

RETIREMENT ALLOWANCE PLAN CLOSING TO NEW PARTICIPANTS 7/1/2018

FREQUENTLY ASKED QUESTIONS

What is the Retirement Allowance Plan (RAP)?

The RAP is a defined benefit pension plan that promises you a specific amount at retirement, paid monthly. The amount of the benefit is calculated in accordance with a plan formula that considers your years of service and average salary.

Does this change apply to participants who are already in the RAP?

No, if you are a participant in the RAP on June 30, 2018, you will remain in the plan and will continue to accrue credited service toward your monthly retirement benefit.

How does retirement plan eligibility work for part-time or temporary employees on or after July 1, 2018?

Part-time and temporary employees will be eligible for the Supplemental Plan as of their hire date. If they work 1,000 hours in the first year of employment, they'll become eligible for the Basic and Matching Plans beginning on the first of the month following the one-year anniversary of their hire date. (For example, Jane is hired as a part-time employee on August 16, 2018, and reaches 1,000 hours by August 15, 2019. She'll become eligible for the Basic and Matching Plans on September 1, 2019.)

Part-time and temporary employees who do not work 1,000 hours in their first year of employment, but work 1,000 hours in a calendar year thereafter, will become eligible on January 1 of the next year.

How do I enroll in the Basic and Matching Plans?

Once you become eligible, you are automatically enrolled in the **Basic Plan**. You will begin receiving contributions immediately. If you'd like the Plan to choose your investment, you don't need to do anything; your contributions will automatically go to TIAA's Lifecycle Fund. If you choose Vanguard and want the Plan to choose your investment, your contributions will automatically go to Vanguard's Target Retirement Fund. You can make your own choices online at www.hr.upenn.edu/retirement, or by contacting the Retirement Call Center at 877-736-6738.

Enrollment in the **Matching Plan** isn't automatic. If you want to enroll in this plan, go to www.hr.upenn.edu/retirement, or contact the Retirement Call Center at 877-736-6738. If you'd like the Plan to choose your investment, you don't need to do anything; your contributions will automatically go to TIAA's Lifecycle Fund. If you choose Vanguard and want the Plan to choose your investment, your contributions will automatically go to Vanguard's Target Retirement Fund.

Where can I learn more about the Basic and Matching Plans?

You can learn more about Penn's retirement plans at www.hr.upenn.edu/myhr/benefits/retirement.