UNIVERSITY OF CALIFORNIA

Status Update – June 17, 2016

New Hire Education & Election Experience Resources for Employees and Local Administrators

UCRS Advisory Board Meeting

Communications & Education – UC provided

Item	Description	Status/Where Available
UCnet	Updated Retirement Benefits section	✓ Updated content live
Benefits of Belonging Video	Video with overview of UC benefits program (health & welfare and retirement)	Post to UCnet ~ June 17
FAQs	FAQs about program (ongoing development)	✓ On Sharepoint Toolkit/UCnet
Fact Sheet	At-a-Glance program highlights	Post to Sharepoint Toolkit /UCnet ~ June 9
Welcome Kits (KP)	ENTIRE KIT with Choice Program materials	First day to order new kits is June 22
	Decision Guide – two versions 1. "Standard" - For new hires on/after July 1, 2016 (subject to PEPRA maximum) 2. For eligible employees NOT subject to PEPRA maximum	**1. Standard (PEPRA) version** ✓ On Sharepoint Toolkit now ✓ On UCnet now ✓ Location samples arrived **2. Not Subject to PEPRA version** Post to Sharepoint Toolkit/UCnet ~ June 16 Location samples arriving week of July 1
	Your Benefits At a Glance booklet	✓ On Sharepoint Toolkit now ▪ Post to UCnet by July 1
	A Complete Guide to Your UC Retirement Benefits (summary plan description)	▪ Post to Sharepoint Toolkit by July 1 ▪ Post to UCnet by July 1

Communications & Education Pieces – Fidelity provided

Item	Description	Status/Where Available
Direct New Hire Materials	Decision Guide – two versions 1. "Standard" - For new hires on/after July 1, 2016 (subject to PEPRA maximum) 2. For eligible employees NOT subject to PEPRA maximum	**1. Standard (PEPRA) version** ✓ On Sharepoint Toolkit now ✓ On UCnet now ✓ Location samples arrived **2. Not Subject to PEPRA version** Post to Sharepoint Toolkit/UCnet ~ June 16 Ready for distribution to new hires by July 1
	Welcome and reminder emails/postcards	▪ Ready for distribution to new hires ▪ On Sharepoint Toolkit now
Overview Video	Choice program overview video	▪ Post to UCnet and myUCretirement.com July 1 ▪ Link ready in new hire pieces by July 1
Online Retirement Decision Tool	myUCretirement.com/choose: site to make election	▪ In testing ▪ Go live July 1
Workshops	Onsite and webinar classes	Schedule of classes and webinar post to myUCretirement.com on June 14
Onsite & Telephone Retirement Planners	One-on-one retirement education counseling	Ready to meet and take calls ~ June 17

UCnet – Retirement Benefits Information

✓ **Content updated with 2016 Choice Program information – June 7**

Benefits of Belonging video – June 19

COMPENSATION & BENEFITS

- UC Fair Wage/Fair Work Plan
- Health Plans
- Retirement Benefits
  - Primary Retirement Benefits
  - Retirement Savings Program

UNIVERSITY OF CALIFORNIA UCnet

HOME NEWS WORKING AT UC COMPENSATION & BENEFITS

Most UC employees are eligible for benefits, but your benefits package depends on the length of your appointment, how many hours you work, and your appointment type. Retirees are eligible based on their age and years of service credit at retirement. Learn more about benefits eligibility.

If you are represented by a union, your compensation and benefits are governed by your union's contract.

YOUR UC RETIREMENT BENEFITS

Preparing for a successful retirement is one of the biggest financial responsibilities you'll face. UC offers a comprehensive array of retirement benefits, savings programs and educational and counseling resources to help you plan for retirement.

UC's primary retirement benefits provide a strong foundation, with costs shared by you and UC. Voluntary savings programs and retirement planning resources give you the tools to save even more toward a financially secure future.

Primary retirement benefits – when were you hired?

- On or after **July 1, 2016**
- Between **July 1, 2013** and **June 30, 2016**
- Before **July 1, 2013**

UC Retirement Savings Program

Convenient, tax-advantaged ways to save for retirement:

- Tax-Deferred 403(b) Plan
- 457(b) Deferred Compensation Plan
- Defined Contribution Plan

New Hires – LEARN

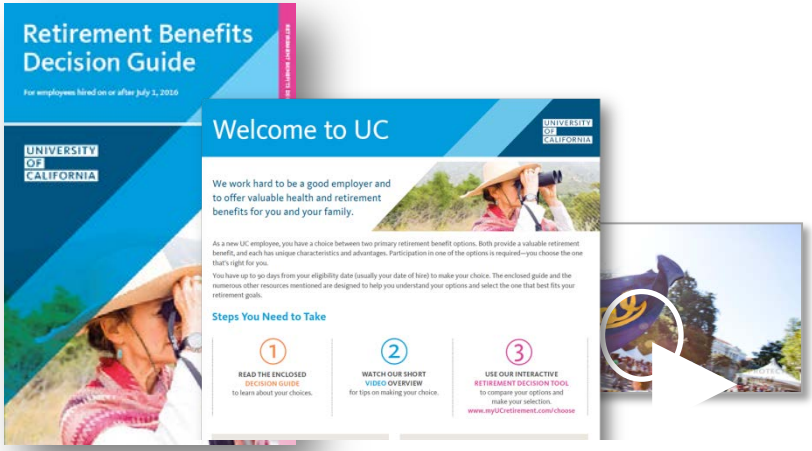
1. Welcome kit

Upon hire, receive Welcome Kit with detailed Retirement Benefits booklet and Decision Guide

2. Direct (e)mail

Fidelity sends on behalf of UC

- Announcement email with short video
- Announcement letter with Decision Guide
- Reminders (if necessary)



3. Supplemental resources

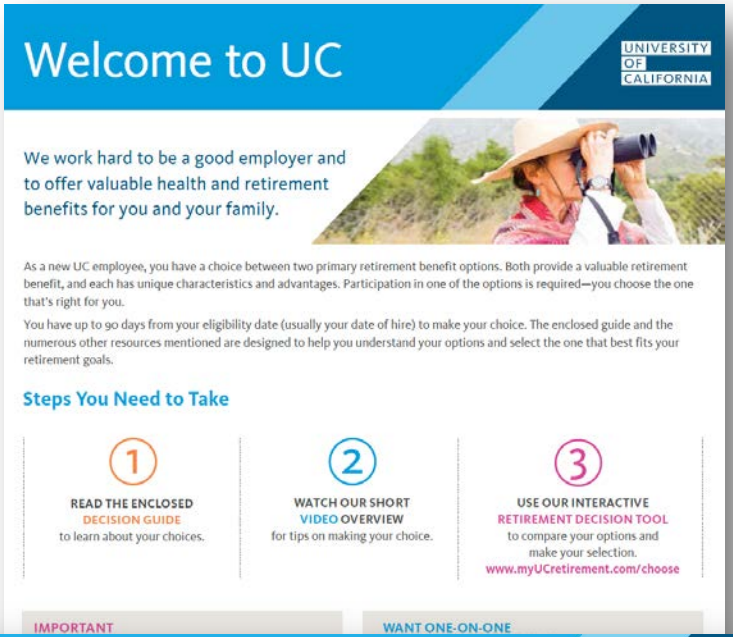
- Online – UCnet (videos, recorded NEBO); myUCretirement.com (decision tool, webinar classes)
- Onsite - 1:1 counseling and support, workshops
- Telephone - 1:1 counseling and support center

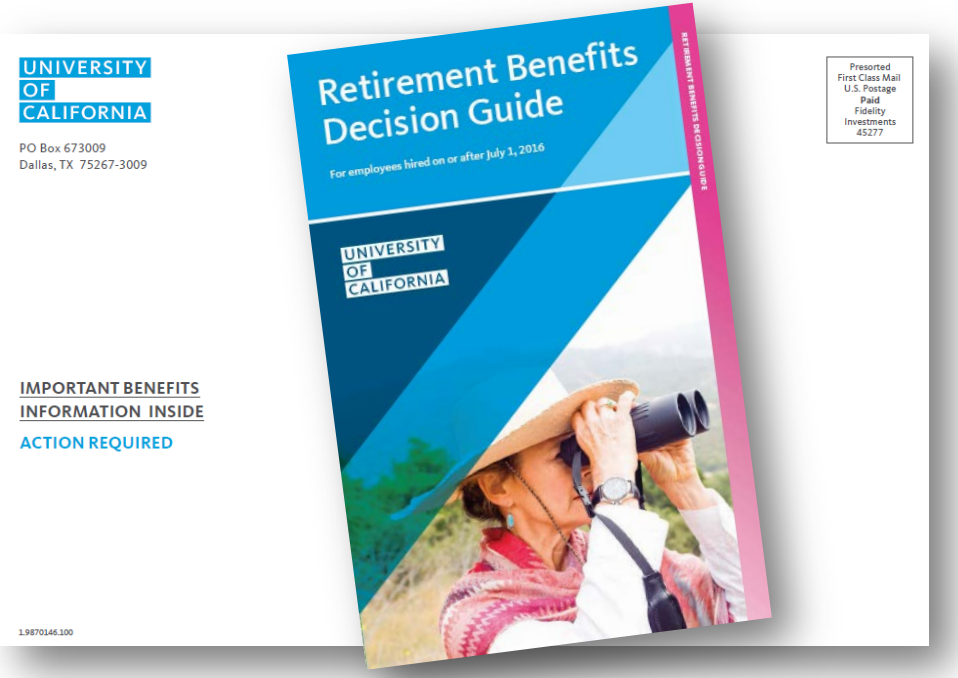
Direct Communications – (e)mailed by Fidelity

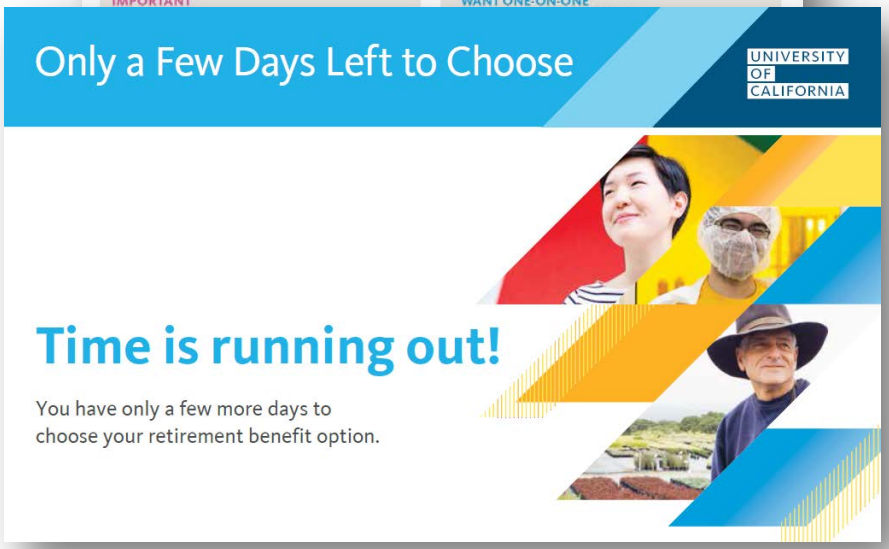
1. **EMAIL:** Welcome announcement with short video (if email is provided on file)

2. **PRINT:** Welcome announcement letter with Decision Guide

3. **EMAIL or PRINT:** Three reminders (if necessary @day 15, 30, 70)



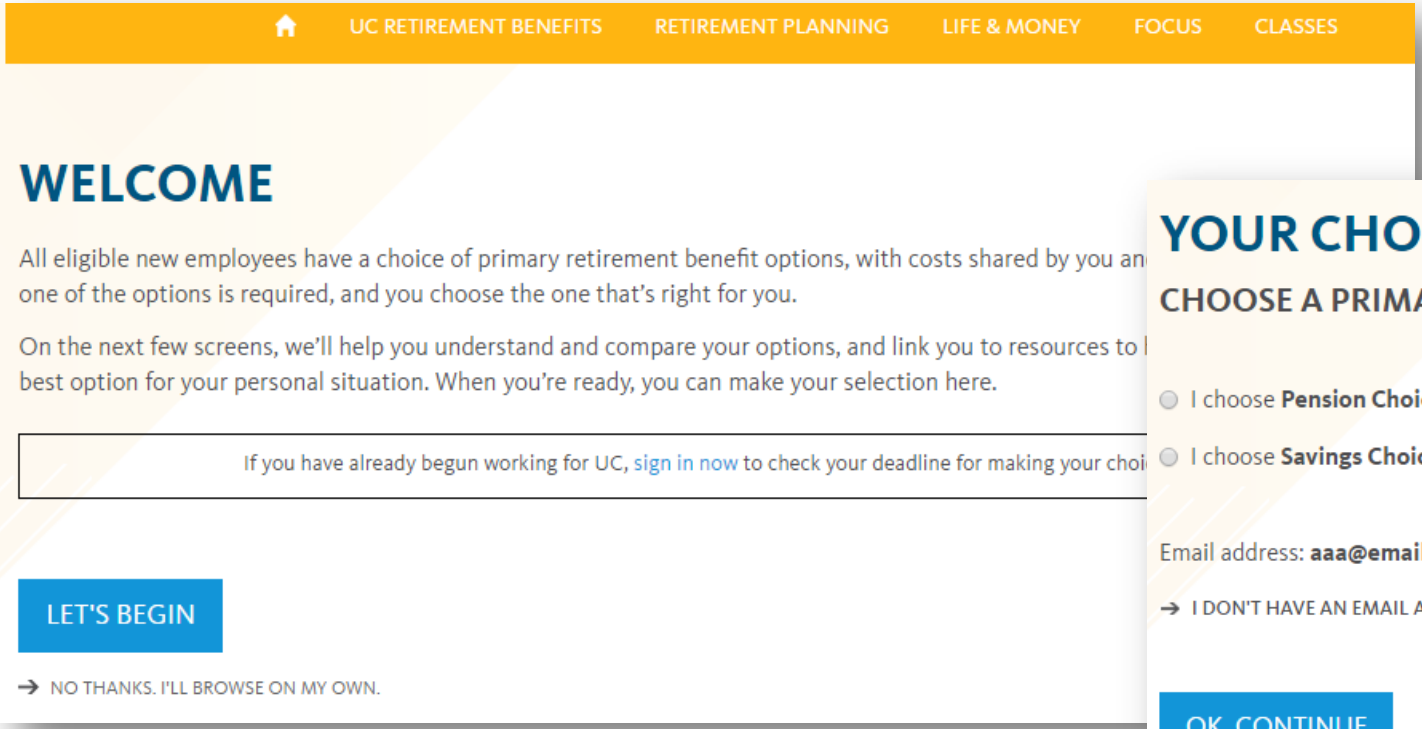


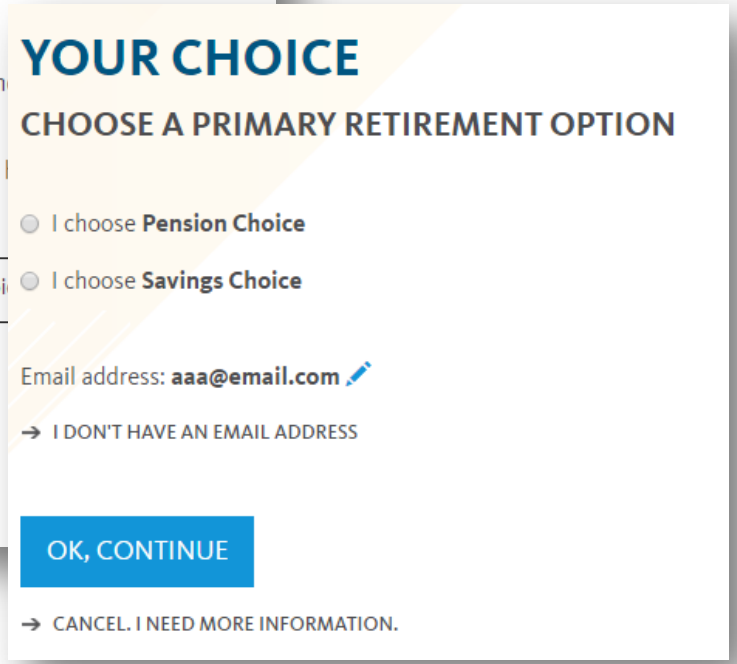


Online Election – myUCretirement.com/choose

Retirement Decision Tool

- Review options
- Model financial comparison
- Make election

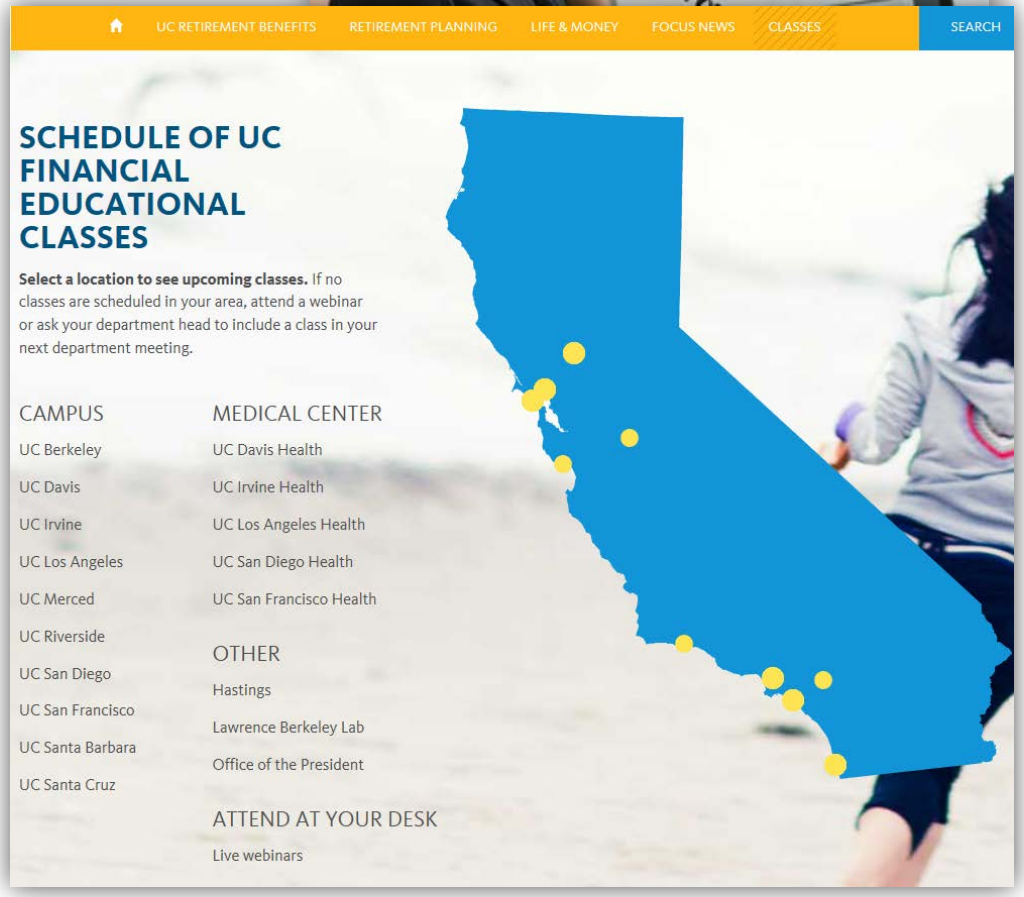




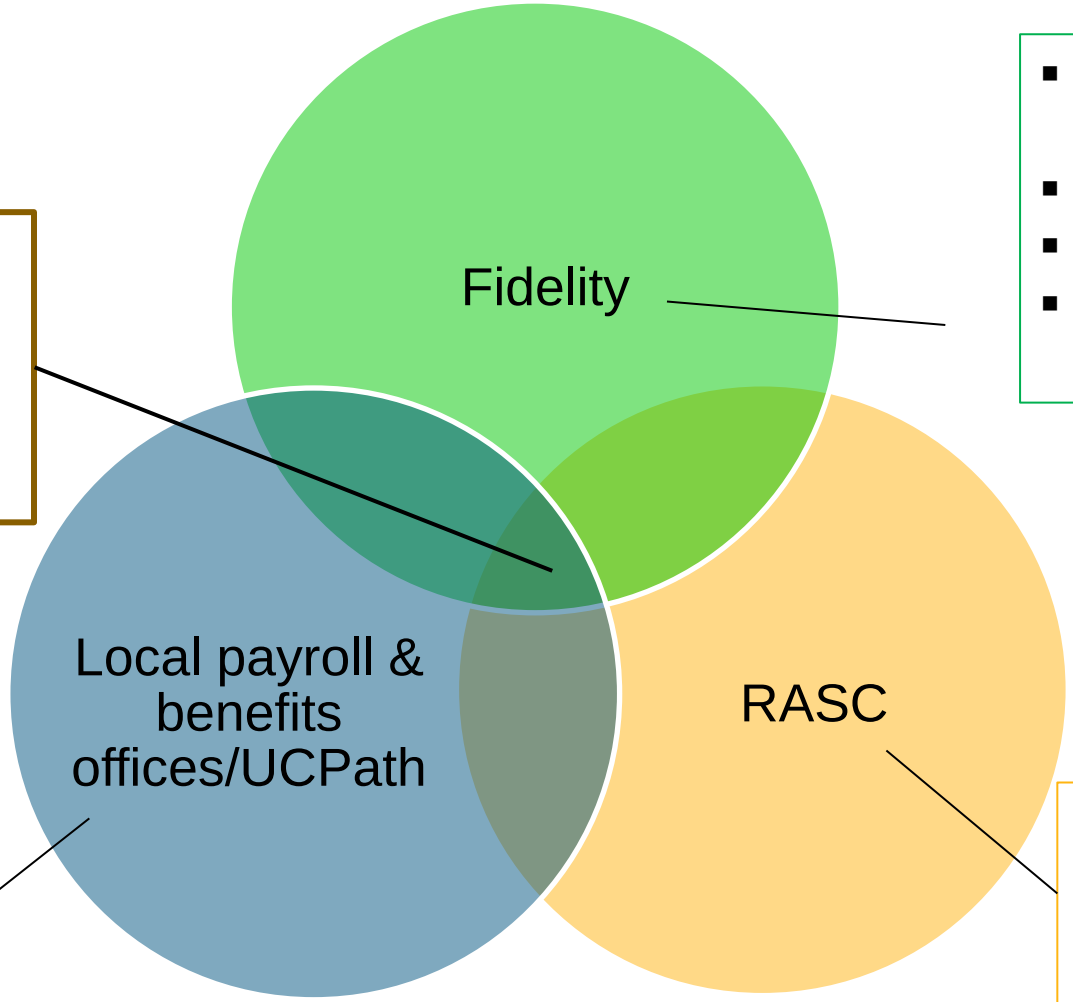
Supplemental Resources – Retirement Planners

Education and counseling available

- Workshop - onsite & webinar
- Onsite - 1:1 counseling and support
- Telephone - 1:1 counseling and support center



Support for Employees - Summary of Roles



ALL
- Program overview, including eligibility (Decision Guide content)

- Choice program expert
- DC feature expert
- Counseling
- Communications and Choice tool

- Employee history and pay
- Paycheck deduction effective date

- UCRP expert
- Eligibility verification
- Escalations and appeals
- Office of Record
- Detailed questions on retiree health

Support for Local Administrators – Resources

- Training for HR, payroll, Academic Personnel and Labor Relations staff across system
  - **Update webinars**
    - ✓ April 20: Plan Design Overview (135 attendees)
    - ✓ May 11: Employee Education/Communications (150)
    - ✓ June 8, 11 am – noon (149)
    - June 22, 11 am - noon
  - ✓ **Systemwide Training, May 23**
    - 285 attendees
  - ✓ **Systemwide training repeated via webinar, May 24**
    - 111 attendees
- ✓ Sharepoint site
  - **Training presentation decks and recordings**
  - **Administrator toolkit**
- ✓ Listserv for administrators