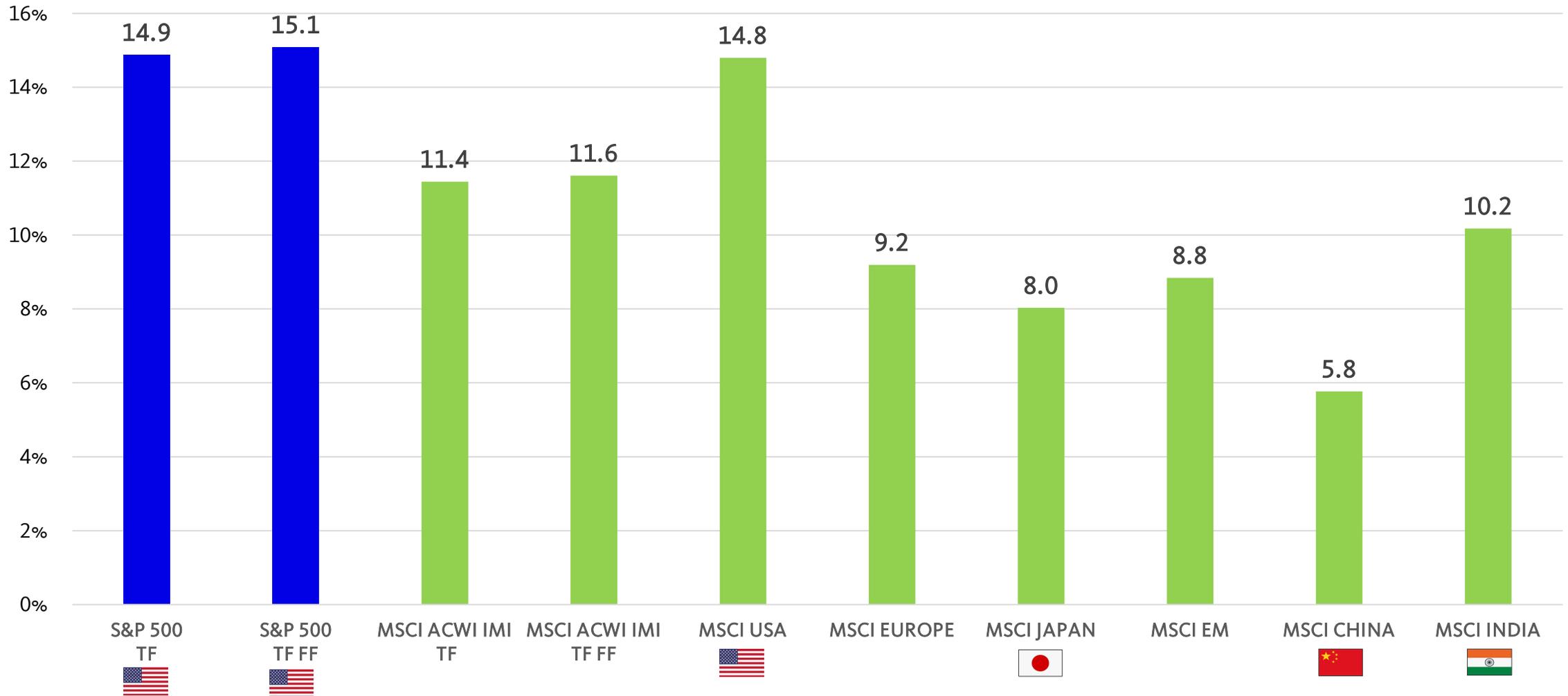
## 1 Year



TF: Tobacco Free, FF: Fossil Fuel Free  
 Denominated in USD  
 Source: Bloomberg

# Global Equity Performance

## 10 Years Annualized



TF: Tobacco Free, FF: Fossil Fuel Free  
 Denominated in USD  
 Source: Bloomberg

# Pension: Assets Under Management

| <u>Fiscal Year To Date (6 Months)</u> | <u>Market Value (\$M)</u> |
|---------------------------------------|---------------------------|
| June 30, 2025                         | 110,549                   |
| Market Gains                          | 9,532                     |
| Value Added                           | 50                        |
| Net Cash Flow                         | (643)                     |
| <b>December 31, 2025</b>              | <b>119,488</b>            |

# Pension: Asset Allocation

|                         | Market Value<br>(\$M) | Weight<br>(%) | Over/Underweight<br>(%) | Policy<br>(%) |
|-------------------------|-----------------------|---------------|-------------------------|---------------|
| <b>Public Equity</b>    | <b>77,616</b>         | <b>65.0</b>   | <b>8.0</b>              | <b>57</b>     |
| Passive - Public Equity | 62,903                | 52.7          | -                       | -             |
| Active - Public Equity  | 14,702                | 12.3          | -                       | -             |
| <b>Fixed Income</b>     | <b>14,215</b>         | <b>11.9</b>   | <b>(5.1)</b>            | <b>17</b>     |
| <b>Private Assets</b>   | <b>26,695</b>         | <b>22.3</b>   | <b>(2.7)</b>            | <b>25</b>     |
| Private Equity          | 13,785                | 11.5          | (0.5)                   | 12            |
| Absolute Return         | 0                     | 0.0           | -                       | -             |
| Private Credit          | 2,356                 | 2.0           | (1.0)                   | 3             |
| Real Estate             | 7,590                 | 6.4           | (0.6)                   | 7             |
| Real Assets             | 2,964                 | 2.5           | (0.5)                   | 3             |
| <b>Cash</b>             | <b>962</b>            | <b>0.8</b>    | <b>(0.2)</b>            | <b>1</b>      |
| <b>Total</b>            | <b>\$119,488M</b>     | <b>100%</b>   |                         | <b>100%</b>   |

Due to rounding, values presented may not add up precisely sum up to the totals

# Pension: Asset Allocation

|                                 | Market Value in<br>Millions (\$) | Weight      | Fiscal YTD<br>6 Months | Annualized Returns |             |             |             |             |             |            |             |
|---------------------------------|----------------------------------|-------------|------------------------|--------------------|-------------|-------------|-------------|-------------|-------------|------------|-------------|
|                                 |                                  |             |                        | 1 Year             | 3 Year      | 5 Year      | 10 Year     | 15 Year     | 20 Year     | 25 Year    | 30 Year     |
| <b>Pension</b>                  | <b>\$119,488</b>                 | <b>100%</b> | <b>8.7</b>             | <b>16.7</b>        | <b>14.3</b> | <b>8.4</b>  | <b>9.0</b>  | <b>8.3</b>  | <b>7.2</b>  | <b>6.5</b> | <b>8.0</b>  |
| Total Plan Policy Benchmark     |                                  |             | 8.7                    | 16.3               | 15.3        | 8.7         | 9.3         | 8.2         | 7.1         | 6.5        | 7.8         |
| Value Added                     |                                  |             | 0.0                    | 0.4                | (1.0)       | (0.3)       | (0.3)       | 0.1         | 0.1         | 0.0        | 0.2         |
| <b>Public Equity</b>            | <b>\$77,616</b>                  | <b>65%</b>  | <b>11.7</b>            | <b>22.3</b>        | <b>21.3</b> | <b>10.6</b> | <b>11.8</b> | <b>10.3</b> | <b>8.3</b>  | <b>6.8</b> | <b>8.5</b>  |
| Public Equity Policy Benchmark  |                                  |             | 11.3                   | 22.2               | 20.7        | 10.5        | 11.5        | 9.7         | 8.3         | 7.6        | 9.3         |
| Value Added                     |                                  |             | 0.4                    | 0.1                | 0.6         | 0.1         | 0.3         | 0.6         | 0.0         | (0.8)      | (0.8)       |
| <b>Fixed Income</b>             | <b>\$14,215</b>                  | <b>12%</b>  | <b>3.1</b>             | <b>7.3</b>         | <b>6.3</b>  | <b>2.1</b>  | <b>3.6</b>  | <b>3.6</b>  | <b>4.3</b>  | <b>4.9</b> | <b>5.6</b>  |
| Fixed Income Policy Benchmark   |                                  |             | 2.7                    | 6.6                | 5.9         | 1.9         | 3.6         | 3.6         | 4.3         | 4.9        | 5.1         |
| Value Added                     |                                  |             | 0.4                    | 0.7                | 0.4         | 0.2         | 0.0         | 0.0         | 0.0         | 0.0        | 0.5         |
| <b>Core</b>                     | <b>\$11,654</b>                  | <b>10%</b>  | <b>2.8</b>             | <b>6.9</b>         | <b>5.5</b>  | <b>1.9</b>  | <b>3.1</b>  | <b>3.3</b>  | <b>3.8</b>  | <b>4.5</b> | <b>5.2</b>  |
| Core Policy Benchmark           |                                  |             | 2.5                    | 6.1                | 4.9         | 1.6         | 2.9         | 3.0         | 3.8         | 4.4        | 4.8         |
| Value Added                     |                                  |             | 0.3                    | 0.8                | 0.6         | 0.3         | 0.2         | 0.3         | 0.0         | 0.1        | 0.4         |
| <b>High Yield</b>               | <b>\$2,561</b>                   | <b>2%</b>   | <b>4.3</b>             | <b>9.0</b>         | <b>10.3</b> | <b>4.7</b>  | <b>6.2</b>  | <b>6.1</b>  | -           | -          | -           |
| High Yield Policy Benchmark     |                                  |             | 3.8                    | 8.5                | 10.0        | 4.4         | 6.3         | 5.8         | -           | -          | -           |
| Value Added                     |                                  |             | 0.5                    | 0.5                | 0.30        | 0.3         | (0.1)       | 0.3         | -           | -          | -           |
| <b>Private Assets</b>           |                                  |             |                        |                    |             |             |             |             |             |            |             |
| <b>Private Equity - Total</b>   | <b>\$13,785</b>                  | <b>12%</b>  | <b>4.9</b>             | <b>10.7</b>        | <b>8.2</b>  | <b>11.2</b> | <b>12.3</b> | <b>12.9</b> | <b>11.3</b> | <b>7.8</b> | <b>16.4</b> |
| Private Equity Policy Benchmark |                                  |             | 12.5                   | 20.2               | 25.3        | 16.1        | 15.8        | 15.2        | 13.0        | 10.7       | 12.8        |
| Value Added                     |                                  |             | (7.6)                  | (9.5)              | (17.1)      | (4.9)       | (3.5)       | (2.3)       | (1.7)       | (2.9)      | 3.6         |
| <b>Real Estate</b>              | <b>\$7,590</b>                   | <b>6%</b>   | <b>2.9</b>             | <b>7.2</b>         | <b>2.1</b>  | <b>8.3</b>  | <b>6.7</b>  | <b>9.3</b>  | <b>4.6</b>  | -          | -           |
| Real Estate Policy Benchmark    |                                  |             | 1.2                    | 2.9                | (4.3)       | 2.5         | 4.2         | 7.2         | 3.2         | -          | -           |
| Value Added                     |                                  |             | 1.7                    | 4.3                | 6.4         | 5.8         | 2.5         | 2.1         | 1.4         | -          | -           |
| <b>Private Credit</b>           | <b>\$2,356</b>                   | <b>2%</b>   | <b>(0.1)</b>           | <b>1.9</b>         | <b>6.9</b>  | <b>6.7</b>  | -           | -           | -           | -          | -           |
| Private Credit Policy Benchmark |                                  |             | 3.9                    | 8.1                | 10.8        | 7.3         | -           | -           | -           | -          | -           |
| Value Added                     |                                  |             | (4.0)                  | (6.2)              | (3.9)       | (0.6)       | -           | -           | -           | -          | -           |
| <b>Real Assets</b>              | <b>\$2,964</b>                   | <b>2%</b>   | <b>3.3</b>             | <b>2.6</b>         | <b>1.2</b>  | <b>5.1</b>  | <b>4.2</b>  | <b>3.3</b>  | -           | -          | -           |
| <b>Cash</b>                     | <b>\$962</b>                     | <b>1%</b>   | <b>2.5</b>             | -                  | -           | -           | -           | -           | -           | -          | -           |
| Cash Policy Benchmark           |                                  |             | 2.1                    | -                  | -           | -           | -           | -           | -           | -          | -           |
| Value Added                     |                                  |             | 0.4                    | -                  | -           | -           | -           | -           | -           | -          | -           |

Due to rounding, values presented may not add up precisely sum up to the totals

# Pension: Performance

Annualized Net Returns

Portfolio

● Policy

● Value Added

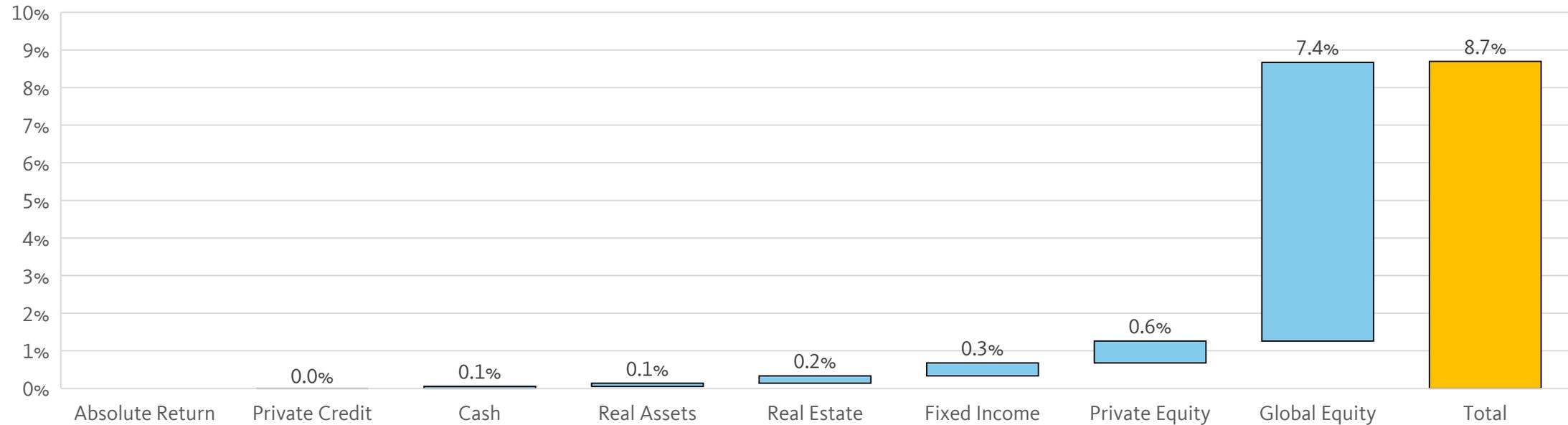


# Pension: Performance

| Net Returns (%)   | Market Value (\$M) | Weight (%) | Fiscal YTD 6 Months | Annualized Returns |        |        |         |         |         |         |         |
|-------------------|--------------------|------------|---------------------|--------------------|--------|--------|---------|---------|---------|---------|---------|
|                   |                    |            |                     | 1 Year             | 3 Year | 5 Year | 10 Year | 15 Year | 20 Year | 25 Year | 30 Year |
| UC Pension        | 119,488            | 100        | 8.7                 | 16.7               | 14.3   | 8.4    | 9.0     | 8.3     | 7.2     | 6.5     | 8.0     |
| Policy Benchmark* |                    |            | 8.7                 | 16.3               | 15.3   | 8.7    | 9.3     | 8.2     | 7.1     | 6.5     | 7.8     |
| Value Added       |                    |            | 0.0                 | 0.4                | (1.0)  | (0.3)  | (0.3)   | 0.1     | 0.1     | 0.0     | 0.2     |

\*The Policy Benchmark is a weighted average of investment policy targets. Returns greater than 1 year are shown on an annualized basis.

Fiscal YTD Contribution to Return



# Pension: Policy Benchmark

| Asset Class               | Policy Benchmark Component  | Policy (%) | Min Allowable Range (%) | Max Allowable Range (%) |
|---------------------------|---|------------|-------------------------|-------------------------|
| <b>Public Equity</b>      | MSCI All Country World Index (ACWI) Investable Market Index (IMI)<br>Tobacco and Fossil Fuel Free - Net Dividends | 57         | 40                      | 70                      |
| <b>Total Fixed Income</b> | Weighted Blend  | 17         | 8                       | 30                      |
| Core Fixed Income         | Bloomberg 1-5 Year Government/Credit Index  | 14         | 8                       | 20                      |
| High Yield Fixed Income   | ICE BofA High Yield Cash Pay Index Fossil Free  | 3          | 0                       | 10                      |
| <b>Private Assets</b>     |   |            |                         |                         |
| Private Equity            | Russell 3000 Index + 3%   | 12         | 5                       | 20                      |
| Absolute Return           | HFRI Fund of Funds Composite  | 0          | 0                       | 0                       |
| Real Estate               | NCREIF Fund Index - Open End Diversified Core (ODCE) non-lagged   | 7          | 2                       | 20                      |
| Real Assets               | Actual Real Asset Portfolio Returns   | 3          | 0                       | 10                      |
| Private Credit            | 75% S&P UBS Leveraged Loan Total Return /<br>25% ICE BofA BB-B US High Yield Constrained Index FF + 1.5%          | 3          | 0                       | 10                      |
| <b>Cash</b>               | ICE BofA 3-Month US Treasury Bill Index   | 1          | 0                       | 5                       |

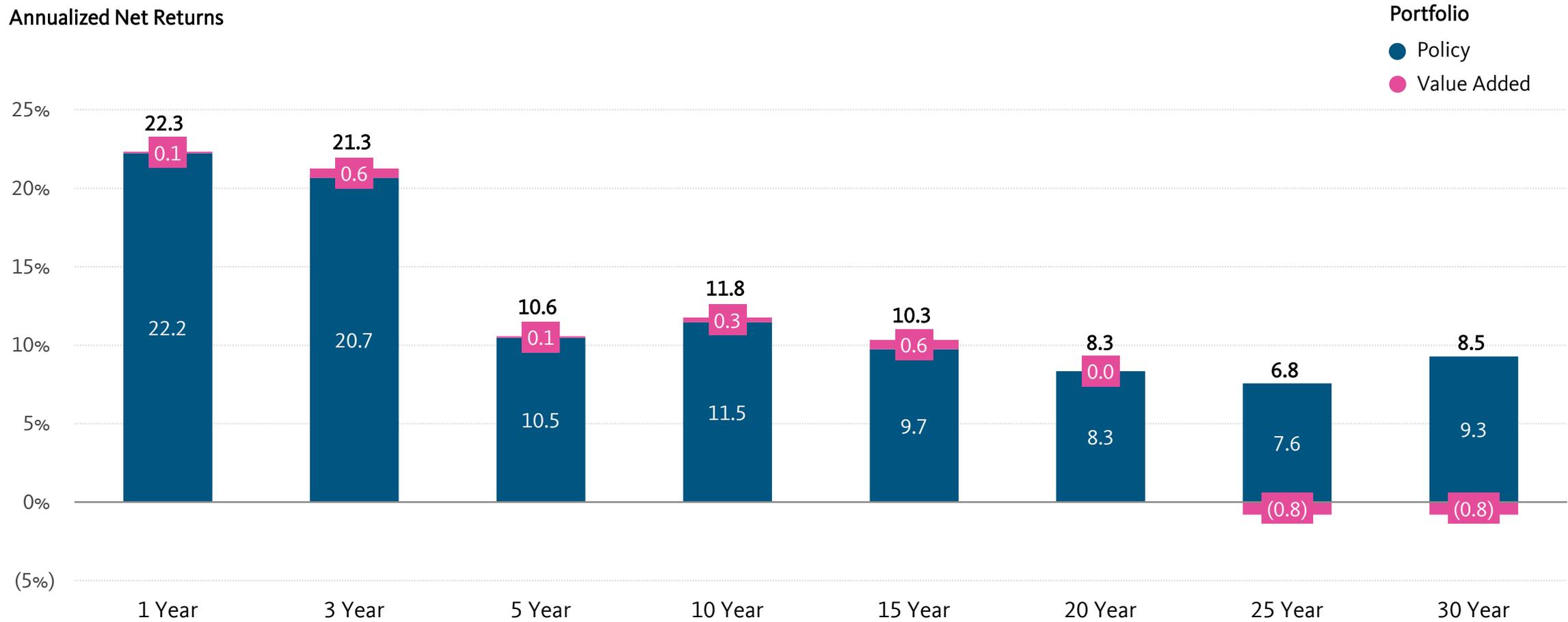
# Pension: Attribution

## Fiscal Year to Date

| Asset Class    | Contribution To Return | Portfolio Return | Benchmark Return | Allocation Effect | Selection Effect | Total Attribution |
|----------------|------------------------|------------------|------------------|-------------------|------------------|-------------------|
| Global Equity  | 7.4%                   | 11.7%            | 11.3%            | 0.2%              | 0.3%             | 0.5%              |
| Fixed Income   | 0.3%                   | 3.1%             | 2.7%             | 0.4%              | 0.0%             | 0.4%              |
| Private Assets | 0.9%                   | 3.8%             | 7.1%             | (0.4%)            | (0.5%)           | (0.9%)            |
| Private Equity | 0.6%                   | 4.9%             | 12.5%            | (0.4%)            | (0.5%)           | (0.9%)            |
| Private Credit | 0.0%                   | (0.1%)           | 3.9%             | 0.0%              | (0.1%)           | (0.1%)            |
| Real Estate    | 0.2%                   | 2.9%             | 1.2%             | 0.0%              | 0.1%             | 0.1%              |
| Real Assets    | 0.1%                   | 3.3%             | 3.3%             | 0.0%              | (0.0%)           | 0.0%              |
| Cash           | 0.1%                   | 2.5%             | 2.1%             | 0.0%              | (0.0%)           | 0.0%              |
| <b>Total</b>   | <b>8.7%</b>            | <b>8.7%</b>      | <b>8.7%</b>      | <b>0.2%</b>       | <b>(0.2%)</b>    | <b>0.0%</b>       |

# UCRP Public Equity

Annualized Net Returns



# UCRP Public Equity - Returns

| Net Returns (%)   | Market Value (\$M) | Weight (%) | Fiscal YTD 6 Months | Annualized Return |        |        |         |         |         |         |         |
|-------------------|--------------------|------------|---------------------|-------------------|--------|--------|---------|---------|---------|---------|---------|
|                   |                    |            |                     | 1 Year            | 3 Year | 5 Year | 10 Year | 15 Year | 20 Year | 25 Year | 30 Year |
| Public Equity     | 77,616             | 100        | 11.7                | 22.3              | 21.3   | 10.6   | 11.8    | 10.3    | 8.3     | 6.8     | 8.5     |
| Policy Benchmark* |                    |            | 11.3                | 22.2              | 20.7   | 10.5   | 11.5    | 9.7     | 8.3     | 7.6     | 9.3     |
| Value Added       |                    |            | 0.4                 | 0.1               | 0.6    | 0.1    | 0.3     | 0.6     | 0.0     | (0.8)   | (0.8)   |
| Passive           | 62,903             | 81         | 11.4                | 22.6              | 21.3   | 11.0   | -       | -       | -       | -       | -       |
| Active**          | 14,702             | 19         | 13.0                | 20.6              | 21.3   | 9.7    | -       | -       | -       | -       | -       |

Returns greater than one year are shown on an annualized basis

\* From July 1, 2020 the Public Equity benchmark is the MSCI ACWI IMI Tobacco and Fossil Fuel Free Index.

From July 1, 2016 to June 30, 2020 the Public Equity benchmark was the MSCI ACWI IMI Tobacco Free Index.

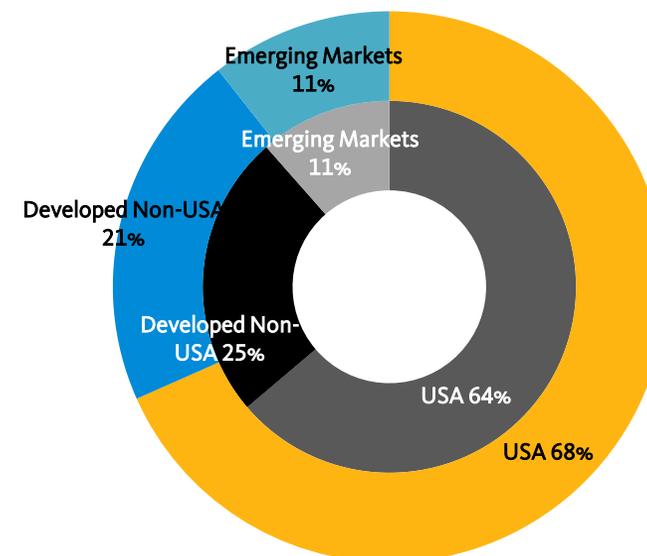
Prior to July 1, 2016, the Public Equity benchmark was an aggregate of benchmarks for underlying equity portfolios.

| Active Managers   | # of funds | Weight       |
|-------------------|------------|--------------|
| Global Generalist | 1          | 3.4%         |
| USA               | 5          | 6.5%         |
| Emerging Markets  | 2          | 0.8%         |
| <b>Total</b>      | <b>8</b>   | <b>10.7%</b> |

| Index Exposure                             | Strategy     | Weight |
|--|--------------|--------|
| MSCI ACWI IMI Tobacco and Fossil Fuel Free | Global Index | 81.0%  |
| S&P 500 Tobacco and Fossil Fuel Free       | US Index     | 7.2%   |

## Geographic Exposure

**Pension** ■ ■ ■  
**Benchmark** ■ ■ ■



# UCRP Fixed Income

Annualized Net Returns

Portfolio

- Policy
- Value Added



# UCRP Fixed Income - Returns

| Net Returns (%)   | Market Value (\$M) | Weight (%) | Fiscal YTD 6 Months | Annualized Returns |        |        |         |         |         |         |         |
|-------------------|--------------------|------------|---------------------|--------------------|--------|--------|---------|---------|---------|---------|---------|
|                   |                    |            |                     | 1 Year             | 3 Year | 5 Year | 10 Year | 15 Year | 20 Year | 25 Year | 30 Year |
| Fixed Income      | 14,215             | 100        | 3.1                 | 7.3                | 6.3    | 2.1    | 3.6     | 3.6     | 4.3     | 4.9     | 5.6     |
| Policy Benchmark* |                    |            | 2.7                 | 6.6                | 5.9    | 1.9    | 3.6     | 3.6     | 4.3     | 4.9     | 5.1     |
| Value Added       |                    |            | 0.4                 | 0.7                | 0.4    | 0.2    | 0.0     | 0.0     | 0.0     | 0.0     | 0.5     |

\* Total Fixed Income policy benchmark is an aggregate of underlying portfolio benchmarks.

|                   |        |    |     |     |     |     |     |     |     |     |     |
|-------------------|--------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Core Fixed Income | 11,654 | 82 | 2.8 | 6.9 | 5.5 | 1.9 | 3.1 | 3.3 | 3.8 | 4.5 | 5.2 |
| Policy Benchmark* |        |    | 2.5 | 6.1 | 4.9 | 1.6 | 2.9 | 3.0 | 3.8 | 4.4 | 4.8 |
| Value Added       |        |    | 0.3 | 0.8 | 0.6 | 0.3 | 0.2 | 0.3 | 0.0 | 0.1 | 0.4 |

|                   |       |    |     |     |      |     |       |     |   |   |   |
|-------------------|-------|----|-----|-----|------|-----|-------|-----|---|---|---|
| High Yield        | 2,561 | 18 | 4.3 | 9.0 | 10.3 | 4.7 | 6.2   | 6.1 | - | - | - |
| Policy Benchmark* |       |    | 3.8 | 8.5 | 10.0 | 4.4 | 6.3   | 5.8 | - | - | - |
| Value Added       |       |    | 0.5 | 0.5 | 0.3  | 0.3 | (0.1) | 0.3 | - | - | - |

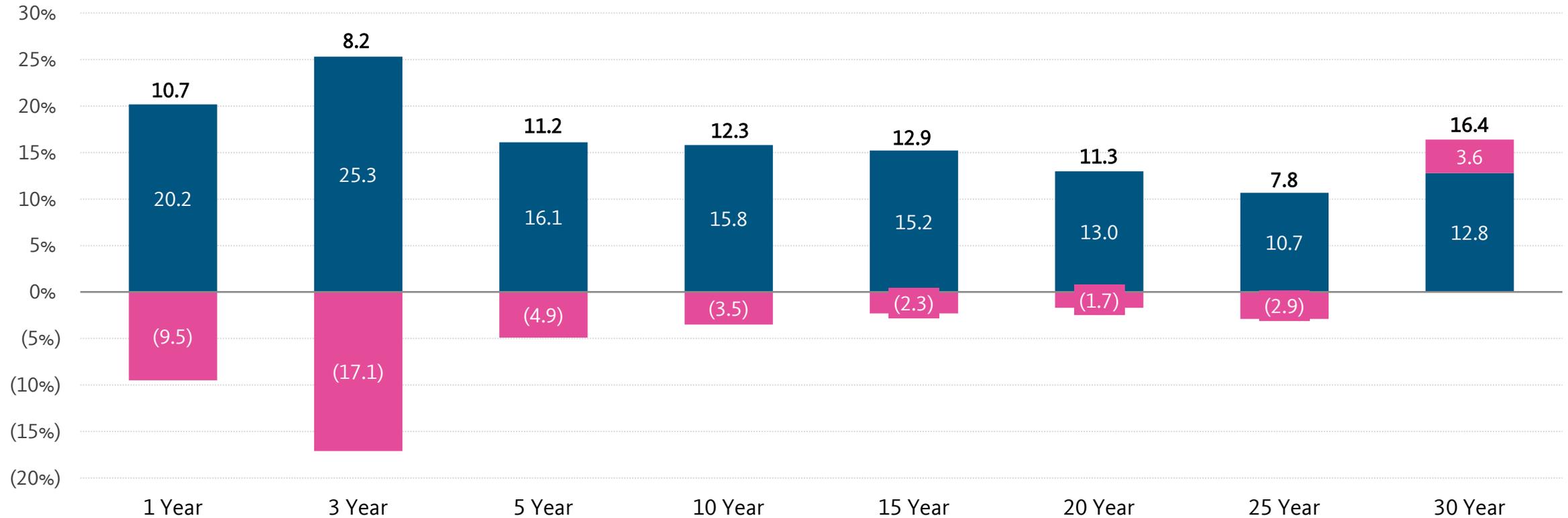
\*Total Fixed Income policy benchmark is an aggregate of underlying portfolio benchmarks. Returns greater than 1 year are shown on an annualized basis.

# UCRP Private Equity

## Annualized Net Returns

### Portfolio

- Policy
- Value Added

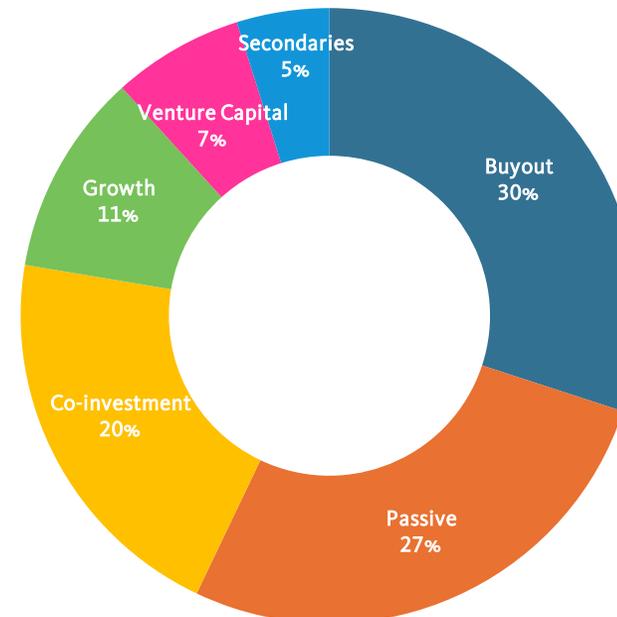


# UCRP Private Equity - Returns

| Net Returns (%)   | Market Value (\$M) | Weight (%) | Fiscal YTD 6 Months | Annualized Returns |        |        |         |         |         |         |         |
|-------------------|--------------------|------------|---------------------|--------------------|--------|--------|---------|---------|---------|---------|---------|
|                   |                    |            |                     | 1 Year             | 3 Year | 5 Year | 10 Year | 15 Year | 20 Year | 25 Year | 30 Year |
| Private Equity    | 13,785             | 100        | 4.9                 | 10.7               | 8.2    | 11.2   | 12.3    | 12.9    | 11.3    | 7.8     | 16.4    |
| Policy Benchmark* |                    |            | 12.5                | 20.2               | 25.3   | 16.1   | 15.8    | 15.2    | 13.0    | 10.7    | 12.8    |
| Value Added       |                    |            | (7.6)               | (9.5)              | (17.1) | (4.9)  | (3.5)   | (2.3)   | (1.7)   | (2.9)   | 3.6     |
| Buyout            | 4,236              | 30         | 0.9                 | 9.6                | 10.3   | 14.2   | 13.4    | 13.2    | 11.0    | -       | -       |
| Passive           | 3,691              | 27         | 11.1                | -                  | -      | -      | -       | -       | -       | -       | -       |
| Co-investment     | 2,807              | 20         | 7.8                 | 10.7               | 12.9   | 13.8   | 20.8    | 24.0    | -       | -       | -       |
| Growth            | 1,452              | 11         | (1.0)               | 14.3               | 3.3    | 9.2    | 9.5     | 10.5    | -       | -       | -       |
| Venture Capital   | 937                | 7          | 9.0                 | 9.5                | (3.1)  | 6.6    | 8.5     | 11.2    | 9.4     | -       | -       |
| Secondaries       | 662                | 5          | (5.4)               | 13.8               | 6.5    | 16.4   | 12.6    | -       | -       | -       | -       |

\* As of July 1, 2021, the Private Equity policy benchmark is the Russell 3000 Index +3%.  
 From July 1, 2020 to June 30, 2021, the Private Equity policy benchmark was the Russell 3000 Index +2.5%.  
 From July 1, 2019 to June 30, 2020, the Private Equity policy benchmark was the Russell 3000 Index +2.0%.  
 From July 1, 2017 to June 30, 2019, the Private Equity policy benchmark was the Russell 3000 Index +1.5%.  
 From March 2005 to June 2017, the Private Equity benchmark was the actual private equity return.  
 From January 2001 to February 2005, the Private Equity benchmark was Russell 3000 Index + 3% lagged one quarter.  
 Prior to that, it was the S&P 500 Index + 5% lagged by a quarter.

Returns greater than 1 year are shown on annualized basis.

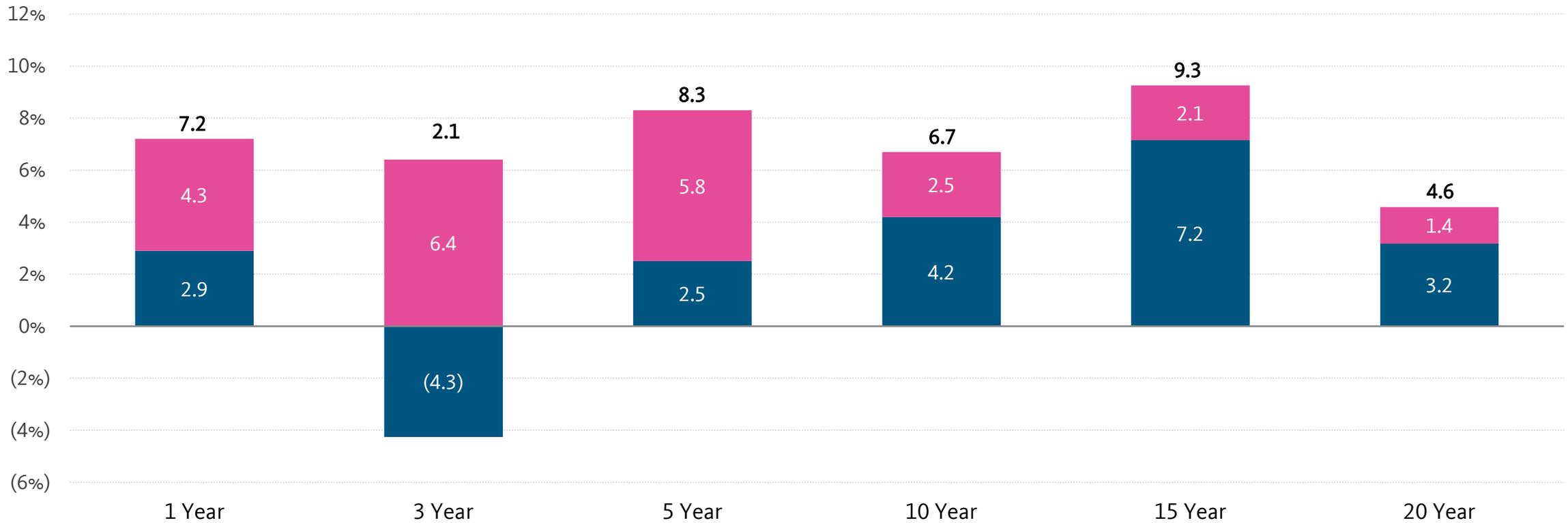


# UCRP Real Estate

## Annualized Net Returns

### Portfolio

- Policy
- Value Added

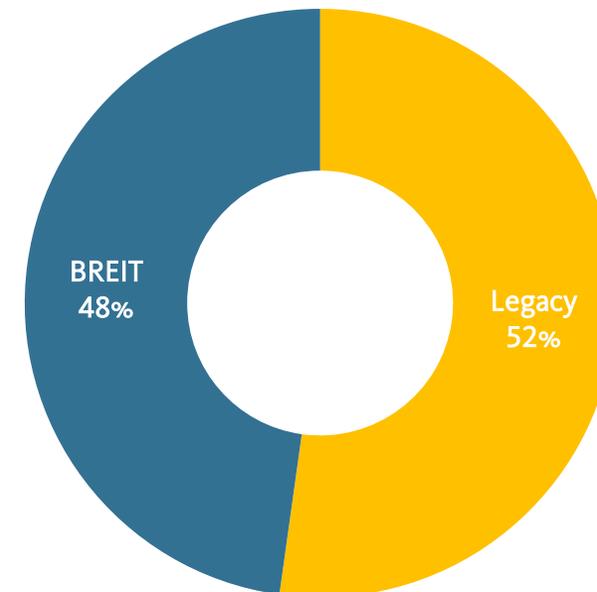


# UCRP Real Estate - Returns

| Net Returns (%)   | Market Value (\$M) | Weight (%) | Fiscal YTD 6 Months | Annualized Returns |        |        |         |         |         |
|-------------------|--------------------|------------|---------------------|--------------------|--------|--------|---------|---------|---------|
|                   |                    |            |                     | 1 Year             | 3 Year | 5 Year | 10 Year | 15 Year | 20 Year |
| Real Estate       | 7,590              | 100        | 2.9                 | 7.2                | 2.1    | 8.3    | 6.7     | 9.3     | 4.6     |
| Policy Benchmark* |                    |            | 1.2                 | 2.9                | (4.3)  | 2.5    | 4.2     | 7.2     | 3.2     |
| Value Added       |                    |            | 1.7                 | 4.3                | 6.4    | 5.8    | 2.5     | 2.1     | 1.4     |
| Legacy            | 3,962              | 52         | 1.4                 | 3.5                | (4.4)  | 4.1    | 4.7     | 7.9     | 3.6     |
| BREIT             | 3,628              | 48         | 4.6                 | 11.3               | -      | -      | -       | -       | -       |

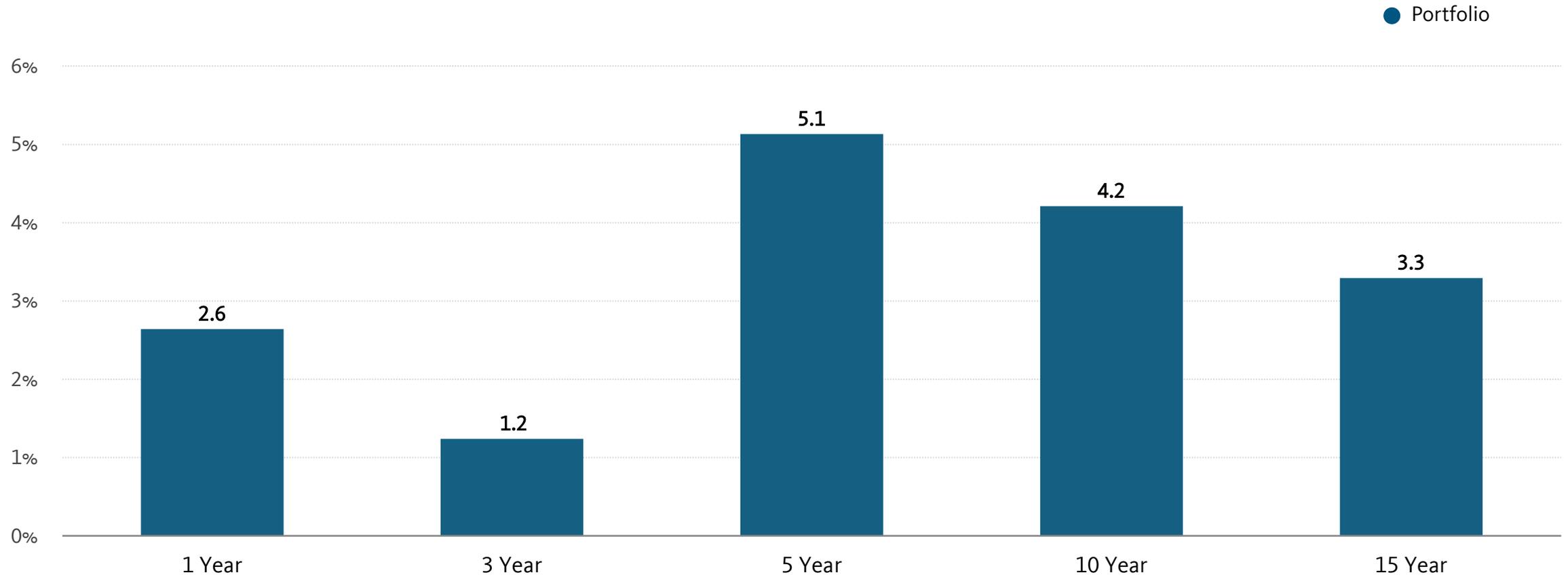
\* As of July 1, 2020, the Real Estate policy benchmark is the NCREIFODCE Index (non-lagged).  
From April 1, 2011 to June 30, 2020, the Real Estate policy benchmark was the NCREIFODCE Index (lagged).

Returns greater than 1 year are shown on an annualized basis.



# UCRP Real Assets

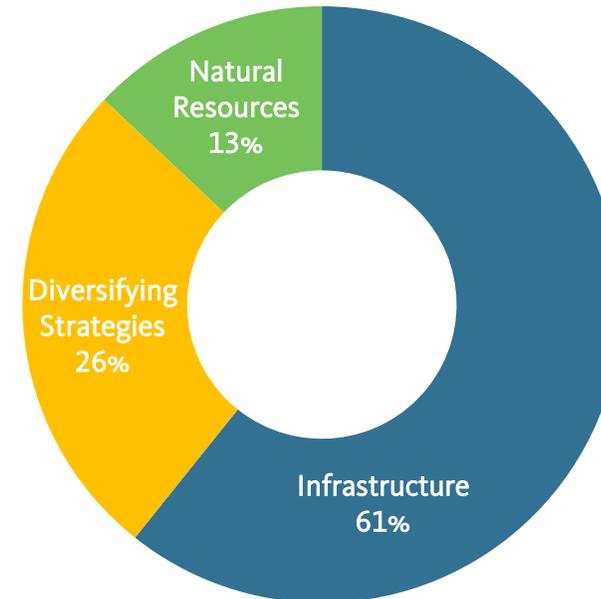
## Annualized Net Returns



# UCRP Real Assets – Returns

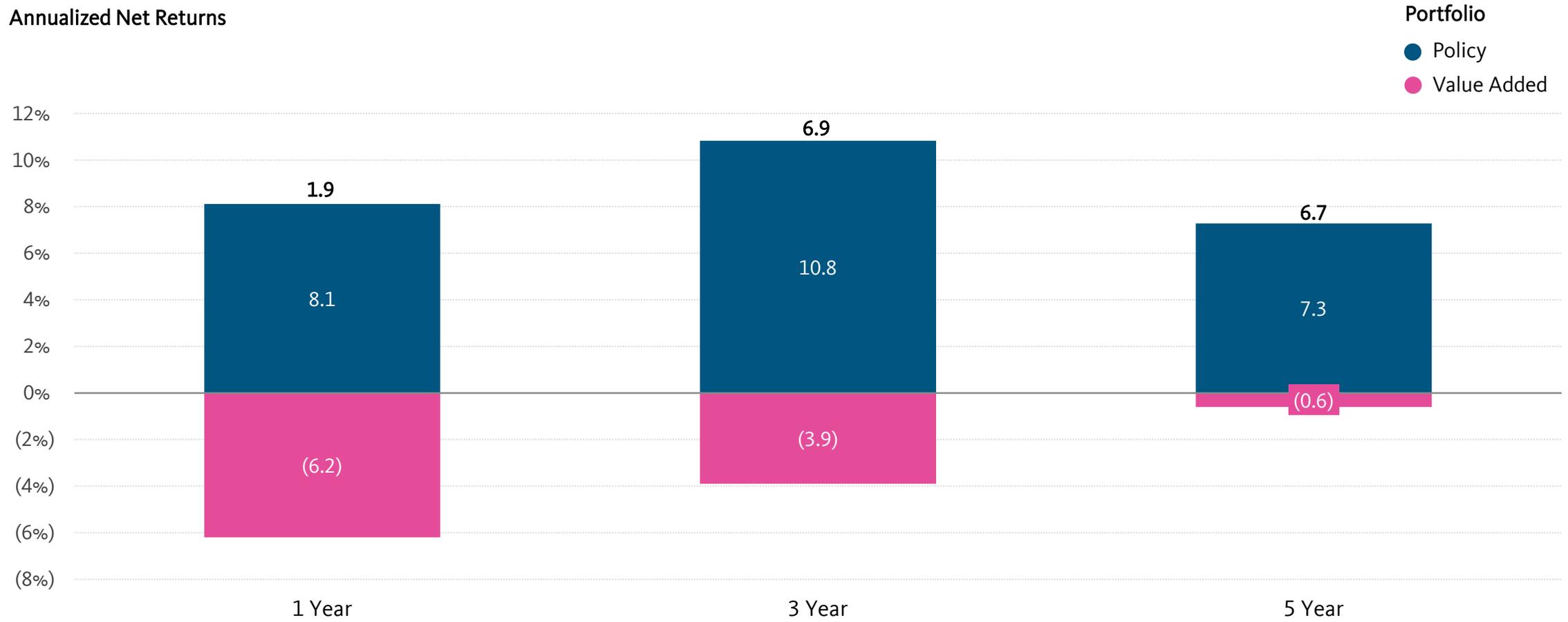
| Net Returns (%)         | Market Value (\$M) | Weight (%) | Fiscal YTD 6 Months | Annualized Returns |        |        |         |         |
|-------------------------|--------------------|------------|---------------------|--------------------|--------|--------|---------|---------|
|                         |                    |            |                     | 1 Year             | 3 Year | 5 Year | 10 Year | 15 Year |
| Real Assets             | 2,964              | 100        | 3.3                 | 2.6                | 1.2    | 5.1    | 4.2     | 3.3     |
| Infrastructure          | 1,800              | 61         | 3.2                 | 4.0                | 1.2    | 6.0    | 8.0     | 9.6     |
| Diversifying Strategies | 780                | 26         | 0.3                 | (1.4)              | (0.5)  | 5.1    | 4.5     | -       |
| Natural Resources       | 384                | 13         | 9.5                 | 3.6                | 5.6    | 3.3    | 0.1     | (0.8)   |

The Real Assets policy benchmark is itself, the Real Assets portfolio. Returns greater than 1 year are shown on an annualized basis.



# UCRP Private Credit

## Annualized Net Returns

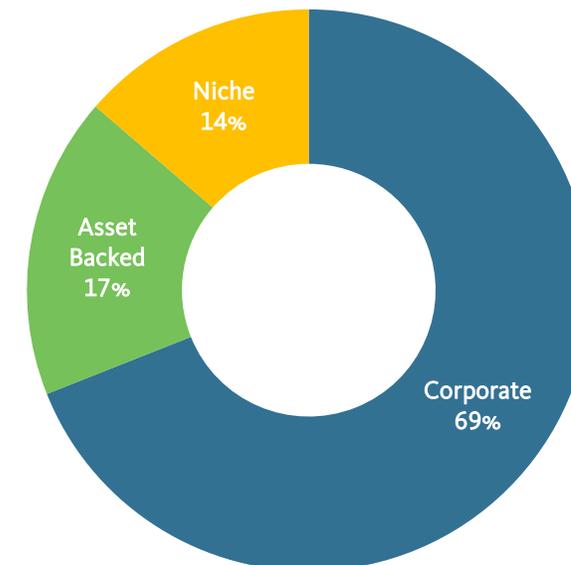


# UCRP Private Credit - Returns

| Net Returns (%)   | Market Value (\$M) | Weight (%) | Fiscal YTD 6 Months | Annualized Returns |        |        |
|-------------------|--------------------|------------|---------------------|--------------------|--------|--------|
|                   |                    |            |                     | 1 Year             | 3 Year | 5 Year |
| Private Credit    | 2,356              | 100        | (0.1)               | 1.9                | 6.9    | 6.7    |
| Policy Benchmark* |                    |            | 3.9                 | 8.1                | 10.8   | 7.3    |
| Value Added       |                    |            | (4.0)               | (6.2)              | (3.9)  | (0.6)  |
| Corporate         | 1,625              | 69         | (2.6)               | (2.2)              | 6.4    | 6.2    |
| Asset Backed      | 409                | 17         | 8.1                 | 18.8               | 11.4   | -      |
| Niche             | 322                | 14         | 3.1                 | 5.6                | 3.8    | -      |

\*As of July 1, 2020, the Private Credit policy benchmark is 75% Credit Suisse Leveraged Loan Fossil Free Index / 25% Bank of America Merrill Lynch U.S. High Yield BB-B Constrained Fossil Free Index + 1.5%

Returns greater than 1 year are shown on an annualized basis.

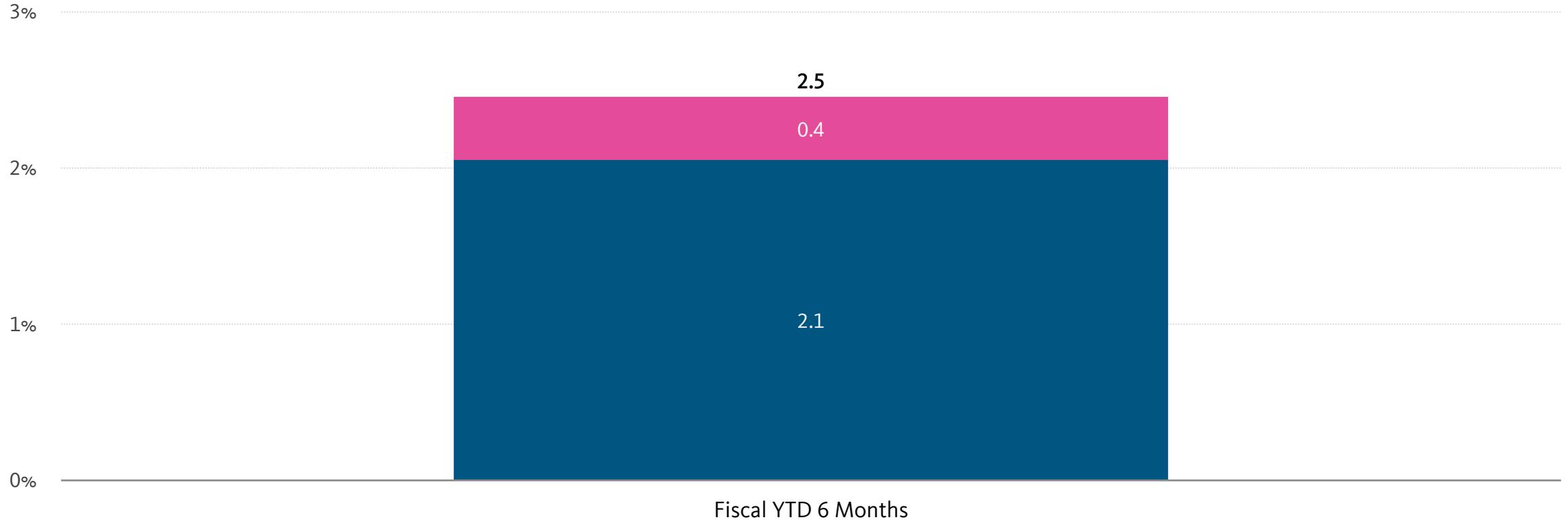


# UCRP Cash

## Annualized Net Returns

### Portfolio

- Policy
- Value Added



# UCRP Cash - Returns

| Net Returns (%)   | Market Value (\$M) | Weight (%) | Fiscal YTD 6 Months | 1 Year | 3 Year | 5 Year |
|-------------------|--------------------|------------|---------------------|--------|--------|--------|
| Cash              | 962                | 100        | 2.5                 | -      | -      | -      |
| Policy Benchmark* |                    |            | 2.1                 | -      | -      | -      |
| Value Added       |                    |            | 0.4                 | -      | -      | -      |

\* As of July 1, 2020, the Cash policy benchmark is the Bank of America 3-Month US Treasury Bill Index.  
Table showing cash returns since establishment of the formal policy benchmark on July 1, 2025

Returns greater than 1 year are shown on an annualized basis.

# UCRP Risk

Portfolio volatility declined in Q4 2025, while active risk remained mostly stable. The reduction in volatility was driven by lower overall market volatility.

| Portfolio      | Benchmark         | Weight (%) | Portfolio Risk (%)    |            | Benchmark Risk (%)    |            | Active Risk (%) |            |
|----------------|-------------------|------------|-----------------------|------------|-----------------------|------------|-----------------|------------|
|                |                   |            | Standalone Volatility | QoQ Change | Standalone Volatility | QoQ Change | Tracking Error  | QoQ Change |
| Pension        | Policy (Blend)    | 100.0      | 12.4                  | (0.5)      | 11.3                  | (0.5)      | 1.4             | 0.0        |
| Public Equity  | ACWI IMI TF FF    | 64.9       | 14.8                  | (0.7)      | 14.7                  | (0.6)      | 0.6             | 0.1        |
| Fixed Income   | FI Policy (Blend) | 11.9       | 2.6                   | (0.5)      | 2.3                   | (0.2)      | 0.4             | (0.8)      |
| Private Equity | R3K + 3%          | 11.5       | 16.4                  | (0.6)      | 16.0                  | (0.7)      | 8.8             | (0.3)      |
| Real Estate    | NFI ODCE          | 6.4        | 17.0                  | (1.5)      | 15.4                  | (1.0)      | 4.8             | (0.3)      |
| Real Assets    | Real Assets       | 2.5        | 13.0                  | (1.2)      | 13.0                  | (1.2)      | 0.0             | 0.0        |
| Private Credit | CS LL/ML HY BB-B  | 2.0        | 6.1                   | (0.6)      | 2.7                   | (0.3)      | 5.0             | (0.5)      |
| Cash           | BofA 3mo TBill    | 0.8        | 0.0                   | (0.0)      | 0.1                   | (0.0)      | 0.1             | 0.0        |

# WHAT KEEPS US UP AT NIGHT?

## June 2022

Market Volatility / Liquidity

War / Russia / Ukraine

Interest Rates / Fed

Inflation / Energy Prices

Recession

Supply Chain Disruption

Deglobalization

Technology / Valuations

China / Geopolitics / US

COVID

Climate Change / ESG

## June 2023

Artificial Intelligence

Inflation

Interest Rates / Fed

Economic Slowdown

US Politics

China / Geopolitics / US

Extreme Effects of Climate Change

War / Russia / Ukraine

## June 2024

US Politics

War / Russia / Ukraine

Middle East War

Artificial Intelligence

Climate Change

Demographics

China / Geopolitics / US

Deglobalization

## Today

Market Volatility

Tariffs

Inflation

US Dollar

Interest Rate

Stagflation

Recession?



# Retirement Savings

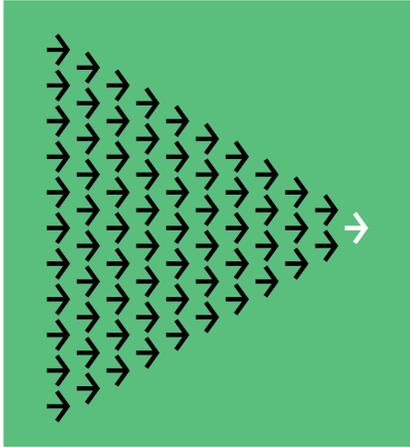
December 31, 2025



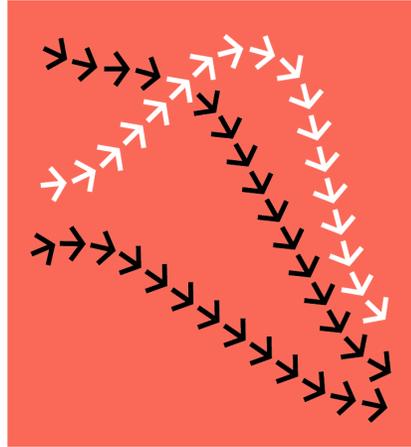
UC INVESTMENTS

# UC Investments Way

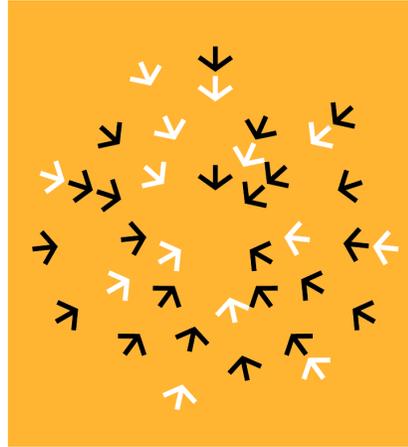
**LESS IS MORE**



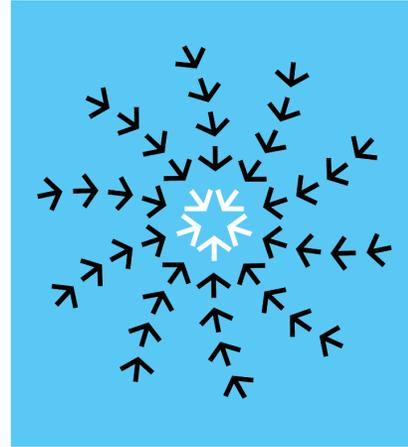
**RISK RULES**



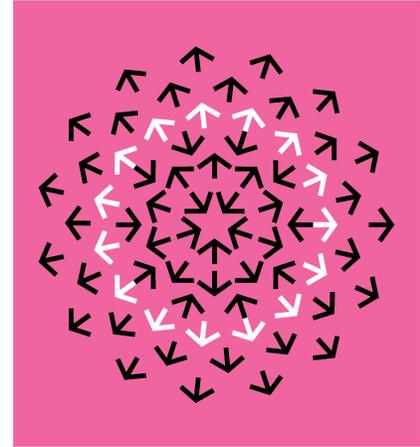
**CONCENTRATE**



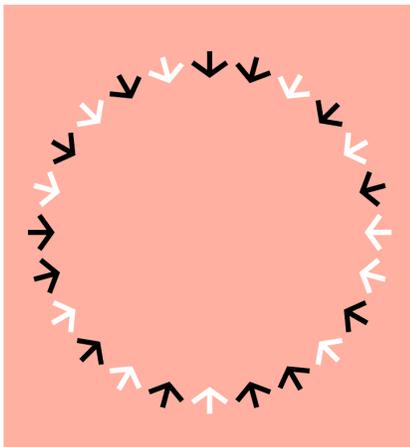
**CREATIVITY PAYS**



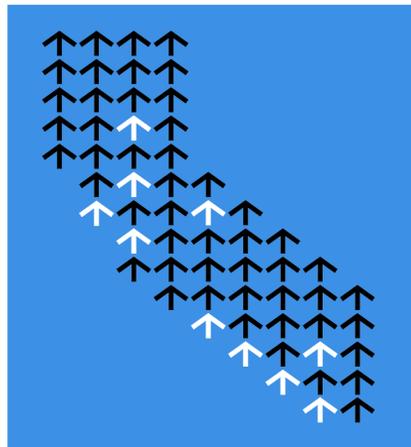
**BUILD KNOWLEDGE**



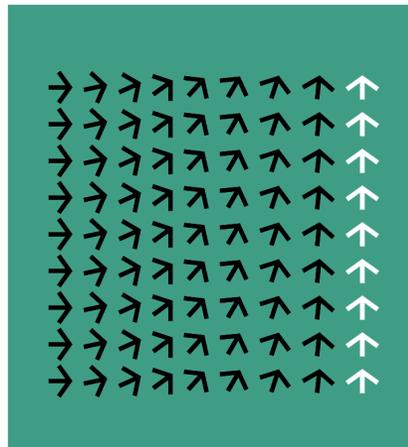
**TEAM UP**



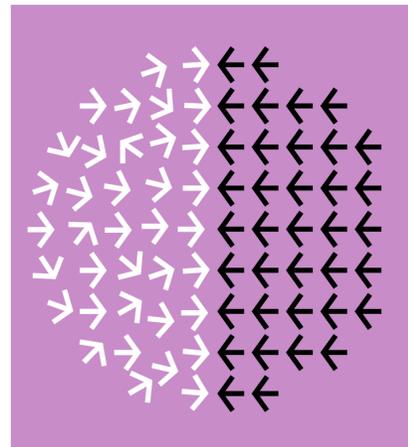
**WHAT MAKES UC, UC**



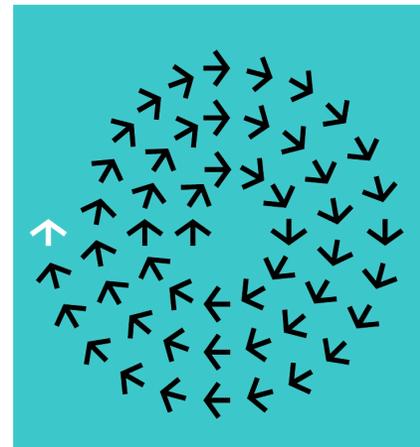
**PERFECT ALIGNMENT**



**HUMAN MEETS MACHINE**



**CENTENNIAL INVESTING**



# Plan Highlights

## Key plan observations and 1-year growth:

- Total assets: \$47.8 billion (+6.7 billion)
- Assets in Target Date Fund: \$21.1 billion (+\$3.7 billion)
- Assets in UC Savings: \$2.9 billion (-\$0.1 billion)

## Performance review

- Target Date Fund Pathway vintages track the benchmark for long term time horizon
- UC Growth Company, UC Diversified International outperformed over the long term
- Index Funds tracked their benchmark tightly

## Product enhancements for 2025/2026

- Add Roth in plan conversion to 403(b) and 457(b)
- Transition UC Savings Fund to a newly created UC Money Market Fund
- Consolidate the UC TIPS Fund into the UC Short TIPS Fund

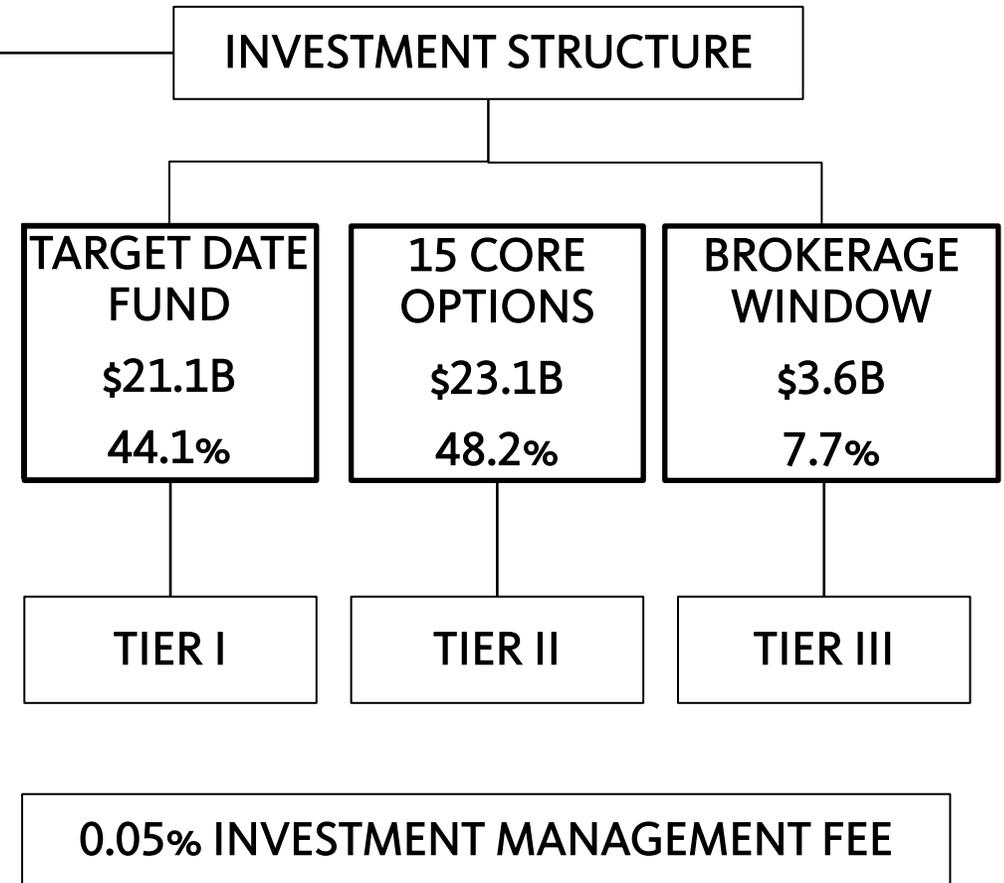
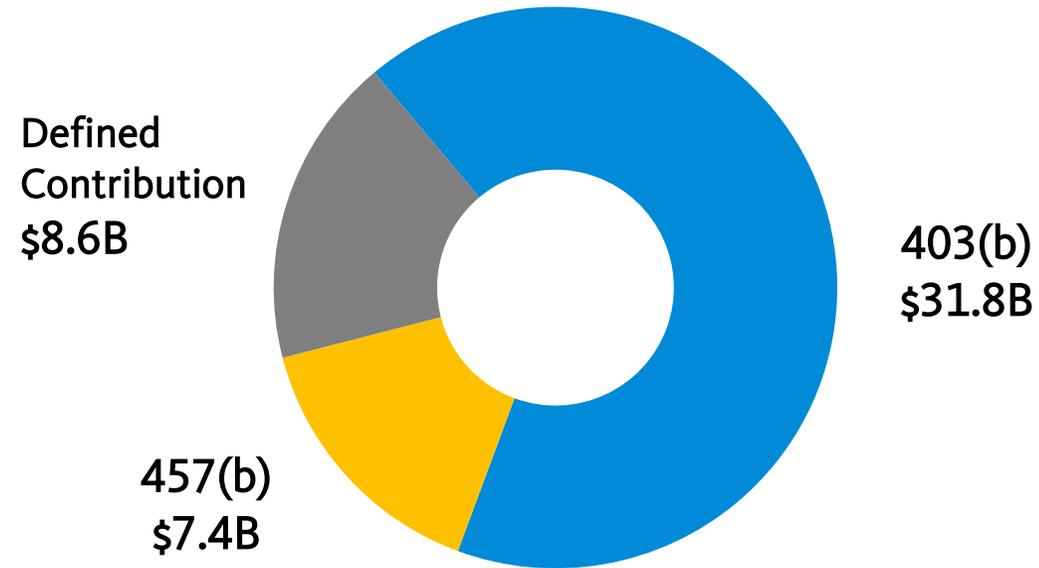
## Product enhancements for 2024/2025

- Launched of Pathway 2070
- Consolidated Pathway 2020 into Pathway Income
- Added UC Short Duration Bond Fund to the line-up
- Added Blue and Gold Pool (BGP) to the line-up on
- Added Certificate of Deposits (CDs) to the Brokerage Window
- Deferred Lifetime Income annual purchase window opened in 09/25, with total purchases surpassing \$20 million

# UC Retirement Savings

As of December 31, 2025

**3 PLANS \$47.8B**



# UC Retirement Savings Program

2<sup>nd</sup> largest public Defined Contribution plan in the United States (USA)

- Established in 1967
- Over 382,000 participants
- 3 Plans: 403(b), 457(b), DC Plan
- Largest 403(b) plan in the US
- Target Date Fund (Pathway) default since 2014
- \$21.1 billion in Target Date Funds

# Highlights

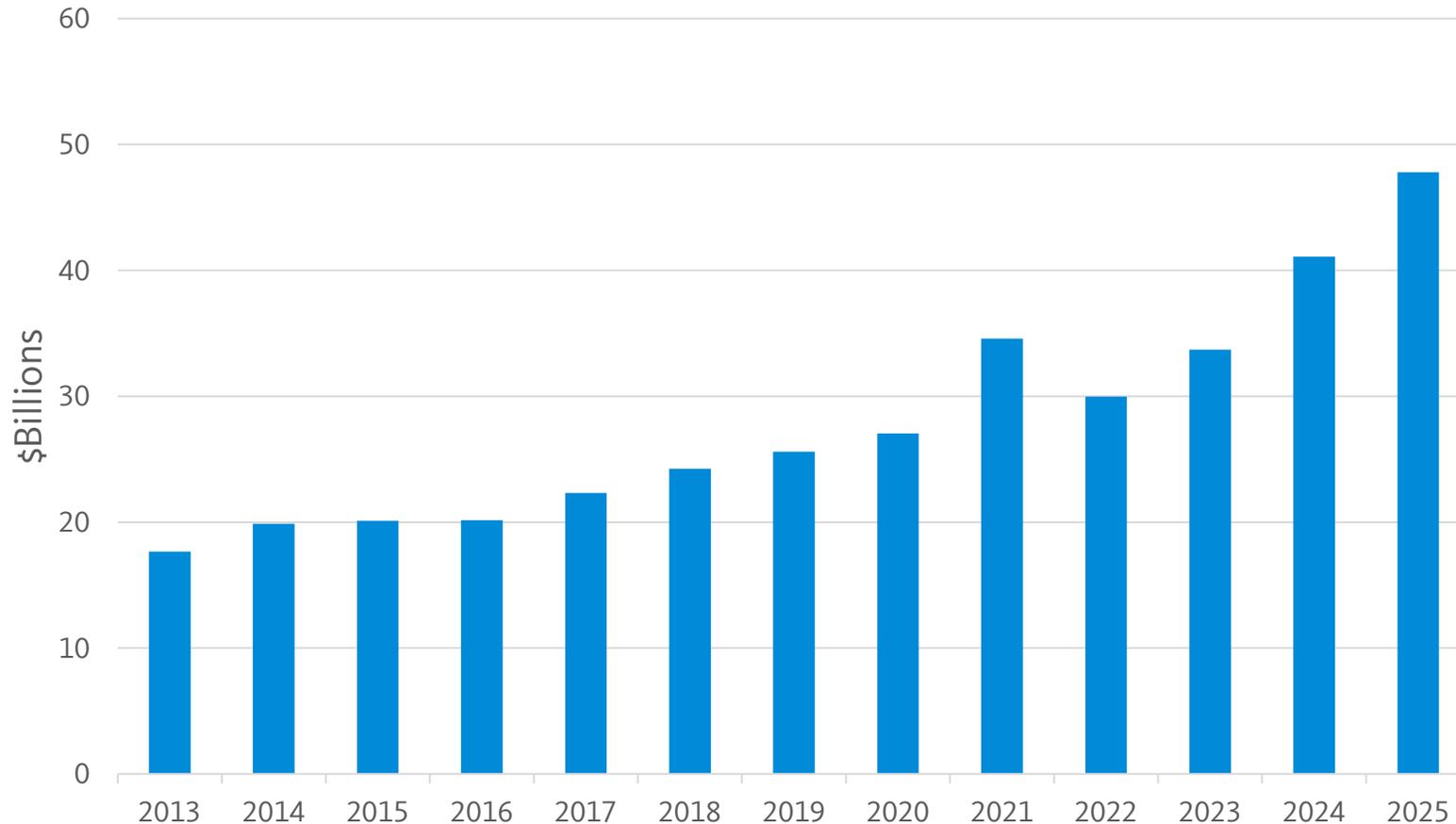
As of December 31, 2025

|                         | 2014            | 2026       | 12 Years   |
|-------------------------|-----------------|------------|------------|
| Participants            | 301,000         | 382,000    | +81,000    |
| Assets                  | \$19.8B         | \$47.8B    | +\$28.0B   |
| Default                 | UC Savings Fund | UC Pathway | UC Pathway |
| Target Date Assets      | \$3.1B          | \$21.1B    | +\$18.0B   |
| Investment Choices      | 75              | 16         | ↓ 59       |
| Management Fee (Annual) | 0.14%           | 0.05%      | ↓ 64%      |
| Management Fee (Annual) | \$26M           | \$15M      | ↓ \$11M    |

# UC Retirement Savings

\$47.8 Billion in Assets as of December 31, 2025

RETIREMENT SAVINGS ASSETS 2013 – 2025



## 10 YEAR EVOLUTION

### 2024

- Added UC Blue and Gold
- Added UC Short Duration Bond Fund

### 2023

- Added Roth 403(b) and Roth 457(b)

### 2022

- Moved UCRSP Fossil Fuel Free

### 2021

- Launched Deferred Lifetime Income
- Launched UC Global ex Fossil Fuel Fund

### 2020

- Moved 4 fixed income funds to passive

### 2019

- Launched of Pathway 2065

### 2018

- 3<sup>rd</sup> Party manager for Pathway

### 2017

- White labeled Funds
- Moved to Institutional Vehicles

### 2015

- Reduced funds from 64 to 16

# Investment Options at a Glance

**TARGET DATE FUNDS - \$21.1 billion**  
UC Pathway Funds

|                        |                      |                      |
|------------------------|----------------------|----------------------|
| UC Pathway Income Fund | UC Pathway Fund 2040 | UC Pathway Fund 2060 |
| UC Pathway Fund 2025   | UC Pathway Fund 2045 | UC Pathway Fund 2065 |
| UC Pathway Fund 2030   | UC Pathway Fund 2050 | UC Pathway Fund 2070 |
| UC Pathway Fund 2035   | UC Pathway Fund 2055 |                      |

**CORE FUNDS - \$23.1 billion**  
Bond and Stock Investments

|  |  |  |
|--|--|--|
| <p><b>Bond Investments</b></p> <p><i>Shorter-Term</i></p> <p>UC Savings Fund<br/>UC Short Duration Bond Fund</p> <p><i>Intermediate-Term</i></p> <p>UC Bond Fund</p> <p><i>Inflation-Protected</i></p> <p>UC Short Term TIPS Fund<br/>UC TIPS Fund</p> | <p><b>Domestic Stock</b></p> <p><i>Large Cap</i></p> <p>UC Growth Company Fund</p> <p><i>Small Cap</i></p> <p>UC Domestic Small Cap Equity Fund</p> <p><i>Broad Cap</i></p> <p>UC Domestic Equity Index Fund</p> | <p><b>Foreign Stock</b></p> <p><i>Developed Markets</i></p> <p>UC International Equity Index Fund<br/>UC Diversified International Fund</p> <p><i>Emerging Markets</i></p> <p>UC Emerging Markets Equity Fund</p> <p><i>Global Markets</i></p> <p>UC Global Equity Fund</p> <p><b>Specialty Funds</b></p> <p>UC Real Estate Fund<br/>UC Social Equity Fund<br/>UC Blue and Gold Fund</p> |
|--|--|--|

**BROKERAGE WINDOW - \$3.6 billion**  
Fidelity BROKERAGELINK®

# Core Funds Assets

## CORE FUNDS - \$23.1 Billion Bond and Stock Investments

### Bond Investments - \$4,768

#### *Shorter-Term*

UC Savings Fund - \$2,866

UC Short Duration Bond Fund - \$90

#### *Intermediate-Term*

UC Bond Fund - \$1,204

#### *Inflation-Protected*

UC Short Term TIPS Fund - \$277

UC TIPS Fund - \$331

### Domestic Stock - \$14,644

#### *Large Cap*

UC Growth Company Fund - \$4,447

#### *Small Cap*

UC Domestic Small Cap Equity Fund - \$744

#### *Broad Cap*

UC Domestic Equity Index Fund - \$9,453

### Foreign/Global Stock - \$2,141

#### *Developed Markets*

UC International Equity Index Fund - \$1,467

UC Diversified International Fund - \$257

#### *Emerging Markets*

UC Emerging Markets Equity Fund - \$333

#### *Global Markets*

UC Global Equity Fund - 84

### Specialty Stock - \$1,491

UC Real Estate Fund - \$291

UC Social Equity Fund - \$1,152

UC Blue and Gold Fund - \$48

# Core Funds Performance – Equities

| US Large Equity                                 | Market Value (\$M) | Weight (%) | Fiscal YTD |          | Annualized Total Return (%) |           |          |
|---|--------------------|------------|------------|----------|-----------------------------|-----------|----------|
|   |                    |            | 6 Months   | One Year | Three Year                  | Five Year | Ten Year |
| UC Domestic Equity Index Fund                   | \$ 9,453           | 19.8%      | 11.1       | 17.5     | 23.2                        | 13.4      | 14.6     |
| Russell 3000 ex Fossil Fuels ex Tobacco         |                    |            | 11.2       | 17.4     | 23.1                        | 13.4      | 14.5     |
| Value Added                                     |                    |            | (0.1)      | 0.1      | 0.1                         | 0.0       | 0.1      |
| UC Social Index Fund                            | \$ 1,152           | 2.4%       | 10.9       | 17.4     | 25.0                        | 13.7      | 15.2     |
| FTSE4Good US Select Index                       |                    |            | 10.9       | 17.4     | 25.0                        | 13.7      | 15.3     |
| Value Added                                     |                    |            | 0.0        | 0.0      | 0.0                         | 0.0       | (0.1)    |
| <b>US Small/Mid Cap Equity</b>                  |                    |            |            |          |                             |           |          |
| UC Domestic Small Cap Index Fund                | \$ 744             | 1.6%       | 15.2       | 13.7     | 14.5                        | 6.5       | 9.8      |
| Russell 2000 ex Fossil Fuels ex Tobacco         |                    |            | 14.9       | 13.2     | 14.1                        | 6.2       | 9.5      |
| Value Added                                     |                    |            | 0.3        | 0.5      | 0.4                         | 0.3       | 0.3      |
| <b>Global/World ex-US Equity</b>                |                    |            |            |          |                             |           |          |
| UC International Equity Index Fund              | \$ 1,467           | 3.1%       | 10.2       | 32.3     | 18.1                        | 9.2       | 8.8      |
| MSCI World ex-US IMI ex Fossil Fuels ex Tobacco |                    |            | 10.3       | 32.0     | 17.7                        | 9.1       | 8.5      |
| Value Added                                     |                    |            | (0.1)      | 0.3      | 0.4                         | 0.1       | 0.3      |

# Core Funds Performance – Equities

| Growth Large Equity                                  | Market Value (\$M) | Weight (%) | Fiscal YTD |          | Annualized Total Return (%) |           |          |
|--|--------------------|------------|------------|----------|-----------------------------|-----------|----------|
|  |                    |            | 6 Months   | One Year | Three Year                  | Five Year | Ten Year |
| UC Growth Company Fund                               | \$4,447            | 9.3%       | 20.3       | 25.5     | 36.1                        | 15.8      | 21.2     |
| Russell 3000 Growth                                  |                    |            | 11.7       | 18.2     | 30.3                        | 14.6      | 17.6     |
| Value Added  |                    |            | 8.6        | 7.3      | 5.8                         | 1.2       | 3.6      |
| <b>World ex-US Equity</b>                            |                    |            |            |          |                             |           |          |
| UC Diversified Intl. Fund                            | \$257              | 0.5%       | 7.5        | 28.5     | 17.4                        | 7.1       | 8.6      |
| MSCI EAFE  |                    |            | 9.9        | 31.2     | 17.2                        | 8.9       | 8.2      |
| Value Added  |                    |            | (2.4)      | (2.7)    | 0.2                         | (1.8)     | 0.4      |
| UC Emerging Markets Fund                             | \$333              | 0.7%       | 15.2       | 32.5     | 16.2                        | 4.4       | 8.1      |
| MSCI Emerging Markets IMI ex Fossil Fuels ex Tobacco |                    |            | 15.1       | 32.4     | 16.6                        | 4.4       | 8.5      |
| Value Added  |                    |            | 0.1        | 0.1      | (0.4)                       | 0.0       | (0.4)    |
| <b>Global Equity</b>                                 |                    |            |            |          |                             |           |          |
| UC Global Equity Fund                                | \$84               | 0.2%       | 11.4       | 22.6     | 21.1                        | -         | -        |
| MSCI ACWI IMI ex Fossil Fuels ex Tobacco             |                    |            | 11.3       | 22.2     | 20.7                        | -         | -        |
| Value Added  |                    |            | 0.1        | 0.4      | 0.4                         | -         | -        |
| <b>Real Estate</b>                                   |                    |            |            |          |                             |           |          |
| UC Real Estate Fund                                  | \$292              | 0.6%       | 3.0        | 3.0      | 8.4                         | 6.6       | 5.6      |
| MSCI US REIT   |                    |            | 3.0        | 3.0      | 8.4                         | 6.6       | 5.5      |
| Value Added  |                    |            | 0.0        | 0.0      | 0.0                         | 0.0       | 0.1      |
| <b>Endowment Like</b>                                |                    |            |            |          |                             |           |          |
| UC Blue and Gold Fund                                | \$48               | 0.1%       | 9.6        | 19.3     | -                           | -         | -        |
| Policy Benchmark                                     |                    |            | 9.5        | 19.0     | -                           | -         | -        |
| Value Added  |                    |            | 0.1        | 0.3      | -                           | -         | -        |

# Core Funds Performance – Fixed Income

| Capital Preservation                                   | Market Value (\$M) | Weight (%) | Fiscal YTD |          | Annualized Total Return (%) |           |          |
|--|--------------------|------------|------------|----------|-----------------------------|-----------|----------|
|  |                    |            | 6 Months   | One Year | Three Year                  | Five Year | Ten Year |
| UC Savings Fund  | \$2,867            | 6.0%       | 1.4        | 2.7      | 1.8                         | 1.3       | 1.4      |
| Two-Year U.S. Treasury Notes Income Return             |                    |            | 1.8        | 3.9      | 4.3                         | 3.2       | 2.3      |
| Value Added  |                    |            | (0.4)      | (1.2)    | (2.5)                       | (1.9)     | (0.9)    |
| <b>Inflation Sensitive</b>                             |                    |            |            |          |                             |           |          |
| UC Short Term TIPS Fund                                | \$277              | 0.6%       | 1.9        | 5.8      | 5.3                         | 3.9       | 3.2      |
| Barclays 1-3 Year U.S. TIPS Index                      |                    |            | 1.9        | 5.7      | 5.2                         | 3.8       | 3.1      |
| Value Added  |                    |            | 0.0        | 0.1      | 0.1                         | 0.1       | 0.1      |
| UC TIPS Fund   | \$331              | 0.7%       | 2.1        | 7.0      | 4.3                         | 1.2       | 3.2      |
| Barclays US TIPS Index                                 |                    |            | 2.2        | 7.0      | 4.2                         | 1.1       | 3.1      |
| Value Added  |                    |            | (0.1)      | 0.0      | 0.1                         | 0.1       | 0.1      |
| <b>Diversified Fixed Income</b>                        |                    |            |            |          |                             |           |          |
| UC Bond Fund   | \$1,204            | 2.5%       | 3.0        | 7.3      | 4.7                         | (0.4)     | 2.1      |
| Bloomberg MSCI US Aggregate ex Fossil Fuels ex Tobacco |                    |            | 3.1        | 7.3      | 4.6                         | (0.4)     | 2.0      |
| Value Added  |                    |            | (0.1)      | 0.0      | 0.1                         | 0.0       | 0.1      |
| UC Short Duration Bond Fund                            | \$90               | 0.2%       | 2.4        | 6.2      | -                           | -         | -        |
| Bloomberg 1-5 Year Government Credit Index             |                    |            | 2.5        | 6.1      | -                           | -         | -        |
| Value Added  |                    |            | (0.1)      | 0.1      | -                           | -         | -        |

# Target Date Fund – Pathway

| Target Date Funds      | Market Value (\$M) | Weight (%) | Fiscal YTD |          | Annualized Total Return (%) |           |          |
|------------------------|--------------------|------------|------------|----------|-----------------------------|-----------|----------|
|                        |                    |            | 6 Months   | One Year | Three Year                  | Five Year | Ten Year |
| UC Pathway Income Fund | \$ 3,248           | 6.8%       | 5.8        | 12.5     | 10.7                        | 5.9       | 6.1      |
| Policy Benchmark       |                    |            | 5.9        | 12.8     | 11.2                        | 6.2       | 6.2      |
| Value Added            |                    |            | (0.1)      | (0.3)    | (0.5)                       | (0.3)     | (0.1)    |
| UC Pathway Fund 2025   | \$ 2,280           | 4.8%       | 6.9        | 14.7     | 13.4                        | 6.6       | 8.0      |
| Policy Benchmark       |                    |            | 6.9        | 14.9     | 13.5                        | 6.7       | 8.1      |
| Value Added            |                    |            | 0.0        | (0.2)    | (0.1)                       | (0.1)     | (0.1)    |
| UC Pathway Fund 2030   | \$ 3,119           | 6.5%       | 8.3        | 17.6     | 15.4                        | 7.4       | 8.9      |
| Policy Benchmark       |                    |            | 8.3        | 17.6     | 15.4                        | 7.3       | 8.9      |
| Value Added            |                    |            | 0.0        | 0.0      | 0.0                         | 0.1       | 0.0      |
| UC Pathway Fund 2035   | \$ 2,695           | 5.6%       | 9.4        | 19.5     | 16.6                        | 8.0       | 9.5      |
| Policy Benchmark       |                    |            | 9.4        | 19.5     | 16.6                        | 8.0       | 9.5      |
| Value Added            |                    |            | 0.0        | 0.0      | 0.0                         | 0.0       | 0.0      |
| UC Pathway Fund 2040   | \$ 2,547           | 5.3%       | 10.0       | 20.5     | 17.3                        | 8.4       | 10.0     |
| Policy Benchmark       |                    |            | 10.0       | 20.4     | 17.2                        | 8.3       | 10.0     |
| Value Added            |                    |            | 0.0        | 0.1      | 0.1                         | 0.1       | 0.0      |
| UC Pathway Fund 2045   | \$ 2,382           | 5.0%       | 10.5       | 21.2     | 17.9                        | 8.8       | 10.4     |
| Policy Benchmark       |                    |            | 10.5       | 21.1     | 17.8                        | 8.7       | 10.4     |
| Value Added            |                    |            | 0.0        | 0.1      | 0.1                         | 0.1       | 0.0      |
| UC Pathway Fund 2050   | \$ 2,221           | 4.6%       | 10.7       | 21.6     | 18.1                        | 8.9       | 10.7     |
| Policy Benchmark       |                    |            | 10.7       | 21.5     | 18.0                        | 8.8       | 10.7     |
| Value Added            |                    |            | 0.0        | 0.1      | 0.1                         | 0.1       | 0.0      |
| UC Pathway Fund 2055   | \$ 1,495           | 3.1%       | 10.7       | 21.6     | 18.1                        | 8.9       | 10.7     |
| Policy Benchmark       |                    |            | 10.7       | 21.5     | 18.0                        | 8.8       | 10.7     |
| Value Added            |                    |            | 0.0        | 0.1      | 0.1                         | 0.1       | 0.0      |
| UC Pathway Fund 2060   | \$ 971             | 2.0%       | 10.7       | 21.6     | 18.1                        | 8.9       | 10.7     |
| Policy Benchmark       |                    |            | 10.7       | 21.5     | 18.0                        | 8.8       | 10.7     |
| Value Added            |                    |            | 0.0        | 0.1      | 0.1                         | 0.1       | 0.0      |
| UC Pathway Fund 2065   | \$ 140             | 0.3%       | 10.7       | 21.6     | 18.1                        | -         | -        |
| Policy Benchmark       |                    |            | 10.7       | 21.5     | 18.0                        | -         | -        |
| Value Added            |                    |            | 0.0        | 0.1      | 0.1                         | -         | -        |
| UC Pathway Fund 2070   | \$ 9               | 0.0%       | 10.7       | -        | -                           | -         | -        |
| Policy Benchmark       |                    |            | 10.7       | -        | -                           | -         | -        |
| Value Added            |                    |            | 0.0        | -        | -                           | -         | -        |

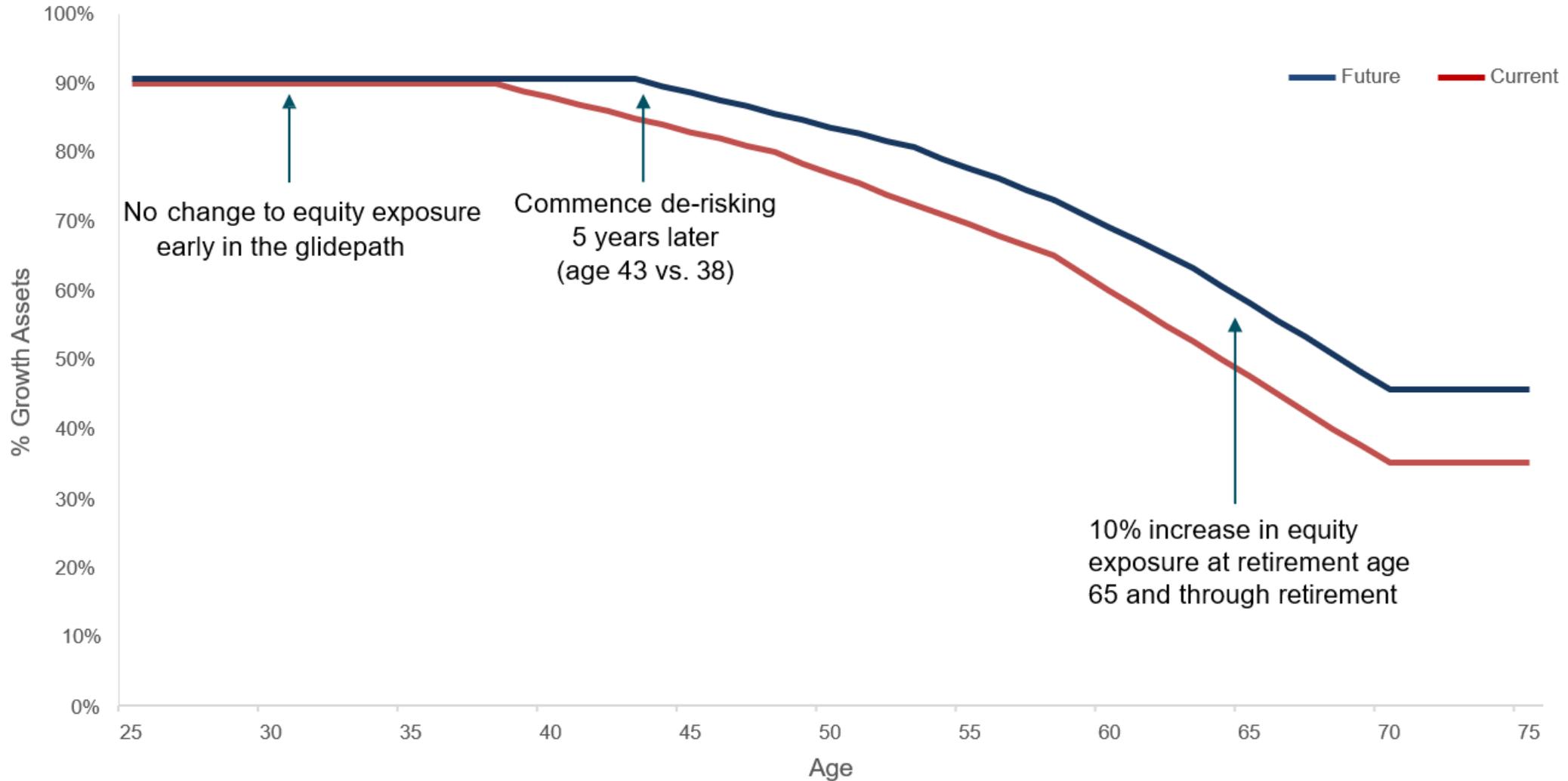
# 2025 / 2026 Lineup Enhancements

- **Add Roth in plan conversion for 403(b) and 457(b)**
  - Allows participants convert pre-tax dollars into Roth 403(b) and Roth 457(b)
  - Pay taxes now for tax-free growth and withdrawals later
  - Ideal if you expect to be in a higher tax bracket in the future or want tax free retirement income
- **Consolidate the UC TIPS Fund in the UC Short TIPS Fund on 3/31/26**
  - Eliminate overlapping fund offerings
  - Make inflation sensitive fixed income offerings easier to understand for participants
  - Better inflation sensitivity with Short TIPS
  - Reduced interest rate risk if we only offer Short TIPS (2.5 yr vs. 6.5 yr Duration)
- **Transition UC Savings Fund to UC Money Market Fund on 3/31/26**
  - Move management from internal to external manager State Street Investment Management
  - Reduced management fee of 0.0275%
  - Leverage same money market fund approach used in UCRP and GEP

# 2024 / 2025 Lineup Enhancements

- **Launched the UC Blue and Gold Fund on 7/1/24**
  - Offers participants an Endowment like vehicle available to our campuses
  - Management fee at 1 basis point
  - Leverages existing separate accounts reducing operational complexity and risk
- **Launched the UC Short Duration Fund on 7/1/24**
  - Offers participants same core bond exposure the Pension uses
  - Benchmarked against the UCRP core benchmark; 1-5-year Gov / Credit Index
  - SSGA manages a separate account at 1 basis point
- **Broadened Brokerage Window to allow brokered Certificate of Deposits (CDs) on 7/1/24**
  - Regulatory reasons only allow us to offer them in the 457(b) and DCP plans, not the 403(b)

# Pathway Glidepath: added \$1 billion in equities over the last year



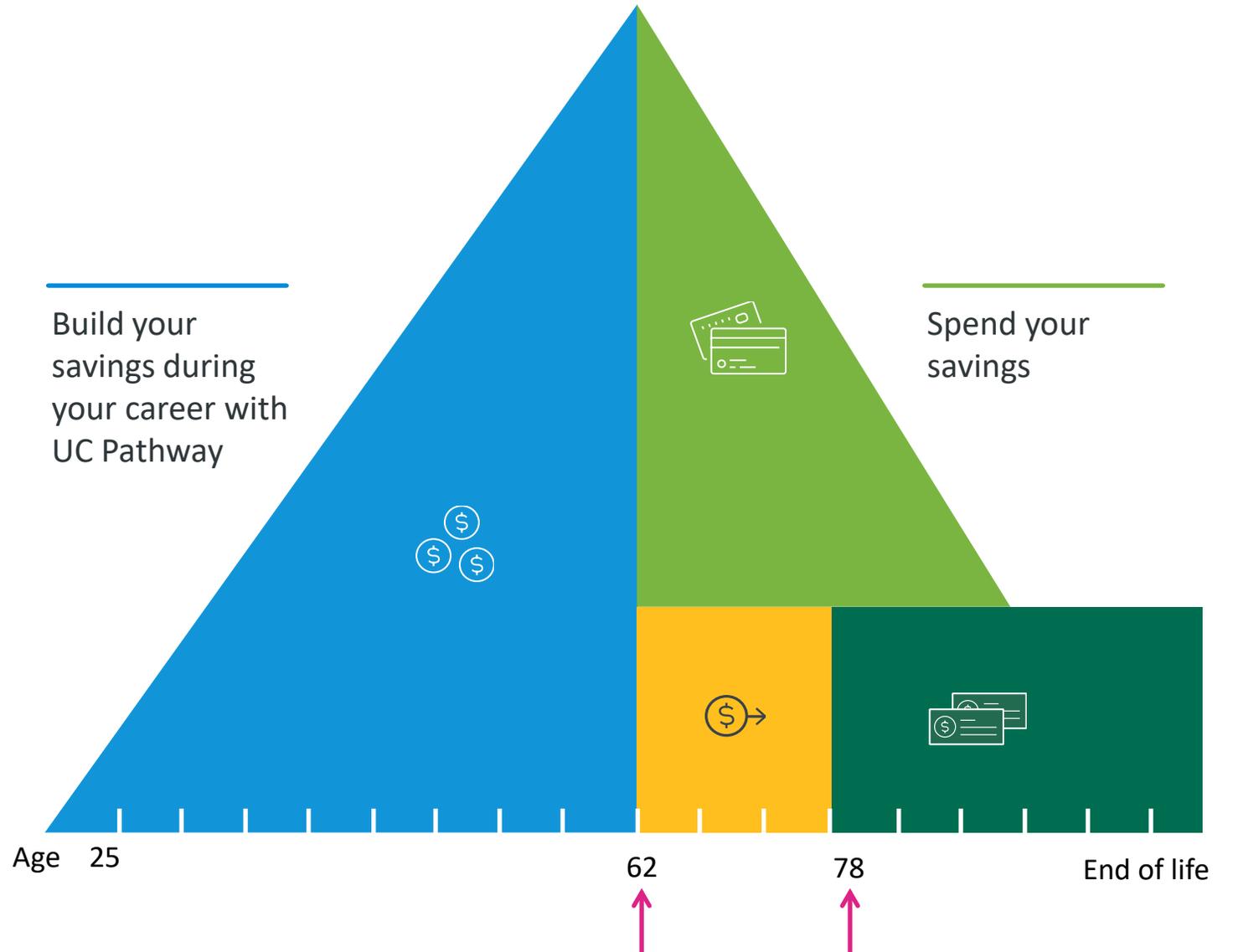
# Implemented Deferred Lifetime Income

- \$15+ million in total QLACs written
- 5<sup>th</sup> election window was open September 2025
- Held live webinar
- Sent educational brochure to over 18,000 participants
- Created and launched custom educational web module and calculator
- Created and launched custom election site

# Introducing the Pathway Lifetime Income Option

Imbed a lifetime income stream

- Option to purchase Lifetime Income option (QLAC) using up to 25% of account balance introduced at age 62 for all participants including active, retired and former employees
- Payments start at age 78 and continue through participant's lifetime
- Includes pre-selected features such as spousal option, death benefit, Cost-of-Living Adjustment





---

# UCRS Advisory Board

---

Meeting of March 6, 2026

## AGENDA ITEM A

### Retirement Savings Program – Operations and Education Report

Retirement Savings Programs Manager Jennifer Luna and Communications Specialist Radhika Mellin will provide an update on the Retirement Savings Program (RSP) and participant experience with Fidelity Retirement Services, which provides account and recordkeeping functions along with financial education and communication services for the RSP.

Attachment

# The University of California

## Retirement Savings Program Operations and Education

**Vendor Relations Management**

# 4Q2025 Vendor Relations Management Highlights

## Overall

- 377,312 unique participants in RSP, with 53.4% of total eligible employees making voluntary contributions.
- 55% of career employees (45% of those aged 40+) are on track to replace 80% of pay through UC retirement benefits.

## Operations and Administration

- Fidelity met all vendor performance standards.
- 38,323 calls handled by member services center this quarter.
- 65% of active participants accessed NetBenefits.com in past 12 months, generating 2.4 million sessions – 54% from mobile devices.

## Communications and Education

- Delivered nearly 28,000 workshop and guidance interactions in Q4 2025.
- RASC portal moved to myUCretirement.com – Phase 1 completed
- Confident Retiree – Legacy Planning Series:
  - Over 1,000 attended Pt. 1 (*Preserving Your Savings for Future Generations*) and Pt. 2 (*Getting Your Affairs in Order*) in 2025.
  - Pt. 3 (*Accessing UC Benefits and More for Survivors of UC Retirees*) – in development.

# Executive Summary

Q4 2025

Retirement  
Savings  
Program

## Plan Statistics and Transactions

**\$48.2B**

Total Plan Assets

**377,312**

Unique Participants

## Participation and Savings

**53.4%**

Percent of Active Participants Contributing

**10.9%**

Average savings amount for participants with % deferral

**\$2,034**

Average savings amount for participants with \$ deferral

## Engagement and Guidance

**617.0K**

Portal YTD Views

**27,862**

Workshop and guidance interactions

**259.1K**

NetBenefits Users

## Retirement Readiness

**56.8%**

*Projected\** to have 80% income replacement from the UCRP and RSP sources

**45.7%**

Age 40+ achieving 80% income replacement

# Plan Summary

## Plan asset & participant trend

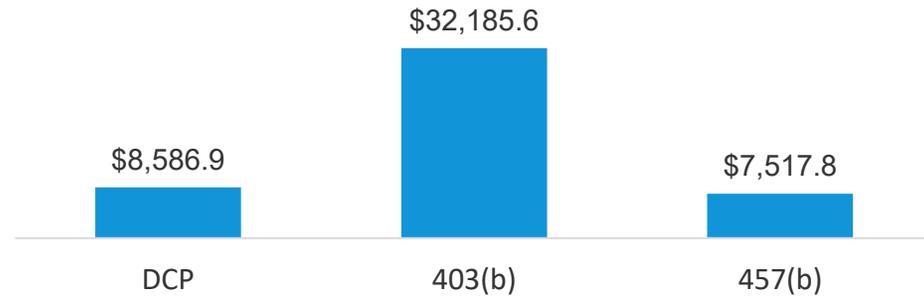
Retirement  
Savings  
Program

# \$48,290M

Total Plan Assets (\$M) As of Q4 2025

|                    | Active    | Terminated / Inactive |
|--------------------|-----------|-----------------------|
| Total Assets* \$M  | \$27,443M | \$18,282M             |
| Average Assets \$K | \$149.2K  | \$132.3K              |

Total Plan Assets (\$M)

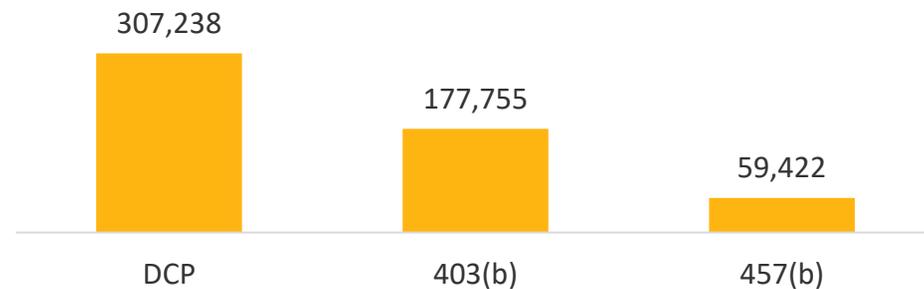


# 377,312

Unique Participants As of Q4 2025

|                     | Active  | Terminated / Inactive |
|---------------------|---------|-----------------------|
| Unique Participants | 183,985 | 138,178               |
| Average Age         | 45.5    | 54.2                  |

Total Participants



\*Includes all participants with a balance. Inactive includes T/R status codes, statuses other than Active and Inactive are included in the total but are not in the breakout (include lost shareholder, qdro, and bene)

Excludes Forfeiture and Alternate Payee Accounts

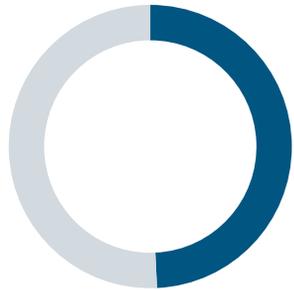
Fidelity record kept data as of 12/31/2025

706485.25.0. For plan sponsor and investment professional use only.

# Active Career Participants Contributing

As of Q4 2025

Retirement  
Savings  
Program



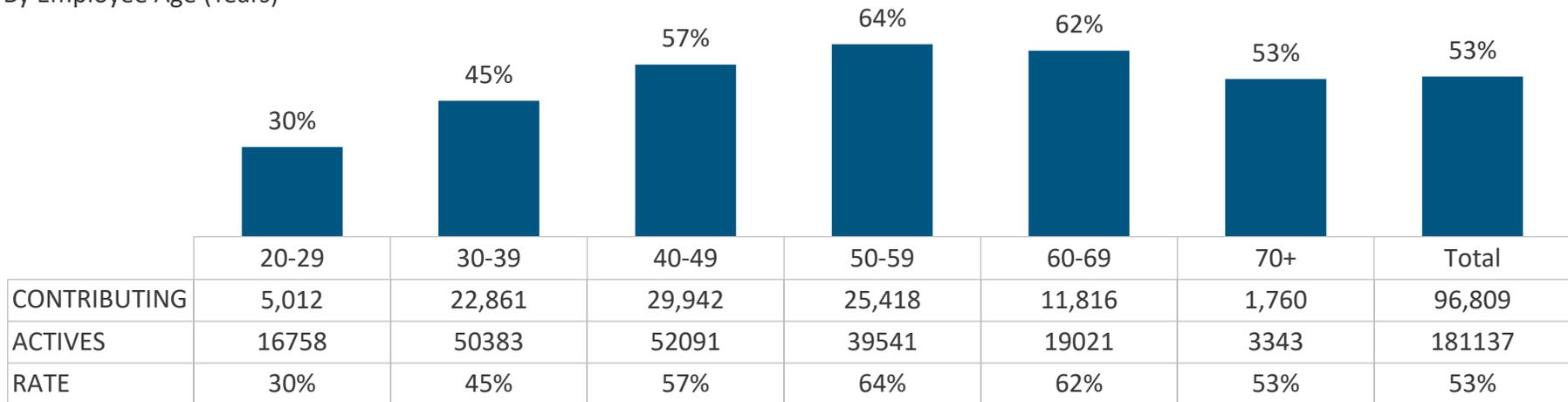
**53.4%**

of active career participants are contributing

| Plan   | Current | Prior Quarter |
|--------|---------|---------------|
| DCP    | 7.8%    | 7.5%          |
| 403(b) | 49.0%   | 48.3%         |
| 457(b) | 19.4%   | 18.7%         |

## Active Career Participants Contributing

By Employee Age (Years)



Fidelity record kept data as of 12/31/25 for active career participants with a current deferral or with a contribution in the prior 12 months. Excludes participants in Safe Harbor, Division Code 'H' and 'S' 706485.25.0. For plan sponsor and investment professional use only.

# Employee Participation

## New Enrollments

Retirement  
Savings  
Program

# 11,458

employees have enrolled in the prior twelve months via the below channels

### Enrollment Channel Utilized



|                   | Online Enrollment | Easy Enrollment |
|-------------------|-------------------|-----------------|
| Enrollees         | 7,378             | 4,080           |
| Avg Election (\$) | \$4,958           | \$3,891         |
| Avg Election (%)  | 8.2%              | 7.6%            |
| Rate              | 64%               | 36%             |

# Retirement Savings Rates - % Deferrals

Q4 2025 by Age Group

Retirement  
Savings  
Program

10.9%

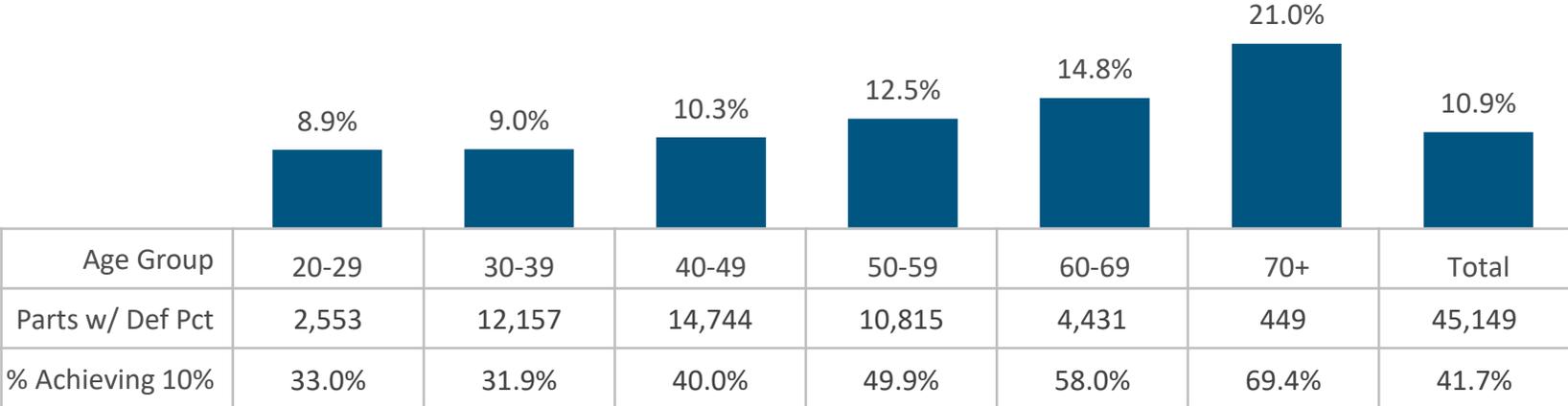
Average deferral rate for participants in the 403(b), 457(b), DC Plans\*

10.8%

Prior Quarter

## Average Deferral Rate

By Age Group



\*Excludes mandatory Safe Harbor contributions  
Fidelity record kept data as of 12/31/2025 for active career participants with a current deferral %  
706485.22.0. For plan sponsor and investment professional use only.

# Retirement Savings Rates - % Deferrals

Q4 2025 by Salary Band

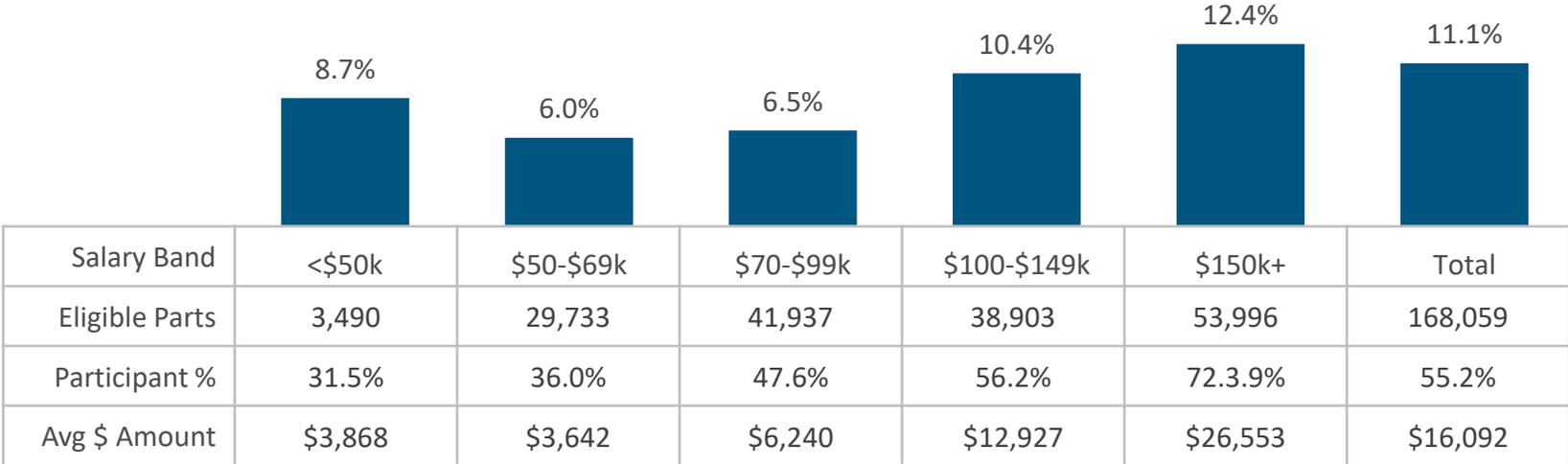
Retirement  
Savings  
Program

# 11.1%

Average deferral rate for participants in the 403(b), 457(b), DC Plans\*

## Average Deferral Rate

By Salary Band



\*Excludes mandatory Safe Harbor contributions and includes only participants with salary information provided by Fidelity Workplace Consulting  
Fidelity record kept data as of 12/31/2025 for active career participants with a current deferral %  
706485.22.0. For plan sponsor and investment professional use only.

# Retirement Savings Rates - \$ Deferrals

Q4 2025 by Age Group

Retirement  
Savings  
Program

## \$2,034

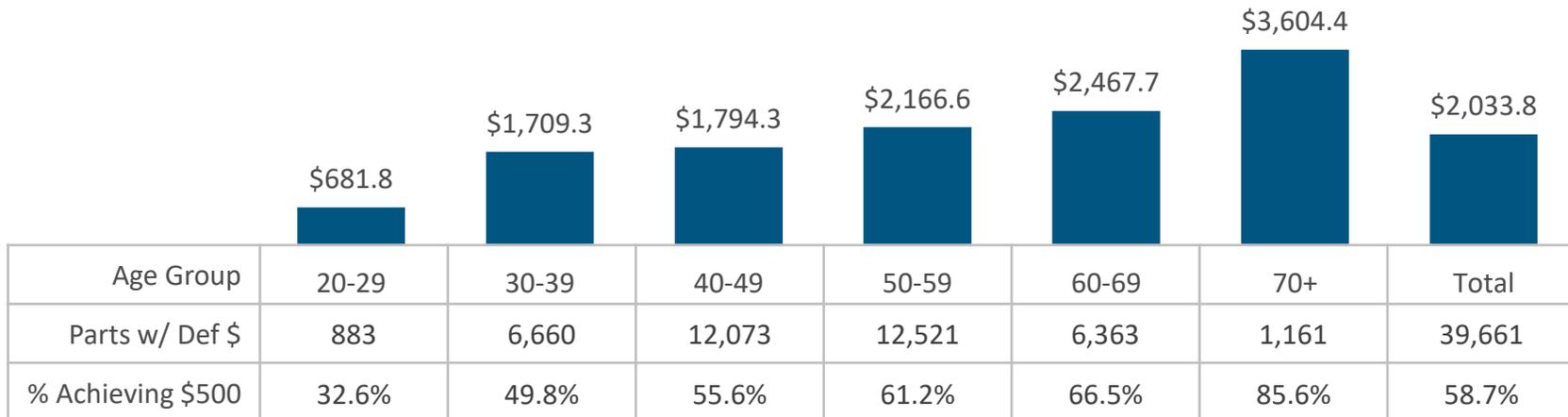
Average deferral amount for participants in the 403(b), 457(b), DC Plans\*

## \$1,990

Prior Quarter

### Average Deferral Rate

By Age Group



\*Excludes mandatory Safe Harbor contributions

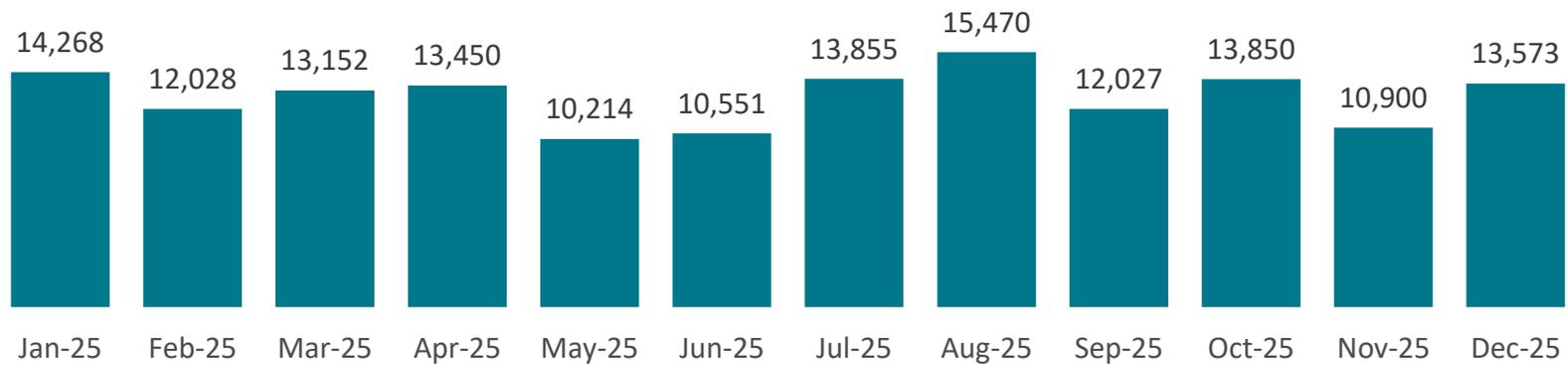
Fidelity record kept data as 12/31/2025 for active career participants with a current deferral \$ 706485.22.0. For plan sponsor and investment professional use only.

# Workplace Participant Services Call Volumes

Jan 2025– Dec 2025

Retirement  
Savings  
Program

## UC Monthly WPS Calls



| Q3 '25 Call Types         | % of Total |
|---------------------------|------------|
| TEM Planning & Advice     | 13%        |
| Withdrawal – Pre-Approved | 11%        |
| Withdrawal – Inquiry      | 10%        |
| Other                     | 7%         |
| Solution Desk             | 6%         |

# Financial Education Experience

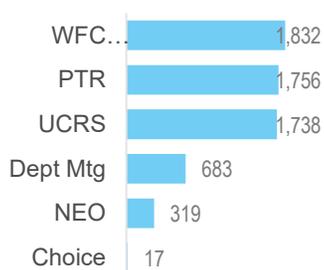
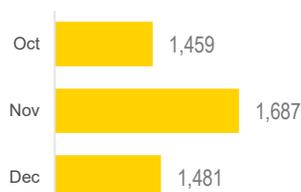
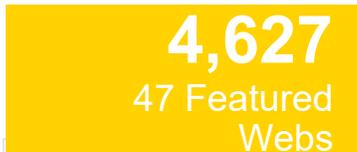
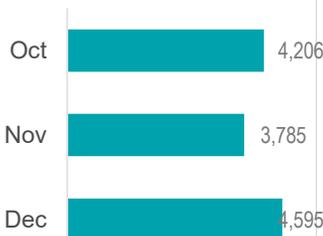
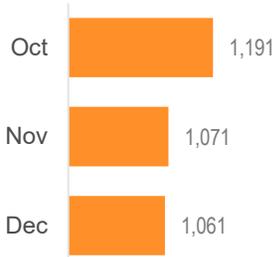
## Interactions during Q4 2025

Retirement  
Savings  
Program

# 27,862

workshop and counseling interactions

- 108,154 interactions
- Q4 2025 increased 17% vs. Q4 2024

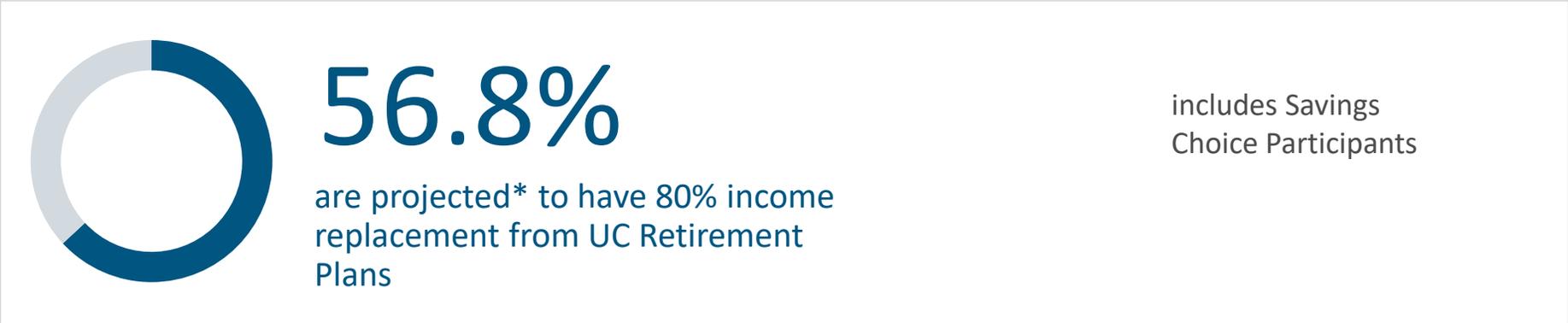


Group Events tracked via manual collection of attendee information 706485.25.0. For plan sponsor and investment professional use only.

# Retirement Readiness Score

Q4 2025 by Age Group

Retirement Savings Program



**Percent Achieving 80% by RR by Age**  
By Age Group



Includes Primary and Supplemental Benefits  
 \*Assumes employment at UC until age 65  
 706485.22.0. For plan sponsor and investment professional use only.

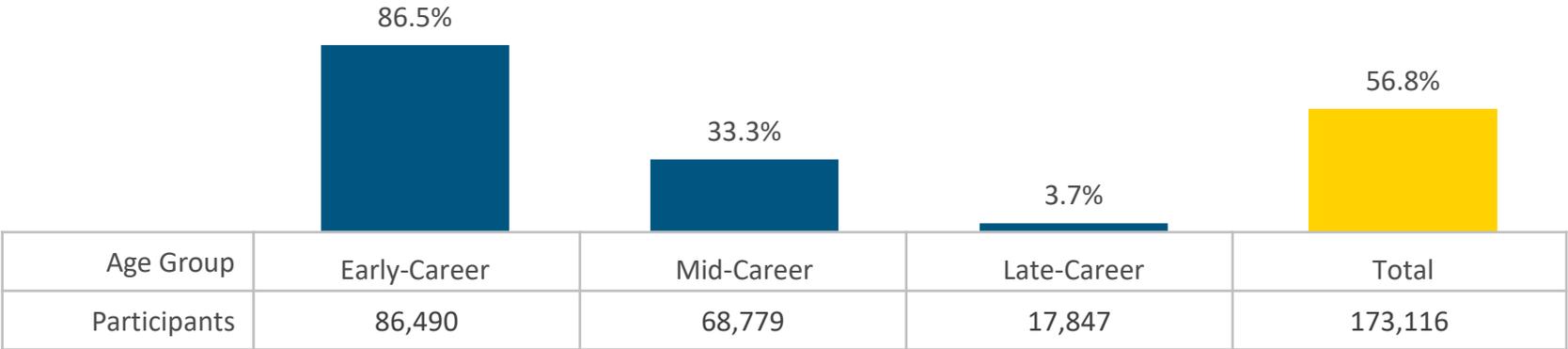
# Retirement Readiness Score

Q4 2025 by years of service

The impact of income from UC Retirement Plans on retirement readiness scores is significant and can be observed in the large differences between early, mid, and late career hires.

includes Savings Choice Participants

**Percent Achieving 80% by RR by age at Hire\***  
By age at Hire



Includes Primary and Supplemental Benefits  
 \*Assumes employment at UC until age 65 and age at time of hire – early career hires: less than 35, mid career hire 35-49, late career hire 50+  
 706485.22.0. For plan sponsor and investment professional use only.

# Retirement Benefits Portal Experience

myUCretirement.com Q4 2025 Summary

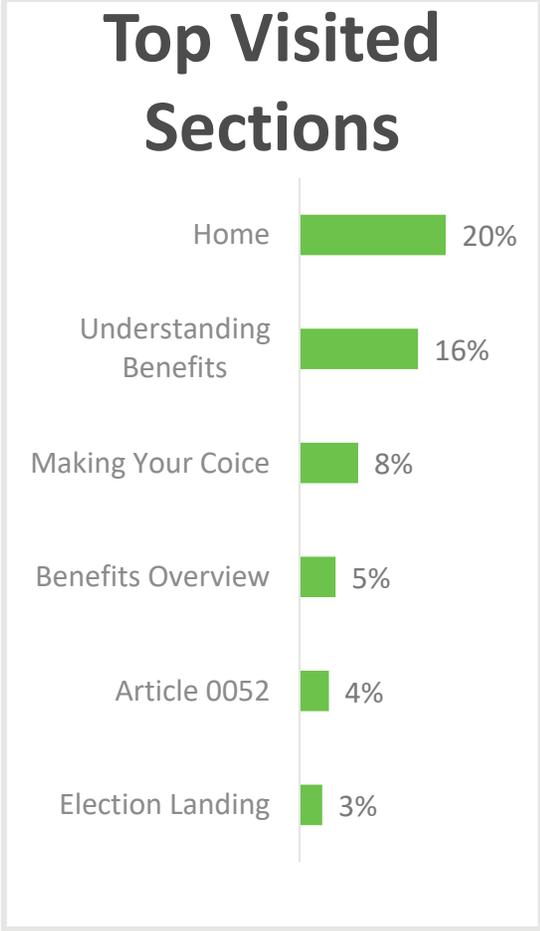
Retirement Savings Program

### YTD Views

**617.0K**

### Usage by Device

|            |            |             |
|------------|------------|-------------|
| <b>82%</b> | <b>17%</b> | <b>0.6%</b> |
| Desktop    | Mobile     | Tablet      |



### Site Analytics

|               |               |               |
|---------------|---------------|---------------|
| <b>123.0K</b> | <b>185.4K</b> | <b>400.8K</b> |
| Users         | Sessions      | Page Views    |
| <b>2.2</b>    | <b>1:51</b>   | <b>90.3%</b>  |
| Avg Pages     | Avg Time      | % New Users   |

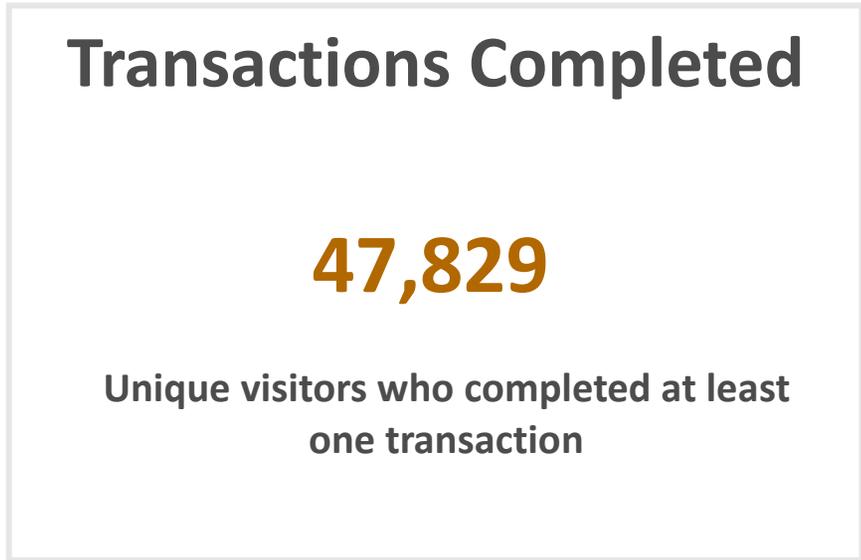
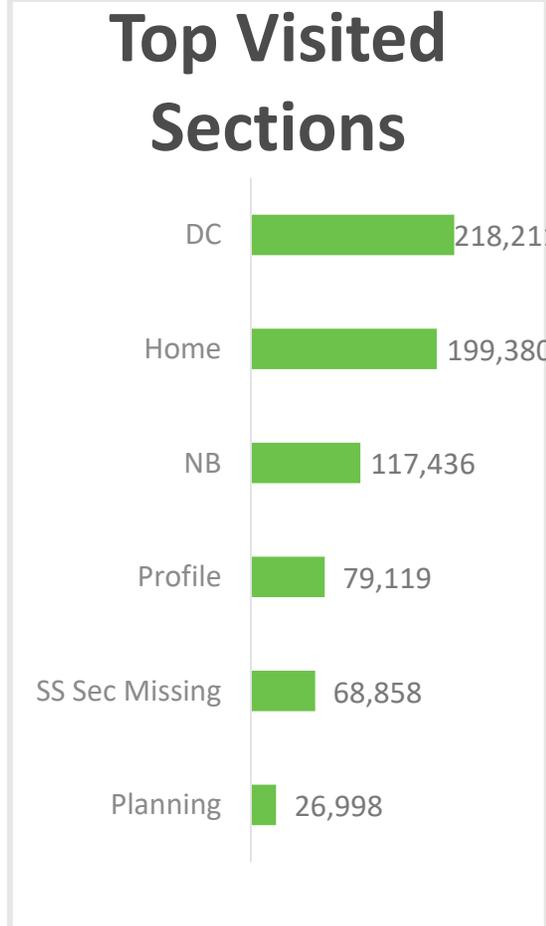
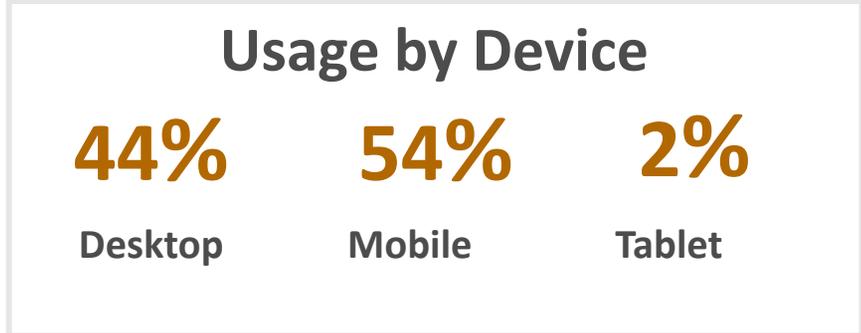
### Acquisition

|            |                |            |
|------------|----------------|------------|
| <b>36%</b> | <b>24%</b>     | <b>47%</b> |
| Direct     | Organic Search | Referral   |

# Plan Transaction Website Experience

## Netbenefits.com Summary Prior 12 Months

Retirement  
Savings  
Program



# Performance Standards

## Q4 2025

## Retirement Savings Program

| Metric                          | Standard   | Measure | Result |
|---------------------------------|--|---------|--------|
| Abandonment Rate                | No more than 3% of calls abandoned – excludes calls abandoned in the first 20 seconds. Measured at the client level.                 | 0.34    | ✓      |
| Avg Speed to Answer             | Customer Service Associates (CSAs) will answer calls within a 30 second average after the call is transferred to a CSA from the VRS. | 8.98    | ✓      |
| Case Management                 | 95% of work items resolved within 5 business days.   | 97.91   | ✓      |
|                                 | 99% of work items resolved in 10 business days (excludes QDROs, death benefits, check copies).                                       | 99.48   | ✓      |
| Communication & Education       | 95%  | 100.00  | ✓      |
| Contribution and Loan Time..    | Same business day as receipt of payroll data.  | 100.00  | ✓      |
| Customer Satisfaction           | 85% in the top two boxes (4/5).  | 94.15   | ✓      |
| Microsite - Access / Availabi.. | 99.5% Availability with Fidelity to provide notice of planned/regular outages and maintenance windows.                               | 100.00  | ✓      |
| Microsite - Accuracy of Out..   | 100%   | 100.00  | ✓      |
| Microsite - Data Accuracy       | 100%   | 100.00  | ✓      |
| Microsite - Ongoing Maint ..    | Corrections made within 2 business days  | 100.00  | ✓      |
| NetBenefits 2.0 Availability    | Available 99.5% of the time  | 100.00  | ✓      |
| New Hire Kit Timeliness         | 90% rec w/n 2 weeks of enrollment materials for Choice   | 100.00  | ✓      |
|                                 | 90% rec w/n 2 weeks of Enrollment Materials for Non-Choice   | 100.00  | ✓      |
| One and Done Rate               | 90% of customer calls resolved within first interaction  | 98.47   | ✓      |
| Plan Sponsor Satisfaction A..   | Annual   | 100.00  | ✓      |
| PSW Availability                | Available 99.5%  | 100.00  | ✓      |
| Quarterly VRM Report            | Provided within 45 calendar days after the end of each quarter for 1Q – 3Q. 4Q provided within 60 days.                              | 100.00  | ✓      |
| Quarterly/Annual Plan Repo..    | 100% within 10 days  | 100.00  | ✓      |
| RSP Rep Activity                | Annually   | 100.00  | ✓      |
| Sponsor documents in NetB..     | Available within 72 hours  | 100.00  | ✓      |
| Statement Delivery - Hardco..   | 100% of statements mailed by the 20th (calendar) day after end of reporting period.  | 100.00  | ✓      |
| Statement Delivery - Online     | 99% availability   | 100.00  | ✓      |
| Transaction Processing Acc..    | 99.5% of all Participant transactions will be processed without reported errors.   | 100.00  | ✓      |
| VRS Availability                | Available 99.5% of the time  | 100.00  | ✓      |

# Important Information

## **FOR PLAN SPONSOR USE ONLY**

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

Fidelity does not provide legal or tax advice. The information herein is general in nature and should not be considered legal or tax advice. Consult an attorney or tax professional regarding your specific situation.

For "Asset Allocation" purposes, age-appropriate equity allocation is defined as the participant's current age and equity holdings in a retirement portfolio compared with an example table containing age-based equity holding percentages based on an equity glide path. The Fidelity Equity Glide Path is an example we use for this measure and is a range of equity allocations that may be generally appropriate for many investors saving for retirement and planning to retire around ages 65 to 67. It is designed to become more conservative as participants approach retirement and beyond. The glide path begins with 90% equity holdings within a retirement portfolio at age 25 continuing down to 19% equity holdings 10-19 years after retirement. Equities are defined as domestic equity, international equity, company stock, and the equity portion of blended investment options. The indicator for asset allocation is determined by being within 10% (+ or -) of the Fidelity Equity Glide Path. We assume self-directed account balances (if any) are allocated 75% to equities, regardless of participant age and so the Asset Allocation Indicator has limited applicability for those affected participants. For purposes of this metric, participants enrolled in a managed account or invested greater than or equal to 80% of their account balance in a single target date fund are considered to have age-appropriate equity allocation and meet the asset allocation criteria for OnPlan.

## **Asset allocation does not ensure a profit or guarantee against loss.**

Unless otherwise disclosed to you, any investment recommendation in this document is not meant to be impartial investment advice or advice in a fiduciary capacity. Fidelity and its representatives have a financial interest in any investment alternatives or transactions described in this document. Fidelity receives compensation from Fidelity funds and products, certain third-party funds and products, and certain investment services. Fidelity may also receive compensation for services that are necessary to effect or execute transactions with respect to investment alternatives (such as trading commissions). The compensation that is received, either directly or indirectly, by Fidelity may vary based on such funds, products and services, which can create a conflict of interest for Fidelity and its representatives.



---

# UCRS Advisory Board

---

Meeting of March 6, 2026

## AGENDA ITEM B

### UCRS – Retirement Choice Program & Second Choice Window - Update

Scott Sylva, Manager of the Retirement Policy Group, will present the most recent Retirement Choice Program statistics and provide an update on the Second Choice Election option for Savings Choice participants.

Attachment

# The UC Retirement Choice Program

**UNIVERSITY  
OF  
CALIFORNIA**

## **First & Second Choice Election Summary**

**UCRS Advisory Board  
March 6, 2026**

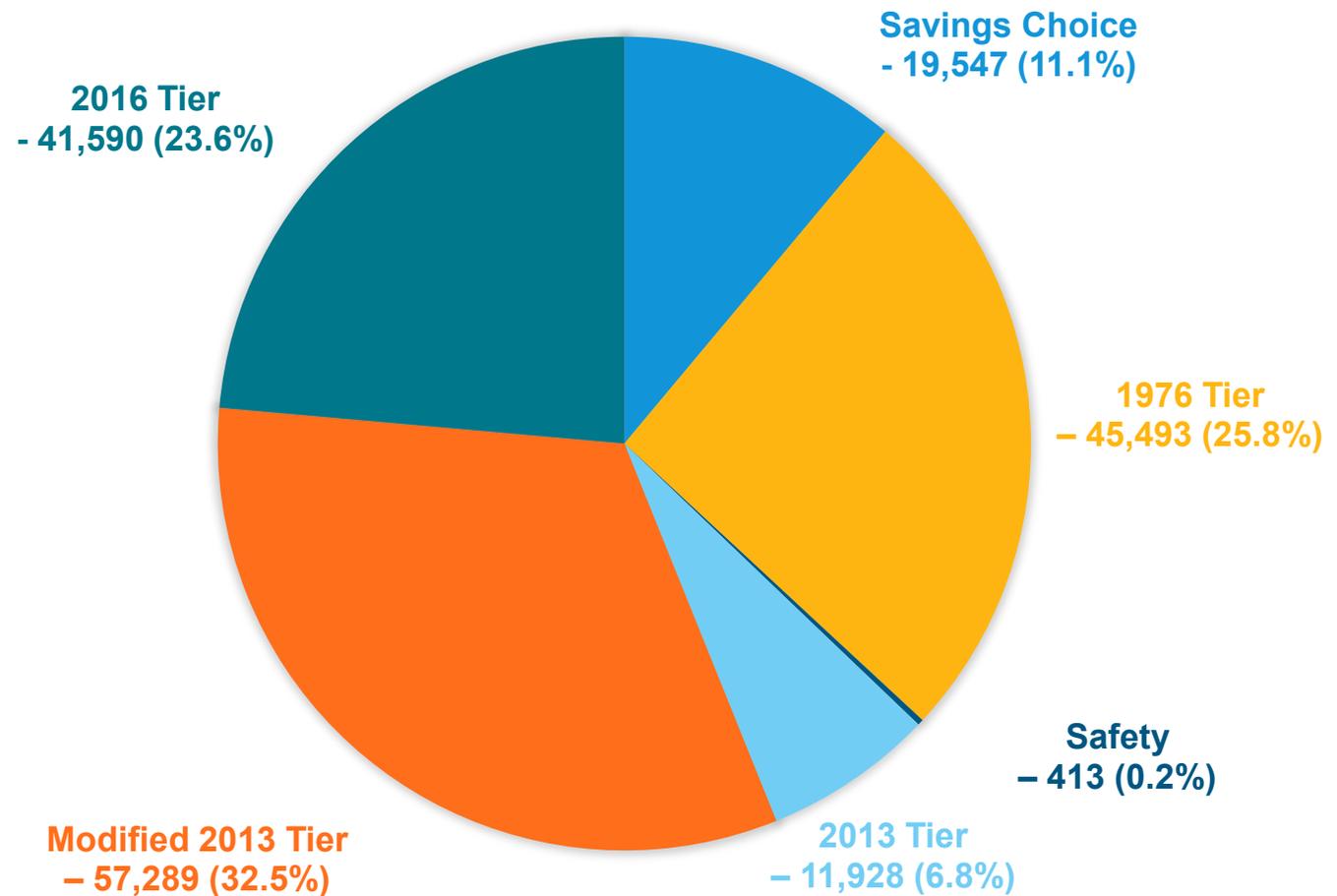
**Presented by:  
Scott Sylva  
Retirement Policy**



# Active Employees as of June 30, 2025 (all tiers)

Total Active UCRP  
Members:  
**156,713\***

Total Savings  
Choice Participants:  
**19,547\***

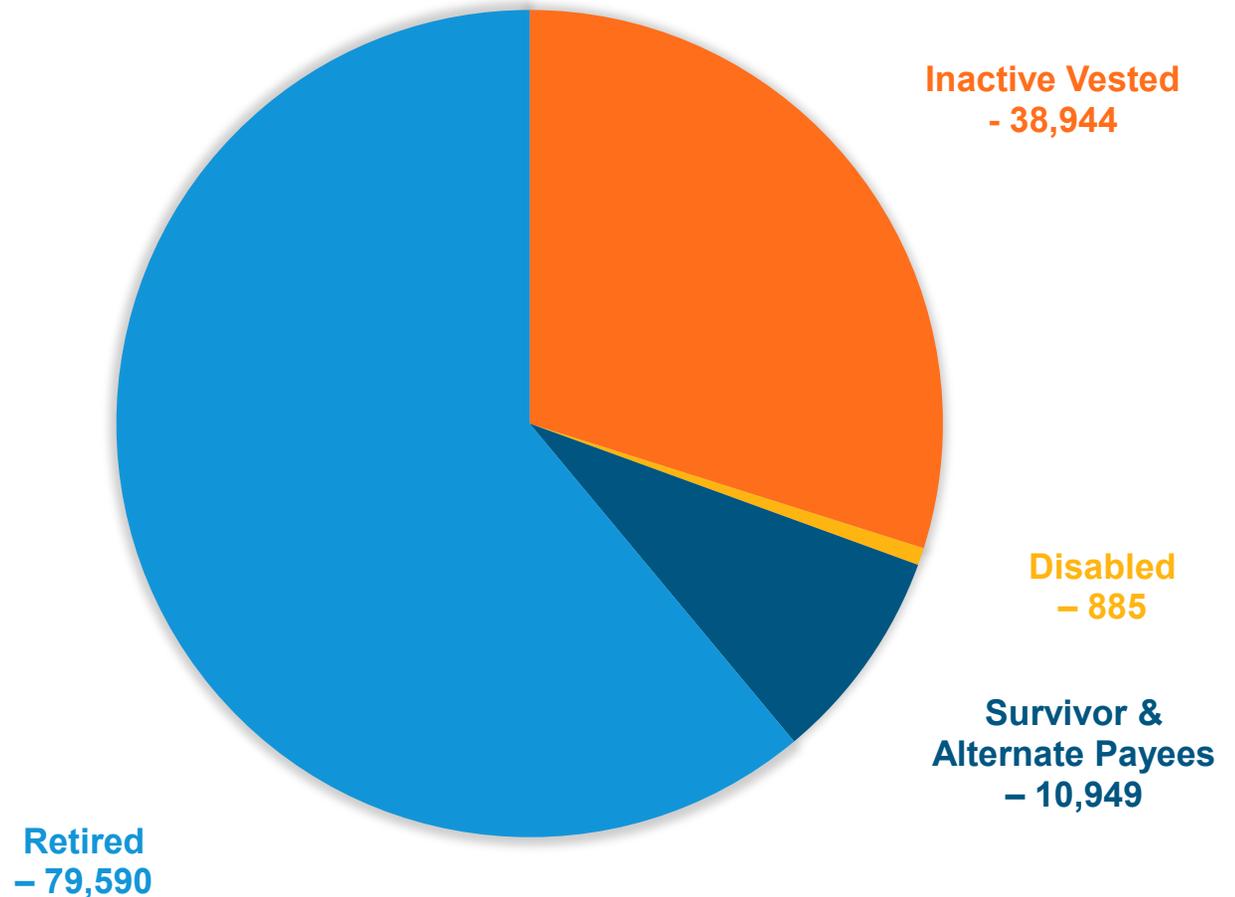


# UCRP benefits as of June 30, 2025

Total Receiving UCRP  
Benefits:  
**91,424\***

Total Receiving  
Retiree Health:  
**51,740\***

Total UCRP Inactive  
Vested Members:  
**38,944**



# Retirement Choice Program – Executive Summary

- The UC Retirement Choice Program offers newly hired/eligible employees on/or after July 1, 2016 the option to choose between Pension Choice and Savings Choice for their primary retirement benefit.
  - › Covered compensation for Pension Choice is subject to the PEPRAs covered compensation limit; **effective 7/1/2026, the PEPRAs limit is \$159,733**
  - › The DC supplement for Pension Choice differs for Faculty and Staff groups.
  - › There is a 90-day election window before defaulting into Pension Choice.
- There have been **111,776** employees eligible to choose between Pension Choice and Savings who made their choice, or defaulted, by **December 31, 2025**. And **58,943** remain actively employed.
- The experience to date shows choice elections remain fairly static:
  - › **Initial Elections:**      **62% elect/default to Pension Choice**      **38% elect Savings Choice**
  - › **Active Employees:**    **65% remain in Pension Choice**                      **35% remain in Savings Choice**
- **68% of represented staff employees** whose collective bargaining units participate in the choice program **enrolled in Pension Choice**. *CNA, AFSCME and UPTe do not participate in the choice program and new hires in those unions become members of the UCRP Modified 2013 Tier.*
- A five year **“Second Choice Window”** to irrevocably switch to Pension Choice for active Savings Choice participants is offered starting with the 5<sup>th</sup> calendar year after their initial choice election.
  - › **1,611 employees** have elected to switch through 7/1/2026 effective date
  - › **6,505 employees** active Savings Choice participants remain eligible to switch

# First Retirement Choice Elections

# First Choice Election Summary

## Count of Total Elections\*:

| July 2016 to December 2025 | Elected Pension Choice | Defaulted to Pension Choice | Elected Savings Choice | Total Elections |
|----------------------------|------------------------|-----------------------------|------------------------|-----------------|
| Not Subject to PEPRA       | 9,861                  | 6,794                       | 8,484                  | 25,139          |
| Subject to PEPRA           | 28,729                 | 23,784                      | 34,124                 | 86,637          |
| <b>Total</b>               | <b>38,590</b>          | <b>30,578</b>               | <b>42,608</b>          | <b>111,776</b>  |

## Count of Active Employees\*:

| As of Q4 2025        | Elected Pension Choice | Defaulted to Pension Choice | Elected Savings Choice | Total Active  |
|----------------------|------------------------|-----------------------------|------------------------|---------------|
| Not Subject to PEPRA | 6,395                  | 2,920                       | 3,440                  | 12,755        |
| Subject to PEPRA     | 18,239                 | 10,500                      | 17,449                 | 46,188        |
| <b>Total</b>         | <b>24,634</b>          | <b>13,420</b>               | <b>20,889</b>          | <b>58,943</b> |

# First Choice Election Summary

## Percent of Total Elections\*:

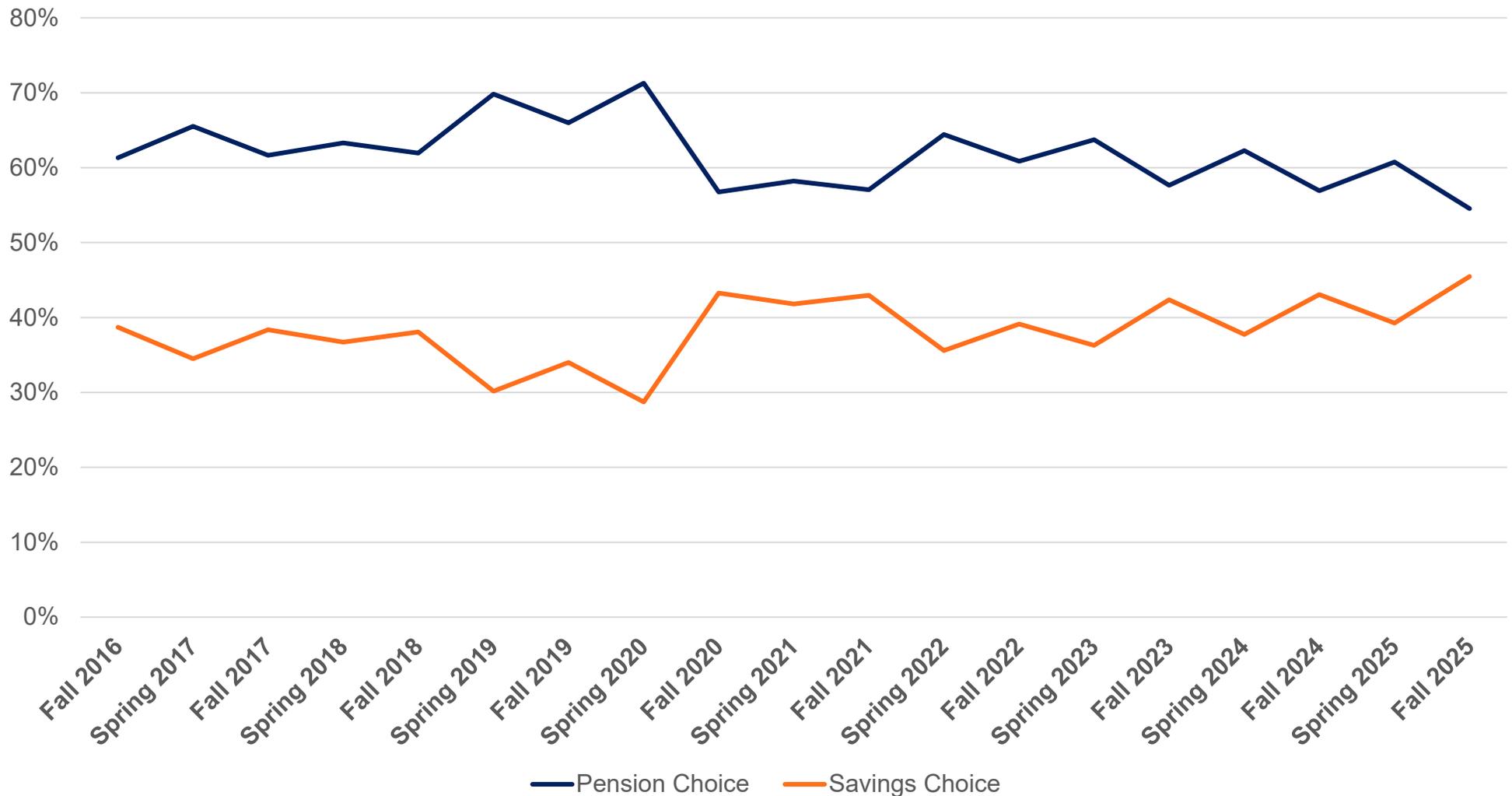
| July 2016 to December 2025 | Elected Pension Choice | Defaulted to Pension Choice | Elected Savings Choice | Total Elections |
|----------------------------|------------------------|-----------------------------|------------------------|-----------------|
| Not Subject to PEPRA       | 9%                     | 6%                          | 8%                     | 23%             |
| Subject to PEPRA           | 26%                    | 21%                         | 30%                    | 77%             |
| <b>Total</b>               | <b>35%</b>             | <b>27%</b>                  | <b>38%</b>             | <b>100%</b>     |

## Percent of Active Employees\*:

| As of Q4 2025        | Elected Pension Choice | Defaulted to Pension Choice | Elected Savings Choice | Total Active |
|----------------------|------------------------|-----------------------------|------------------------|--------------|
| Not Subject to PEPRA | 11%                    | 5%                          | 5%                     | 21%          |
| Subject to PEPRA     | 31%                    | 18%                         | 30%                    | 79%          |
| <b>Total</b>         | <b>42%</b>             | <b>23%</b>                  | <b>35%</b>             | <b>100%</b>  |

# First Choice Election Summary

## Elections Over Time



# First Choice Elections by Select Bargaining Groups

## Count of Active Employees\*:

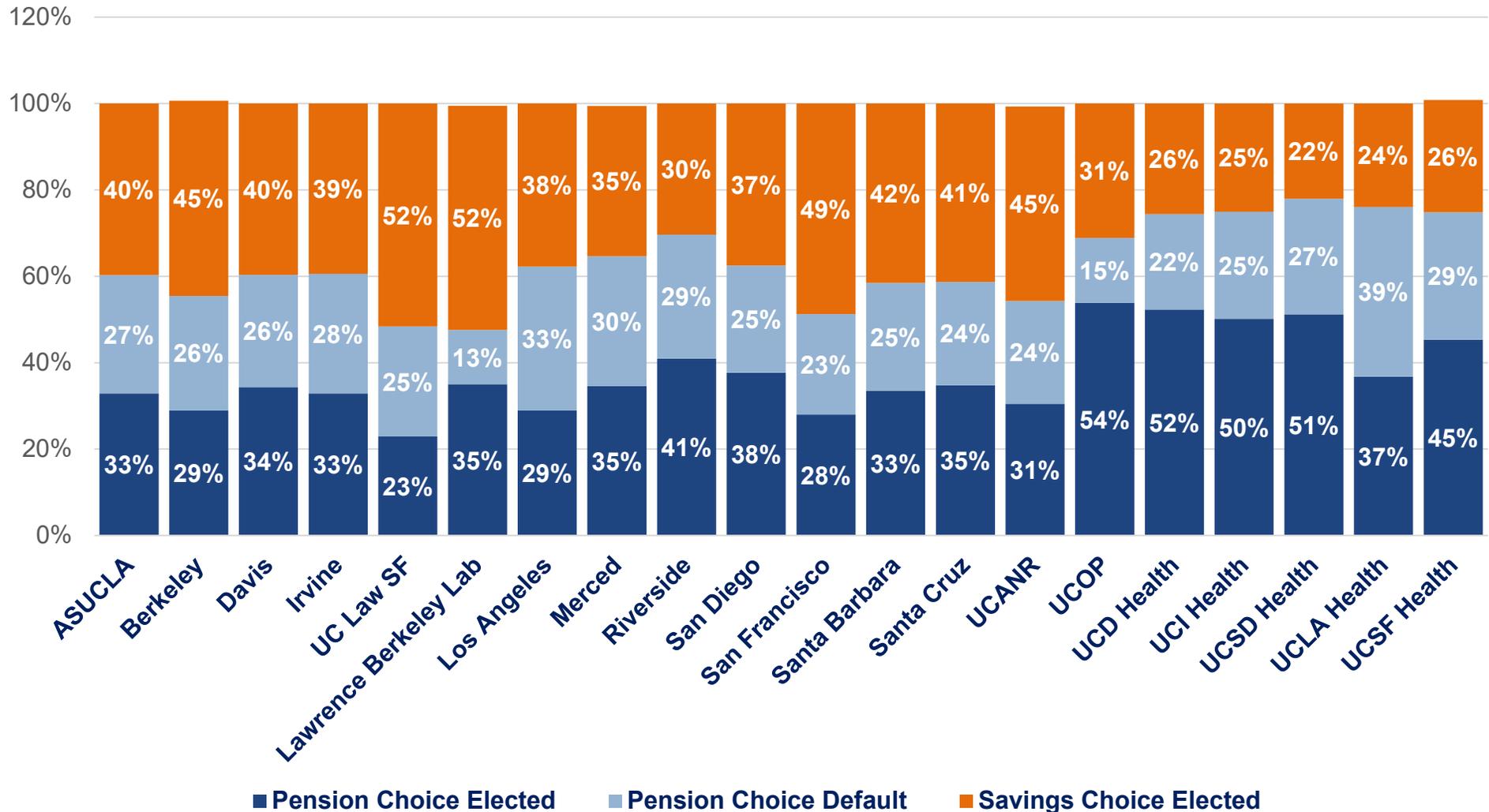
| As of Q2 2025 | Elected Pension Choice       | Defaulted to Pension Choice | Elected Savings Choice       | Total Active |
|---------------|------------------------------|-----------------------------|------------------------------|--------------|
| <b>Total</b>  | <b>65% in Pension Choice</b> |                             | <b>35% In Savings Choice</b> |              |

## Count by Active Employees in Select Bargaining Units\*:

| As of Q2 2025                         | Elected Pension Choice       | Defaulted to Pension Choice | Elected Savings Choice       | Total Active  |
|---------------------------------------|------------------------------|-----------------------------|------------------------------|---------------|
| Clerical & Allied Services            | 3,809                        | 3,592                       | 2,370                        | 9,771         |
| Academic Researchers                  | 370                          | 726                         | 1,895                        | 2,991         |
| Skilled Crafts                        | 582                          | 297                         | 61                           | 940           |
| Non-Senate Instructional              | 353                          | 746                         | 532                          | 1,631         |
| Librarians                            | 85                           | 23                          | 61                           | 169           |
| <b>Total for all bargaining units</b> | <b>6,081</b>                 | <b>6,167</b>                | <b>5,788</b>                 | <b>18,036</b> |
|                                       | <b>68% in Pension Choice</b> |                             | <b>32% in Savings Choice</b> |               |

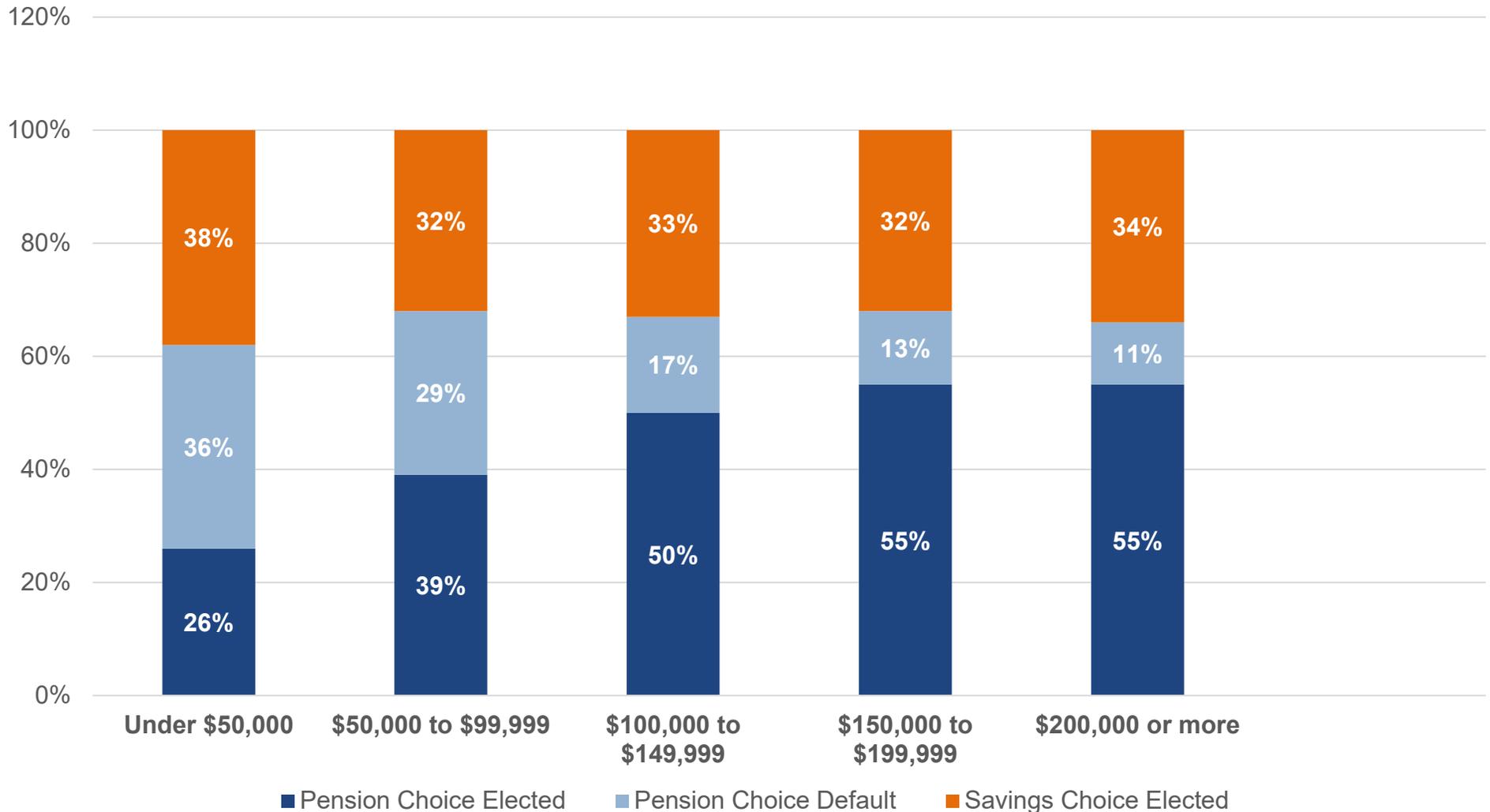
# Total First Choice Elections by Location

## Elections by Location



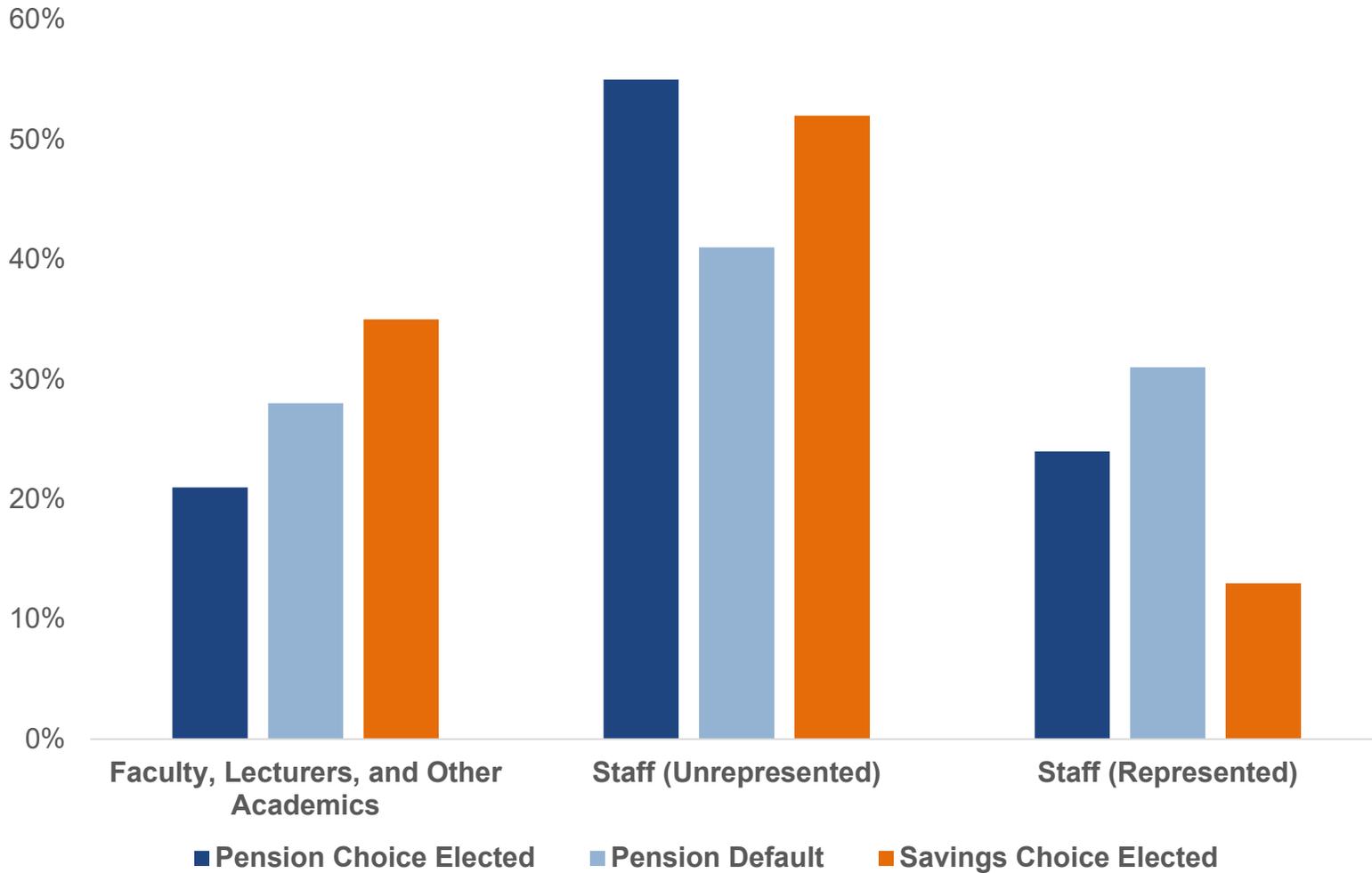
# Total First Choice Elections by Salary

## Elections by Salary



# Total First Choice Elections by Employee Groups

## Elections by Employee Groups



# Second Choice Elections

# Employees Eligible for Second Choice

| Initial Savings Choice Election by Calendar Year | Second Choice Window Opens | Second Choice Window Opens | Total Savings Choice Elections* | Remain Eligible to Switch* |
|--|----------------------------|----------------------------|---------------------------------|----------------------------|
| 2016   | Jan 1, 2021                | May 31, 2026               | 1,383                           | 190                        |
| 2017   | Jan 1, 2022                | May 31, 2027               | 3,915                           | 789                        |
| 2018   | Jan 1, 2023                | May 31, 2028               | 4,351                           | 987                        |
| 2019   | Jan 1, 2024                | May 31, 2029               | 5,041                           | 1,383                      |
| 2020   | Jan 1, 2025                | May 31, 2030               | 3,616                           | 1,182                      |
| 2021   | Jan 1, 2026                | May 31, 2031               | 4,264                           | 1,974                      |
| <b>Total</b>                                     |                            |                            | <b>22,570</b>                   | <b>6,505</b>               |

# Second Choice Election Summary

## Active Savings Choice Participants who elected to switch:

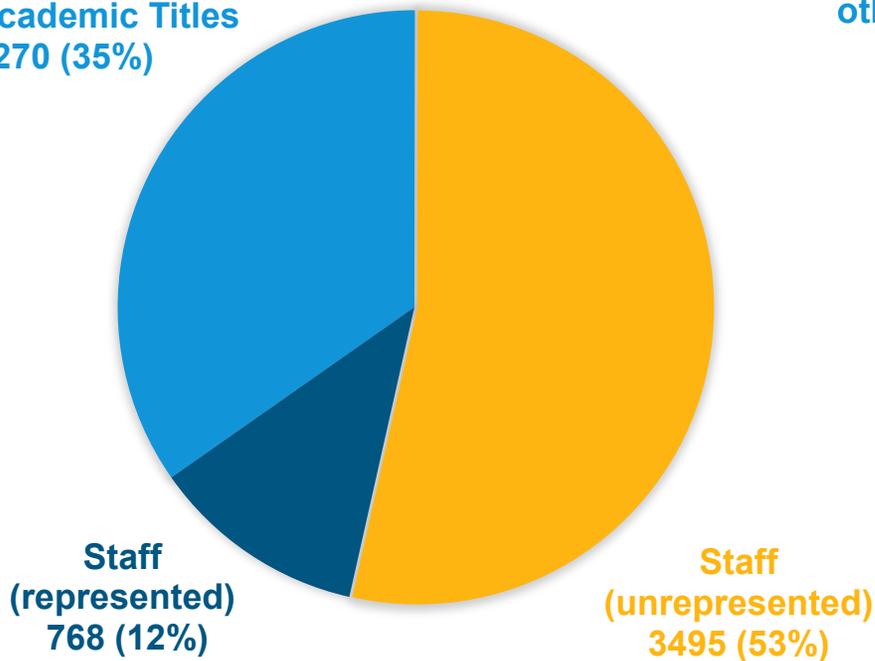
|                                | Election Effective 7/1/2021 | Election Effective 7/1/2022 | Election Effective 7/1/2023 | Election Effective 7/1/2024 | Election Effective 7/1/2025 | Total         |
|--------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|---------------|
| 2016 Cohort                    | 60                          | 22                          | 23                          | 13                          | 18                          | 136           |
| 2017 Cohort                    | 0                           | 130                         | 87                          | 61                          | 60                          | 338           |
| 2018 Cohort                    | 0                           | 0                           | 229                         | 98                          | 72                          | 399           |
| 2019 Cohort                    | 0                           | 0                           | 0                           | 250                         | 117                         | 367           |
| 2020 Cohort                    | 0                           | 0                           | 0                           | 0                           | 230                         | 230           |
| <b>Total</b>                   | <b>60</b>                   | <b>152</b>                  | <b>339</b>                  | <b>422</b>                  | <b>497</b>                  | <b>1,471*</b> |
| Average Savings Choice Service | 4.4962                      | 4.7202                      | 5.0444                      | 5.1781                      | 5.6164                      | 5.2243        |

\*An add'l 140 have elected so far eff. 7/1/2026

# Second Choice - Employee Groups

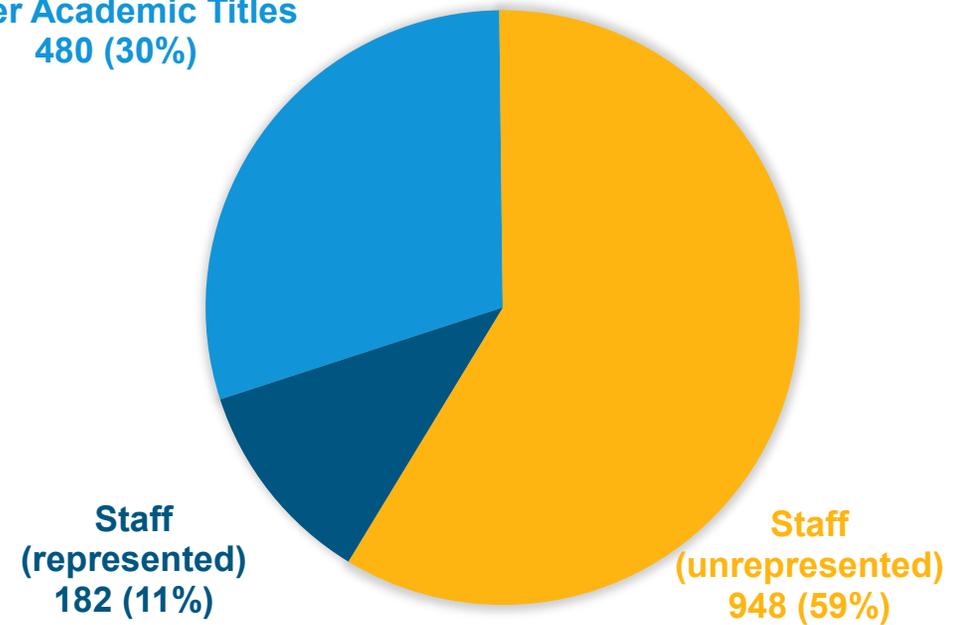
## ELIGIBLE EMPLOYEES\*

Faculty, Lecturers, and  
other Academic Titles  
2270 (35%)



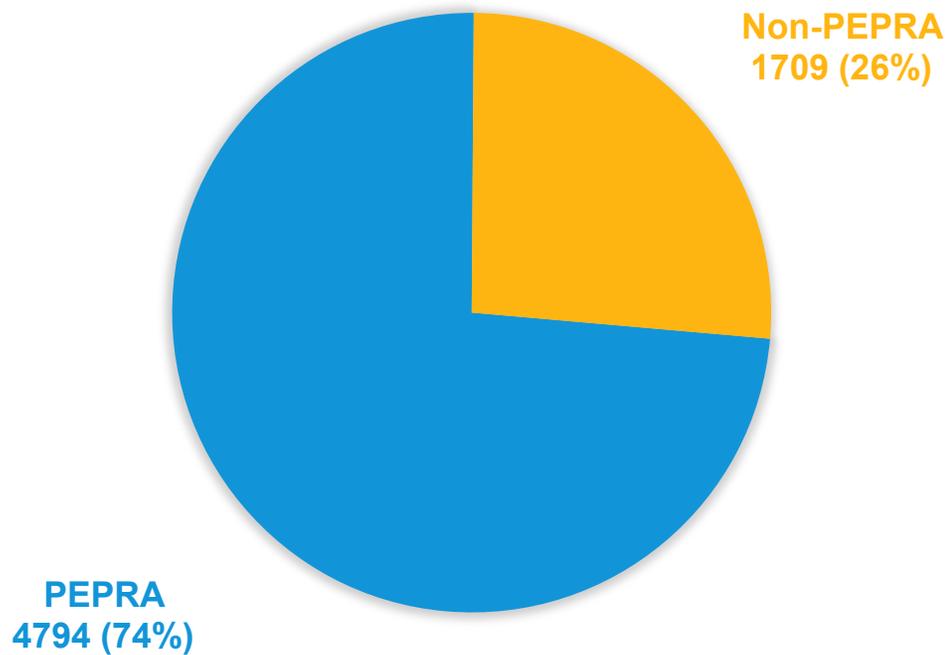
## SECOND CHOICE ELECTIONS

Faculty, Lecturers, and  
other Academic Titles  
480 (30%)

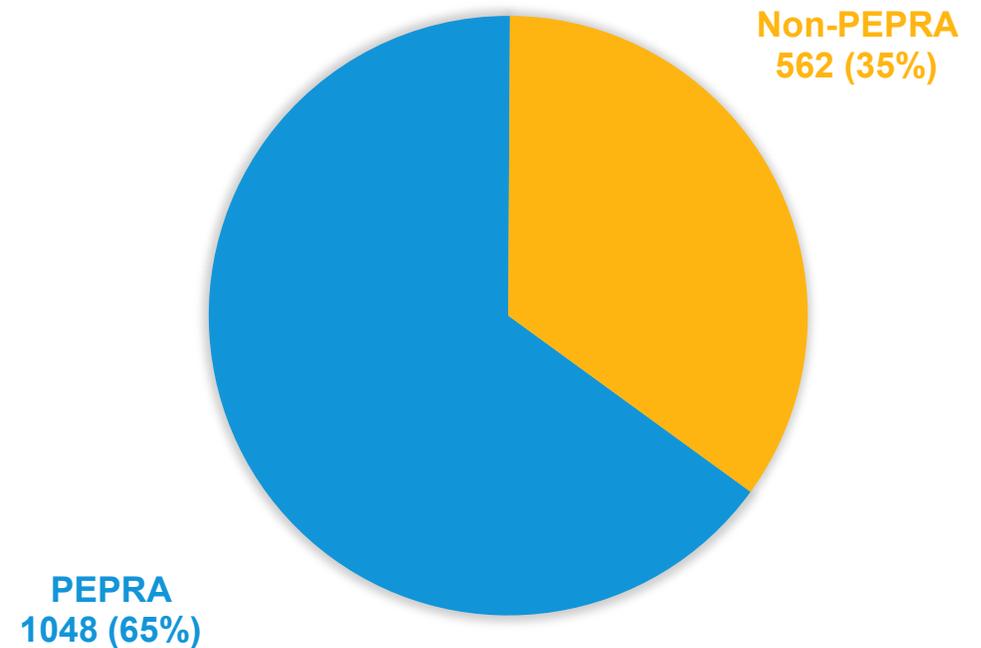


# Second Choice - PEPRA / Non-PEPRA

## ELIGIBLE EMPLOYEES\*

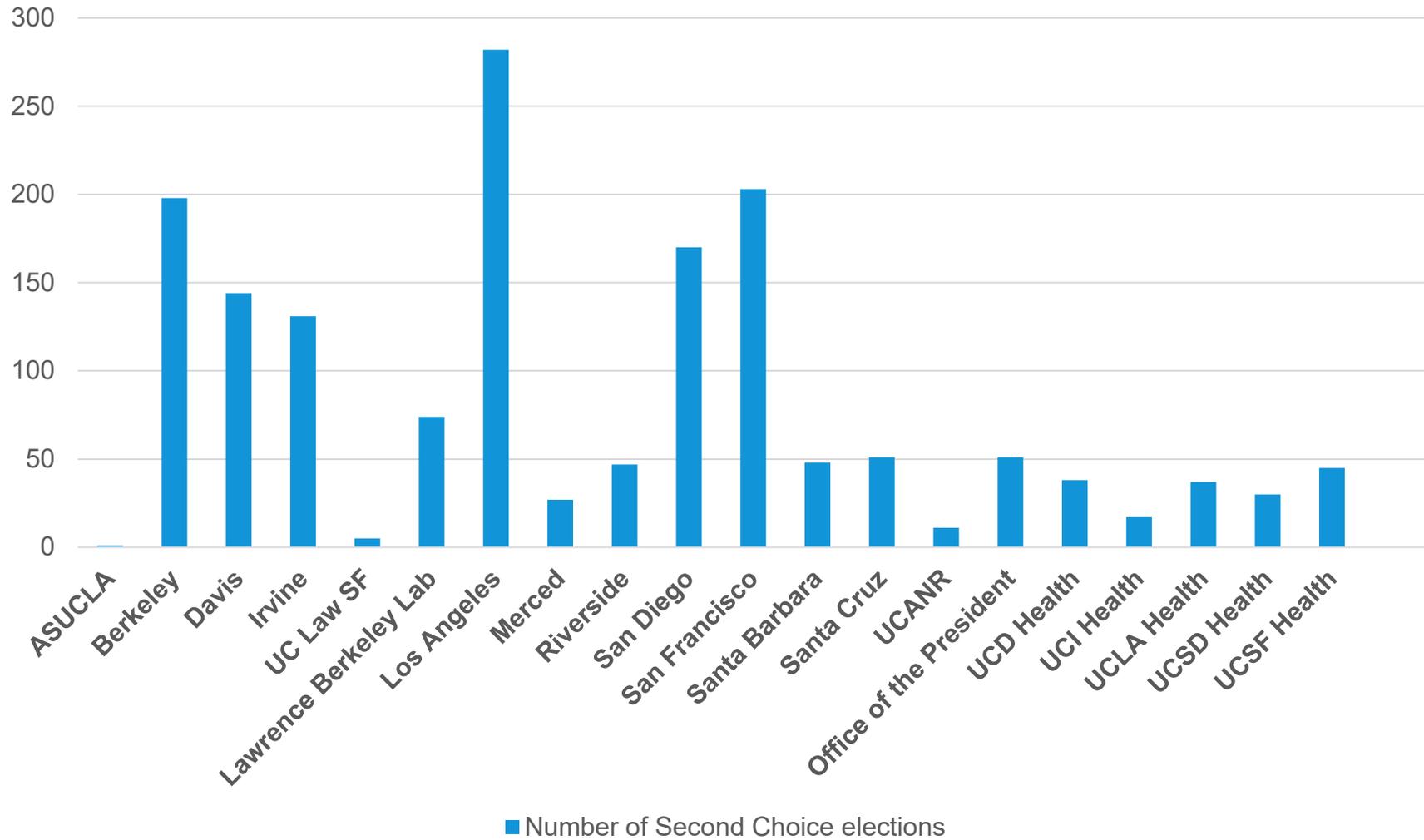


## SECOND CHOICE ELECTIONS



# Summary of all Second Choice Elections

## Second Choice Elections by Location





---

# UCRS Advisory Board

---

Meeting of March 6, 2026

## AGENDA ITEM C

### UCRS – Retirement Administration Service Center (RASC) – Update

RASC Executive Director Bill Perez and Senior Director Ming Wung will provide an update on the RASC performance metrics, Kevin Kennedy, Retirement Counseling Manager, will provide an update on retirement readiness, and Matt Tindol, Digital Strategy and Systems Leader, will provide a brief update on the Redwood retirement administration recordkeeping system.

Attachment



# UCRS Advisory Board Meeting

Retirement Administration Service Center

**Bill Perez**

Executive Director RASC

**Ming Wung**

Senior Director RASC

**Matt Tindol**

Digital Strategy and Systems Leader

**Kevin Kennedy**

Retirement Counseling Manager

# Agenda

- **RASC Executive Update – Bill Perez**
- **Member Experience (MX) Update – Ming Wung**
- **Retirement Readiness - Kevin Kennedy**
- **Journey Experience (JX) Update – Matt Tindol**

# RASC Executive Update



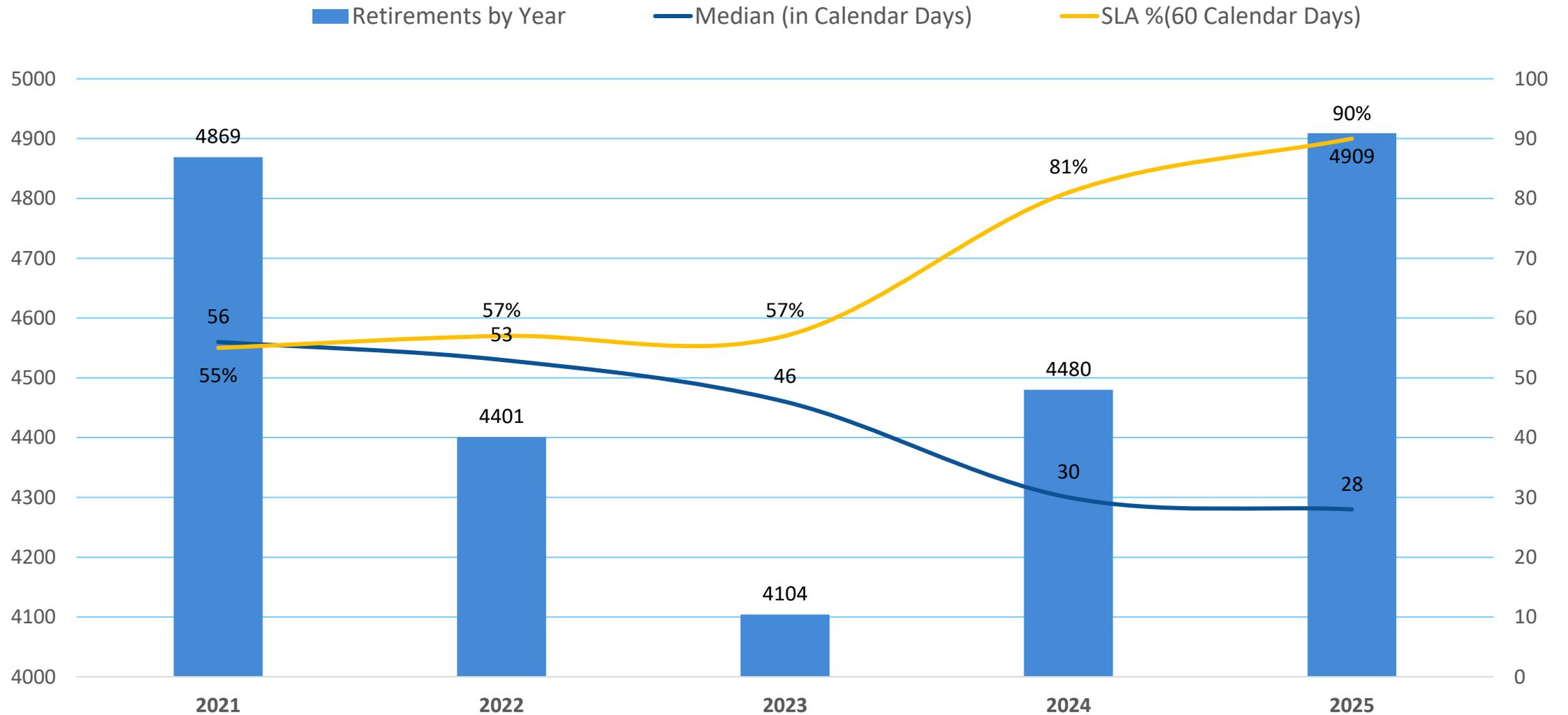
# Systemwide Shared Services

- As of October 1, 2025, UCPath and RASC officially realigned under one shared services business unit in UC Operations to more effectively serve our active and retired employees.
- Expected benefits include:
  - Efficiency and collaboration** of a single shared services organization
  - Leadership expertise and alignment** by bringing together combined expertise under one leadership structure.
  - Seamless customer experience** by aligning active employee and retiree shared services
  - Better tools, technologies, and shared systems.**



# Member Experience Update (MX)

# 90% of Retirements Processed within 60 Calendar Day KPI



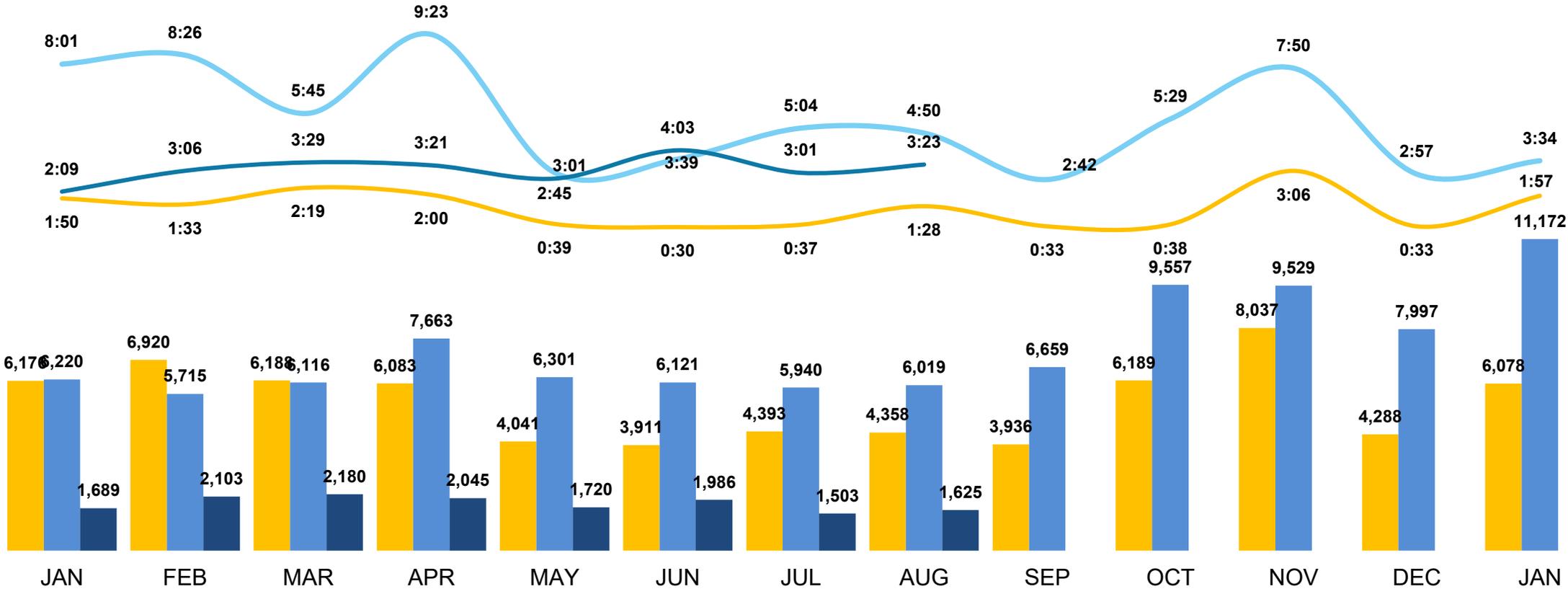
# Benefits initiated on-time for 98% of July 1st 2025 retirements and 86% for other retirements in 2025

| Retirement Type           | Total Retirements | Benefits Initiated On-Time |
|---------------------------|-------------------|----------------------------|
| July 1st 2025 Retirements | 1,758             | 98%                        |
| Other 2025 Retirements    | 1,430             | 86%                        |

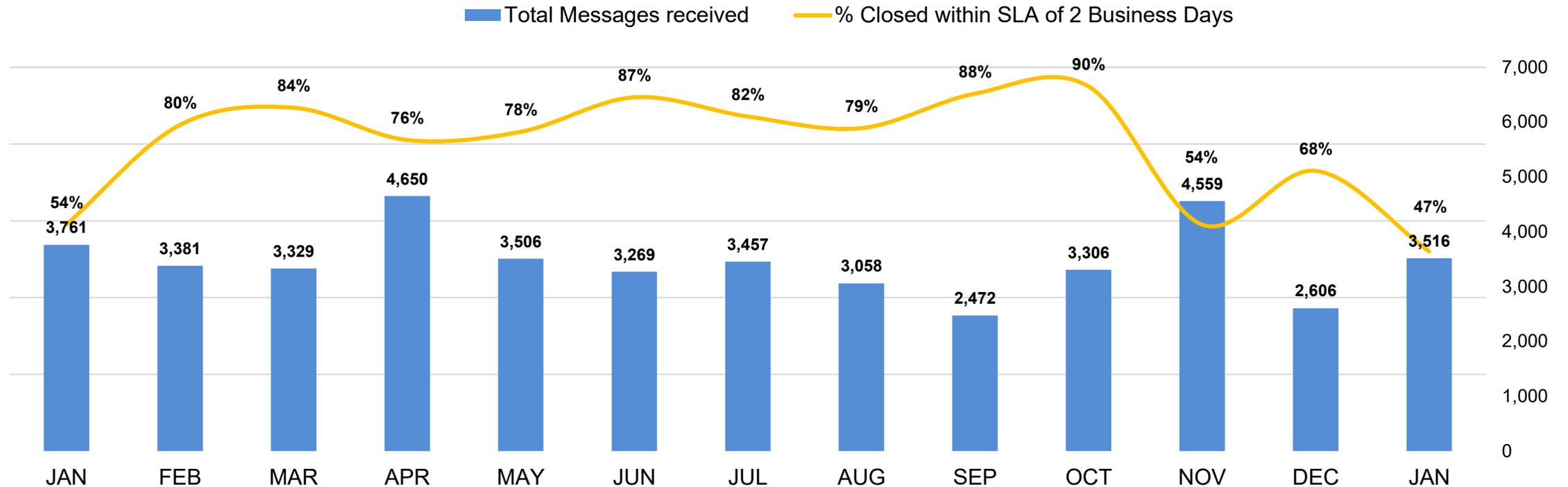
Includes retirements where the member submitted documents on-time to RASC

# Call answer times are holding steady to seasonal patterns

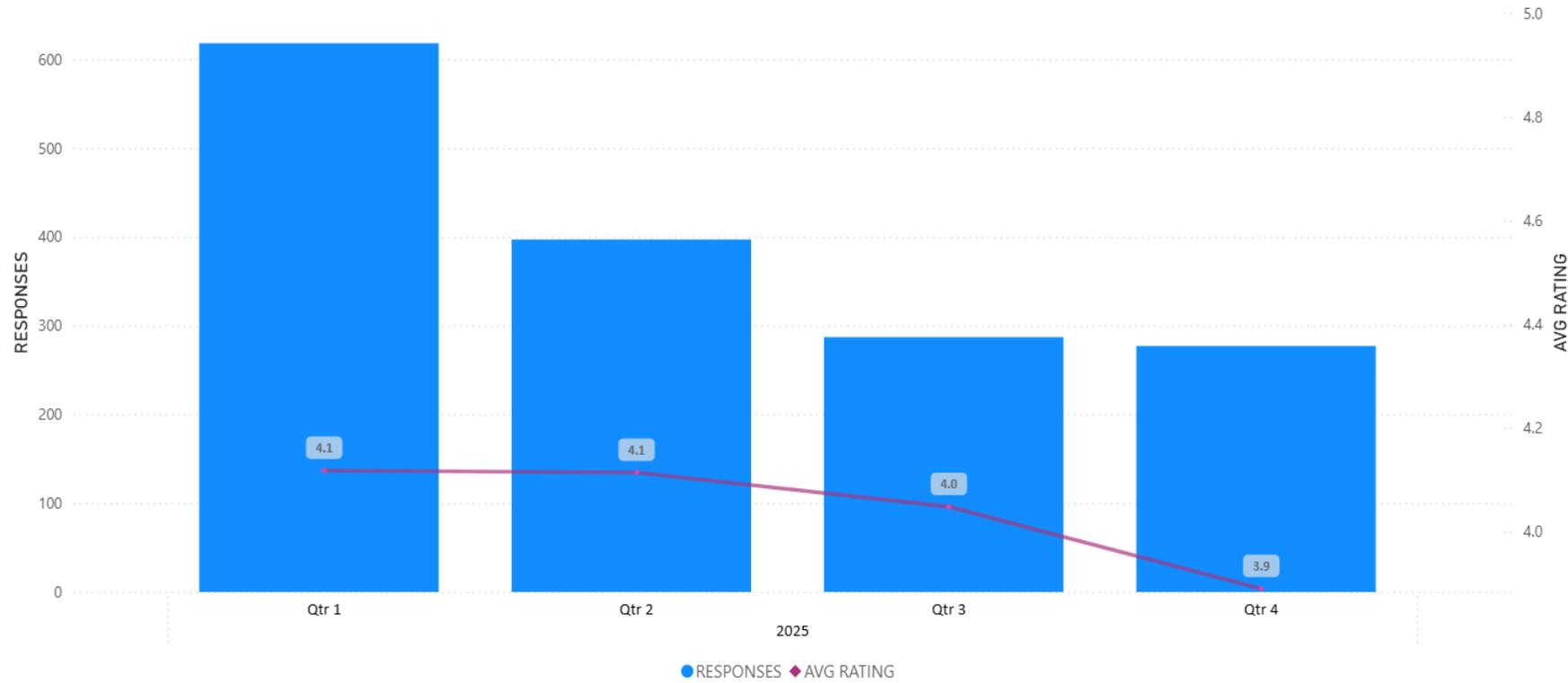
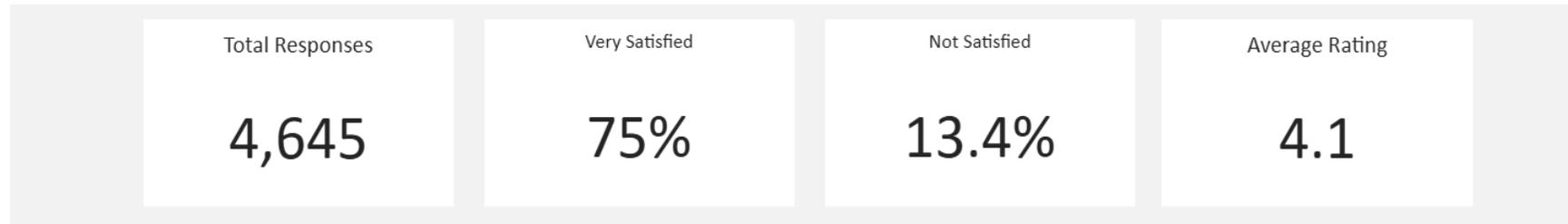
■ Tier 1 - UnifyHR (Call Volume)      ■ Tier 2 - RASC Call Team (Call Volume)      ■ Survivor Intake (Call Volume)  
— ASA UnifyHR (minutes/secs)      — ASA RASC Call Team (minutes/secs)      — ASA Survivor Intake (minutes/secs)



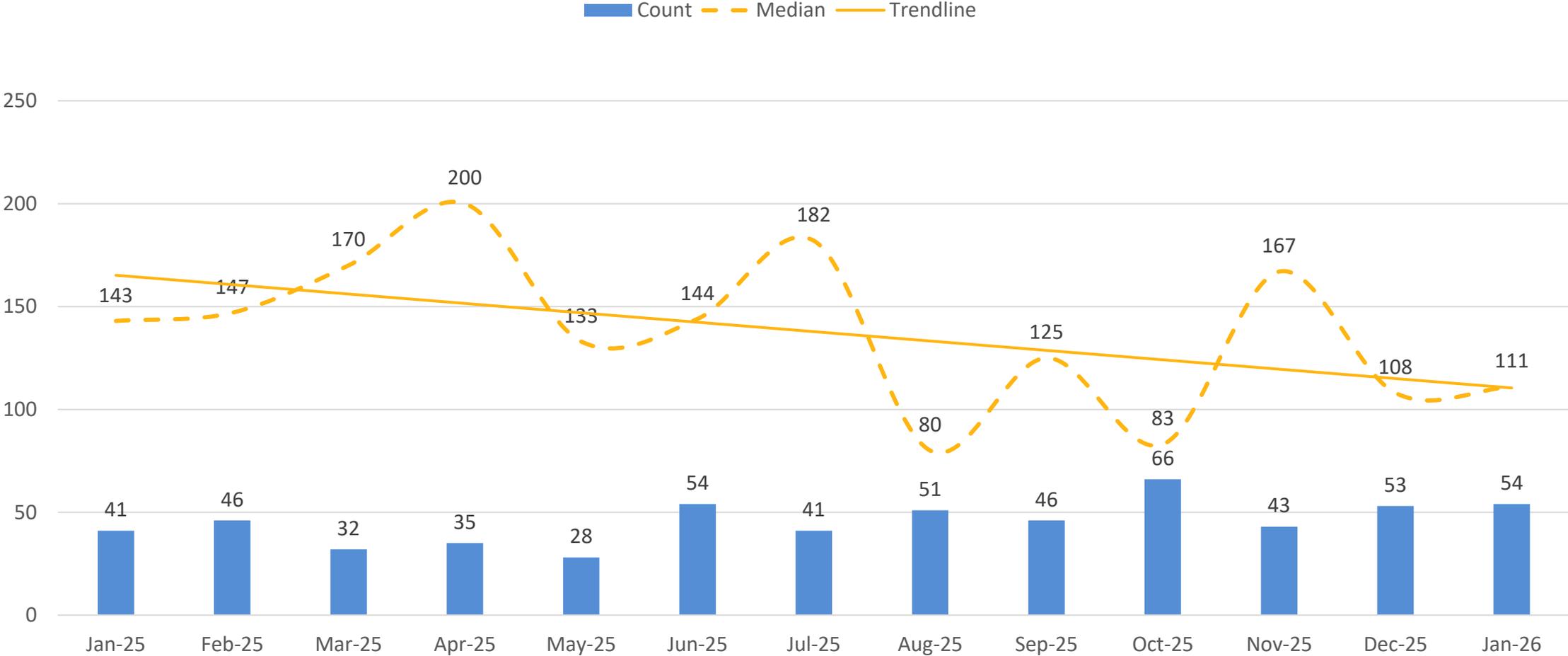
# Correspondence resources helped with calls in recent months to bolster call answer times



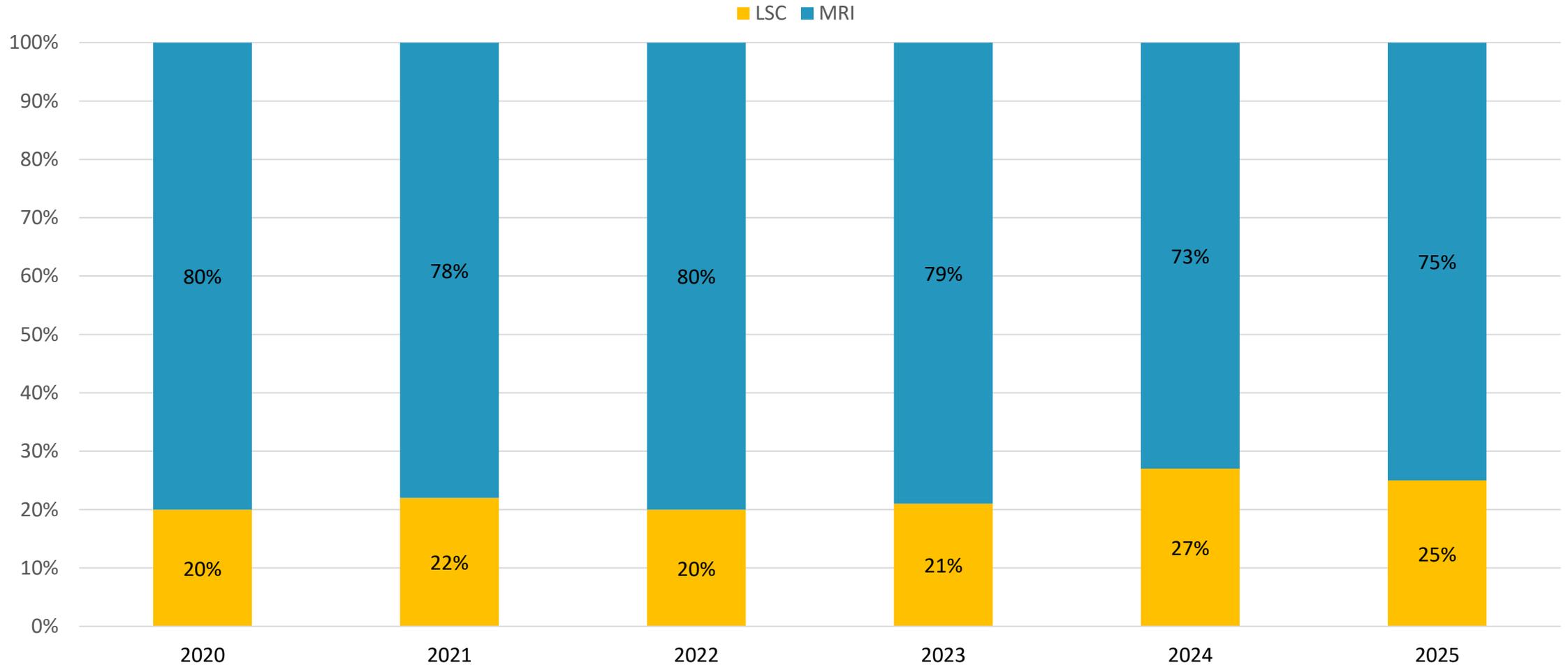
# Contact Center member satisfaction is 4.1 out of 5 with 75% scoring in the top 2 boxes (strongly agree and agree)



# Survivor processing times are trending lower and continues to be an improvement focus for RASC



# Retirement Payment Type

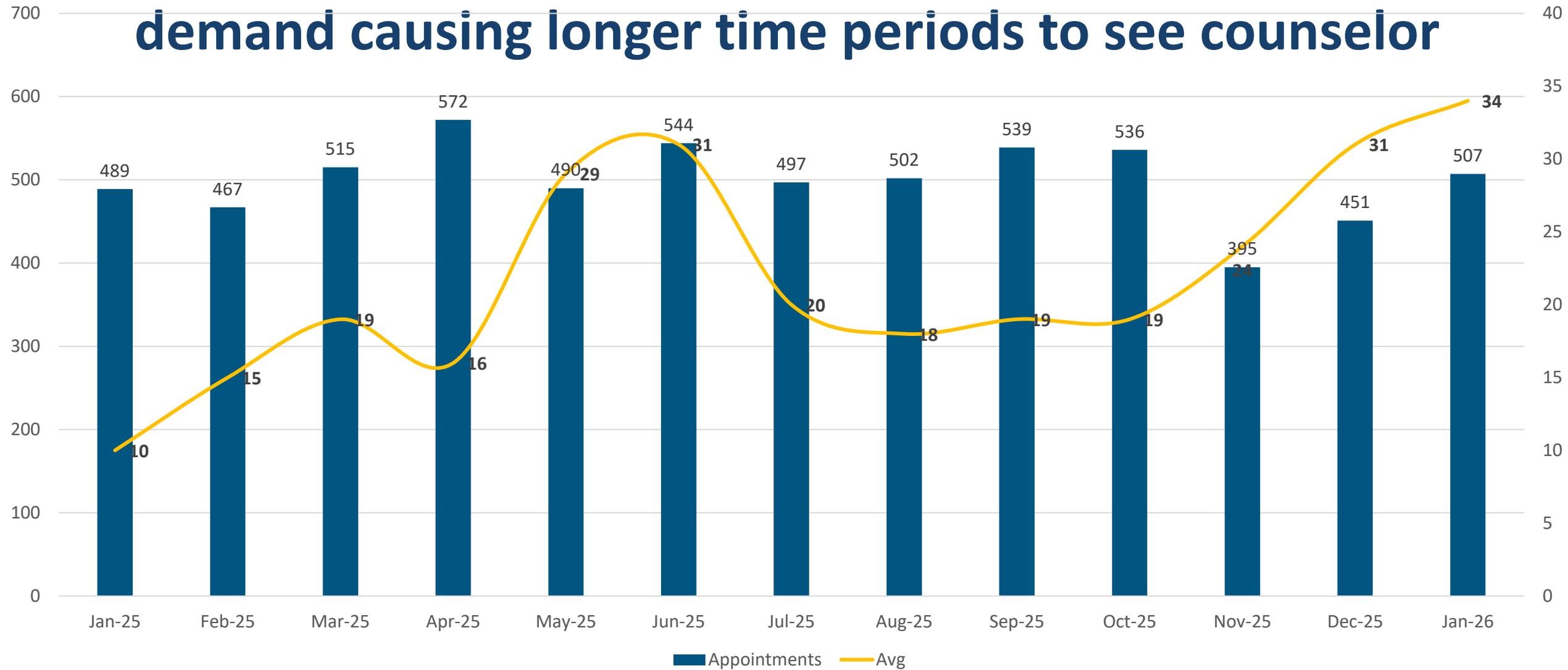


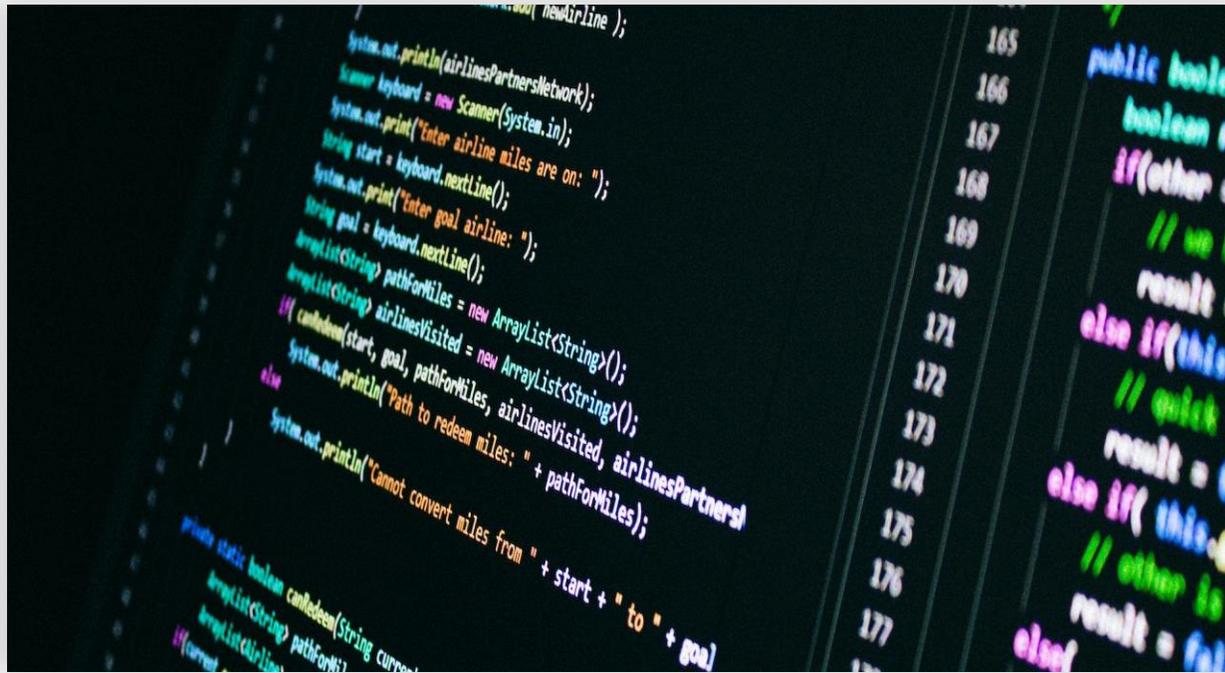


# Retirement Readiness



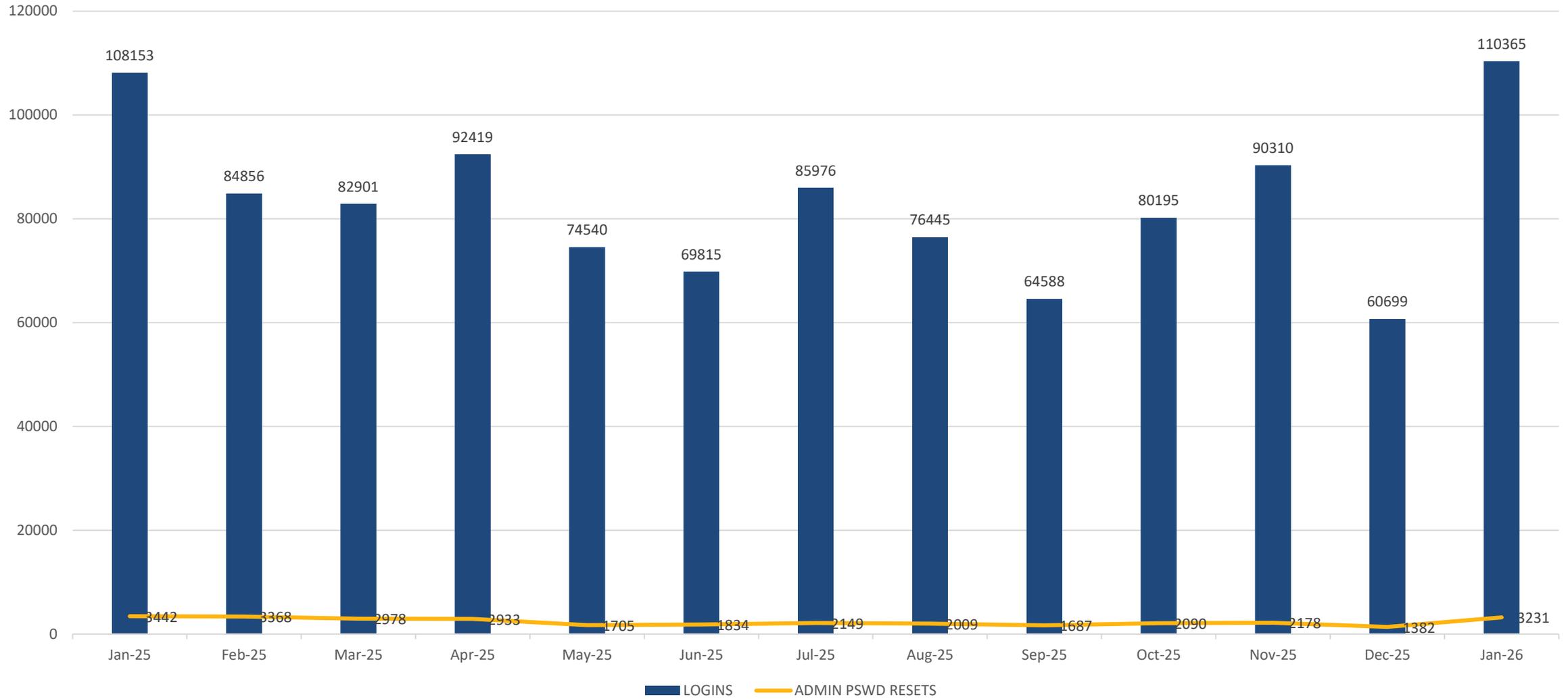
# Retirement counseling operating at capacity. Increased demand causing longer time periods to see counselor



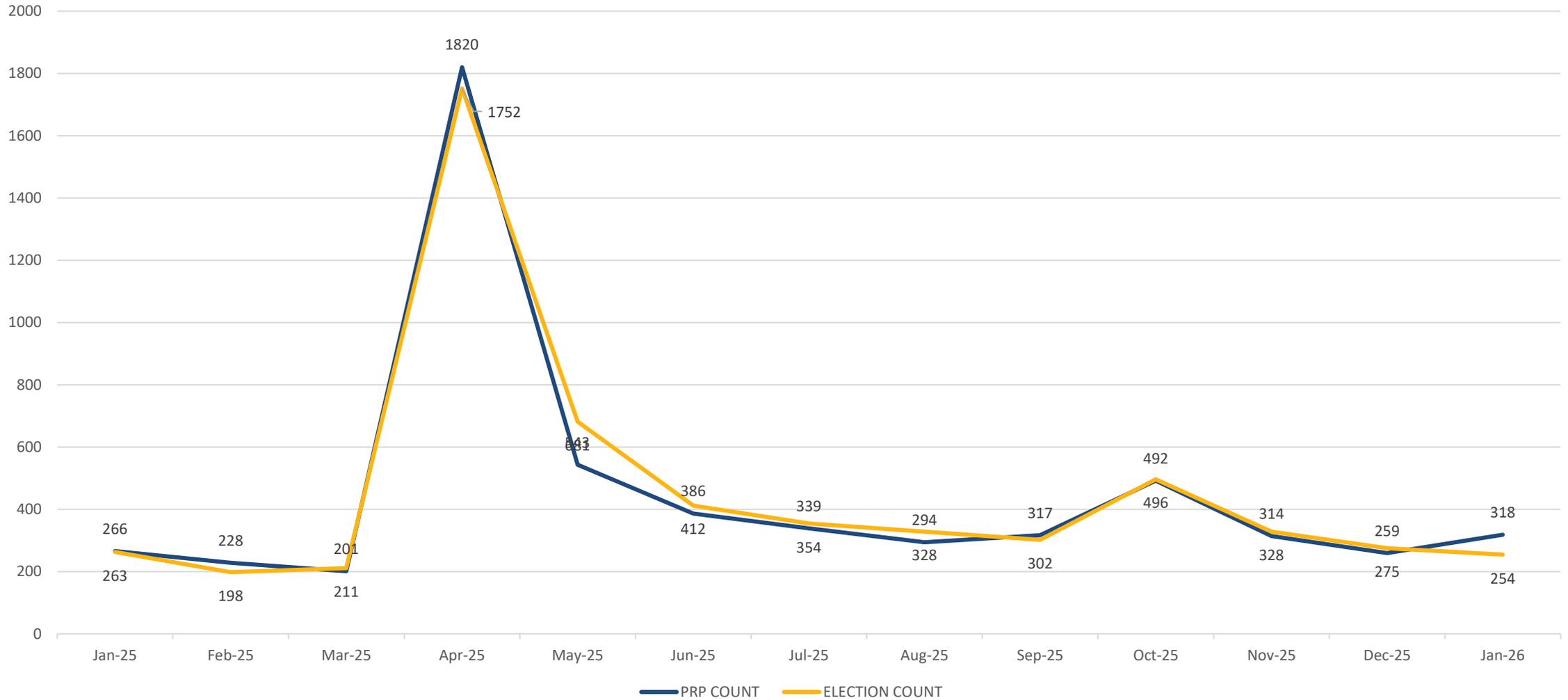


# Journey Experience Update (JX)

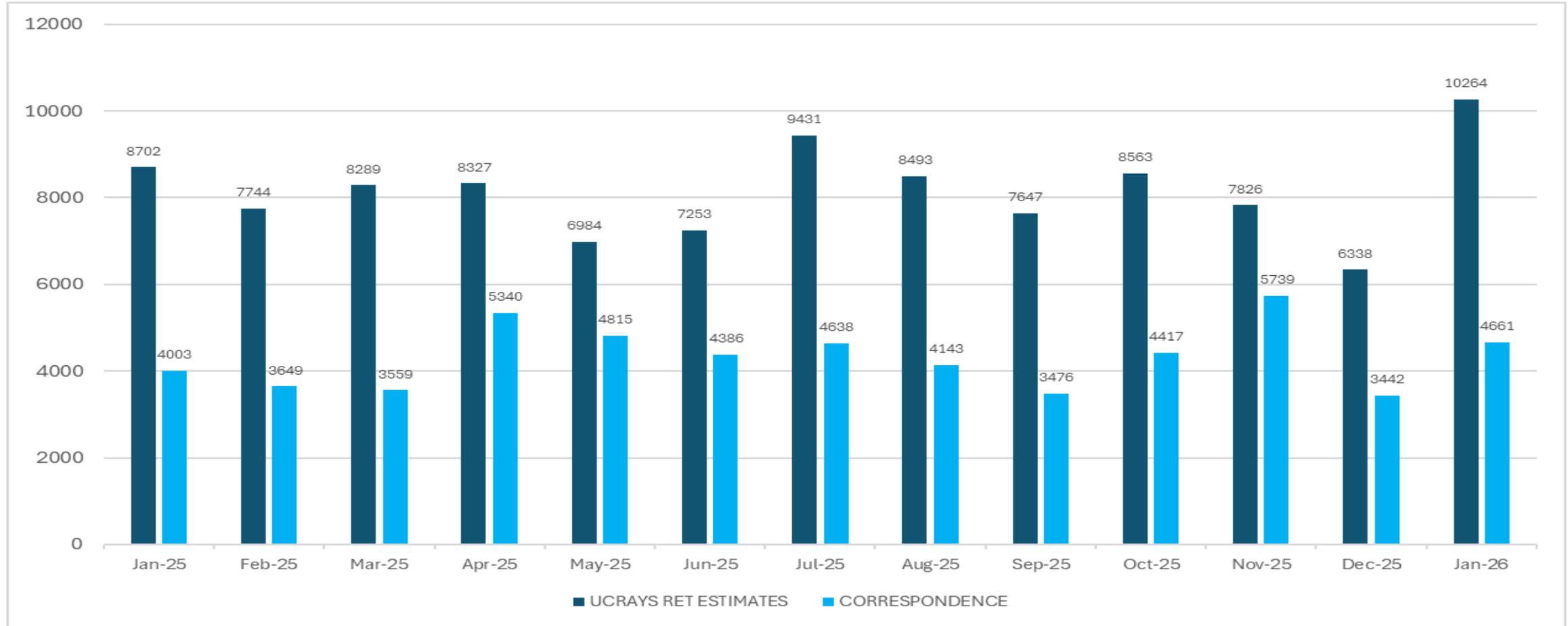
# UCRAYS Login



# UCRAYS Retirement Activity



# UCRAYS Other Activity

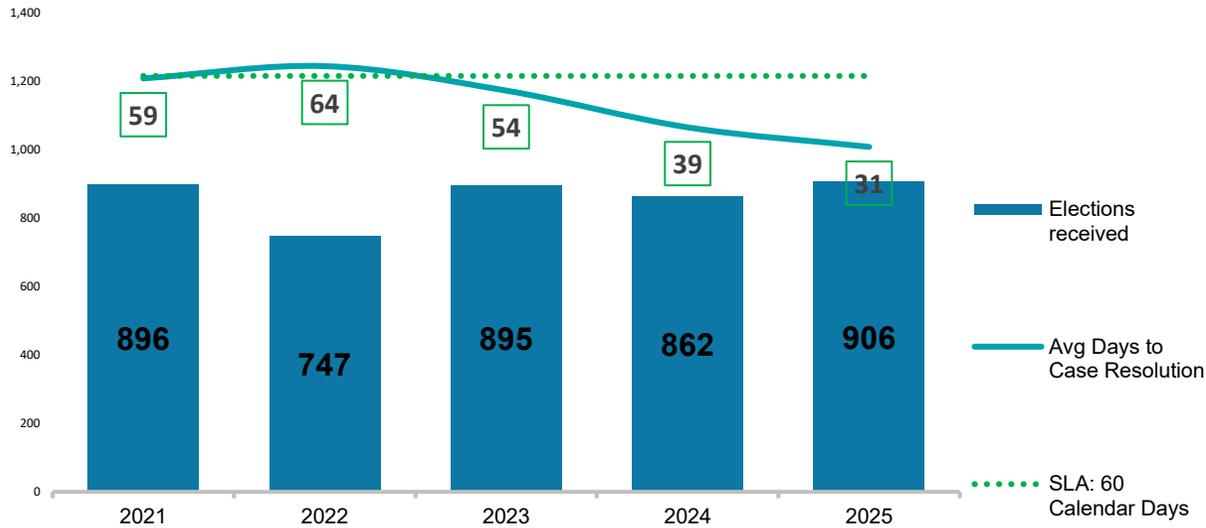


# Thank You

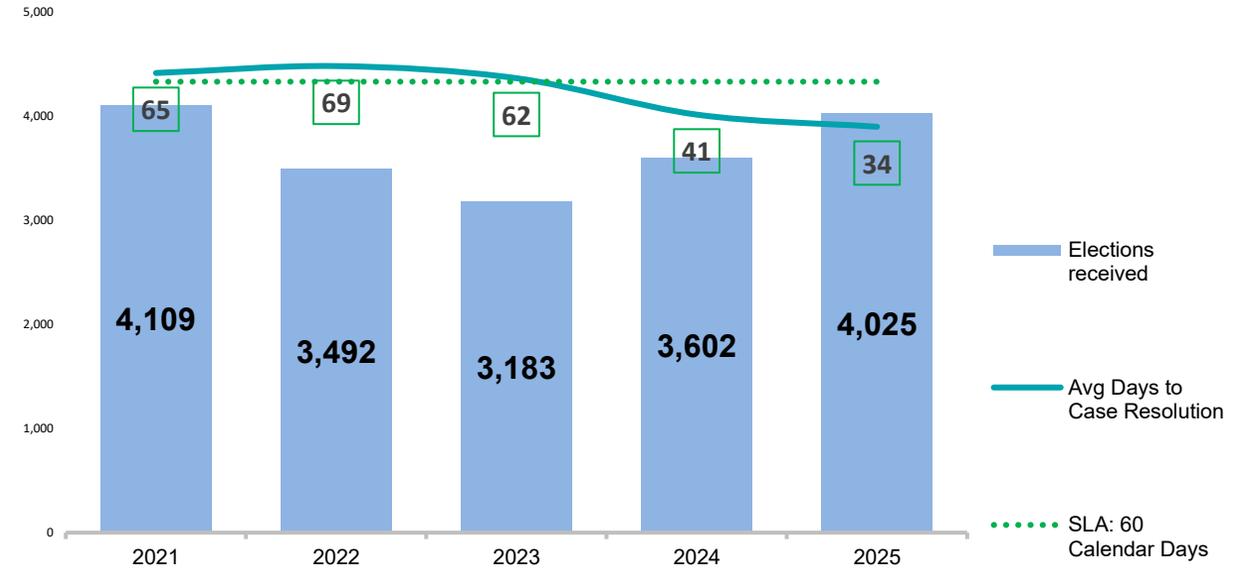
# Retirement Elections: Year over Year

## Total Elections Received

### Academics and Faculty



### Staff



# Data sources - Appendix

- *Incoming Calls: Data provided by TalkDesk detailing the volume of incoming calls from Jan. 2025 – Jan. 2026.*
- *Correspondence Data: Data provided by Redwood detailing metrics on messages processed from Jan. 2025 – Jan. 2026*
- *Retirement Data: Data provided by Redwood detailing retirement applications processed from Jan. 2025 – Jan. 2026. File received from the JX Team*
  - *Data received: February 19, 2026*
- *Survivor Data: Data provided by Redwood detailing retirement applications processed from Jan. 2025 – Jan. 2026. File received from the JX Team*
  - *Data received: February 17, 2026*



---

# UCRS Advisory Board

---

Meeting of March 6, 2026

## AGENDA ITEM D

### UCRS – Retirement Administration Service Center (RASC) Fraud Activity Update

RASC leadership and UC Legal will provide an update on recent fraud activity and subsequent mitigation efforts.