

How many faculty and staff contribute money to the voluntary retirement plans?

In 2021, approximately 20% of eligible employees were contributing money to either the 403(b), the 401(k) or the 457. Choosing to invest in a voluntary retirement plan throughout your career will enhance your retirement readiness.

Could AIG, Fidelity, or TIAA be removed as recordkeepers for the DCP and 403(b)?

This is one possible outcome, alternatively, the total number of recordkeepers could stay the same or increase, or a bidder other than the three current providers could be selected.

If my current vendor is not selected, what will happen to my account? Will my money be moved?

Yes, if your current vendor is not a successful bidder then your funds will be transferred (mapped) to the new recordkeeper(s) fund menu following IRS rules.

Will the transfer of funds be considered a distribution or have additional fees?

No, movement of money in this manner is not considered a distribution nor will there be any fees associated with the transfer.

What are the total plan assets vs the recordkeeping costs?

Total plan assets are approximately \$1.5 billion and the annual administrative fees are just under \$3 million.

I noticed this review also included the 403(b) plan, I have a PERA 401(k), was that plan included in the review?

No, the retirement plan review process only involves plans managed by the University and not any PERA plans as those are governed and administered by the State of Colorado. The PERA plans include the PERA defined benefit and defined contribution plans, the 401(k), and the 457.

Currently a change to the voluntary retirement plans requires a paper form, is there a plan to modernize this process?

This is something that was considered during the RFQ and will hopefully be an option in the future.

Is there someone at CSU who can talk to me about retirement and investment options?

Yes, you can always reach out to HR at MyHR@colostate.edu or 970-491-6947 and we would be happy to help. We can also get you in contact with an investment advisor affiliated with the recordkeeper you contribute money to.

How was the performance of each vendor reviewed and evaluated?

The responses of all of the organizations submitting bids were evaluated on multiple criteria including: recordkeeping revenue; rating service ratings; credentials of relationship manager and service staff; participant services; data and cyber security; and proposed fees.

If a fund that I am currently invested in is not offered in the new lineup, where will that money go?

Investments will be transferred (mapped) to the closest new investment and in concert with the tiered approach.

How did the review balance the consideration of investment choices vs the administrative fees?

Investment selection decisions are primarily determined independent of fee considerations. Where providers may offer administrative fee considerations attached to certain investment choices, the review considered them only if the investment offered would or could have been selected on its own merits when compared to other choices. In other words, a fee incentive might be accepted if tied to an investment already chosen, but would not be selected solely because of an incentive.

If recordkeeping costs are decoupled, how will those fees be assessed to plan participants?

Even though the recordkeeper(s) may be separated from funds currently on their investment menu, either the current method of assessing administrative and recordkeeping fees (e.g., assessing the fee as a percentage of total fund balance) or by assessing a flat per fee, a more recent innovation in recordkeeping fees can be utilized.

If my vendor is eliminated, can I rollover my account into an IRA?

No, there are active in-service rules that prohibit you from rolling over or distributing funds in accounts associated with your employment. There may be exceptions to the 403(b) if certain age requirements and eligibility requirements are met.

How would we be notified of any changes to the plans and when would this happen?

Pending approval from the Board of Governors, there is an extensive communication plan that would include correspondence from the current recordkeepers, potential new recordkeepers, and CSU. Multiple modes of communication will be used including email and postal mail as well as efforts through each department and informational sessions.

The tentative schedule now is to seek Board of Governors approval by the end of the year and begin communication in early 2023 with the switchover in the spring of 2023.

The PERA review ended with much higher fees, how are you working to ensure that is not an outcome of this review?

One of the primary objectives of this review is to lower participant costs.

Will retirees or those closer to retirement be impacted or have the option to opt out of the new plan design(s)?

In order to comply with legal advice concerning the University's fiduciary responsibility, all plan participants must be treated in the same manner.

