

The background of the slide is a photograph of a classroom, overlaid with a semi-transparent orange filter. In the foreground, the backs of several students are visible as they sit in rows of chairs. In the background, a female instructor with long blonde hair is standing and pointing at a whiteboard. The whiteboard contains a line graph showing an upward trend, a pie chart, and some flowcharts. The overall atmosphere is educational and professional.

!!!i Plan**PILOT**

Taking Action to Improve Outcomes

Retirement Plan Education – September 10 & 11, 2025

Agenda



Participant Decision #1

- Savings Rate
- Catch up Rules
- Pre-tax vs Roth



Participant Decision #2

- Investment Selection



Participant Decision #3

- Beneficiary Designation

Who Oversees the Retirement Plan?



- 403(b) Plan Investment Committee

- Meet formally on quarterly basis to review all matters related to the retirement plan benefit
- Comprised of your peers and members of the Bradley University administration team



- PlanPILOT

- Independent retirement plan consultant that participates in all Committee meetings
- Conflict free
- Expert in investment analysis/oversight, with a keen focus on performance, risk and expenses



- Both the Committee and PlanPILOT act in a fiduciary capacity, making decisions in the best interest of employees

Bradley Retirement Plan – Summary Information

- Employee Deferrals are limited to an annual maximum of **\$23,500 for 2025, \$31,000 if achieving age 50 by December 31, 1975**, and employees **turning age 60-63** may contribute up to an additional **\$11,250 in 2025**
- Employer Contributions: One year of service for eligible classes of employees
- Employees who have opted out of the retiree health program OR who were hired after October 1, 2017 receive an additional **2% nonelective contribution from Bradley**
- Employees meeting eligibility requirements may also receive an employer matching contribution as follows:

Employee Deferral Amount	Hired before 10/1/2017 and <u>opted out</u> of retiree health program, or hired on or after 10/1/2017	Hired before 10/1/2017 and who have <u>opted to enroll</u> in the retiree health program
Less than 2%	0%	0%
2%	0.80%	0%
3%	2.20%	0%
4%	3.60%	0%
5%	5.00%	5.00%

Participant Decision #1

Savings Rate



How Much Do I Need to Save?

- A 5% employee contribution maximizes the Bradley match
- Evaluate your income, expenses, debts, and savings to understand your present financial health
- Consider the lifestyle you want in retirement – hobbies, living arrangements, travel
- Identify your planned expenses during retirement – healthcare, housing, leisure activities
- Other things to consider – age, income (and income expectations), retirement timeline

Go to [bankrate.com/retirement/calculators/retirement-plan-calculator](https://www.bankrate.com/retirement/calculators/retirement-plan-calculator) to run your own calculations.

Participant Decision #1

Savings Rate



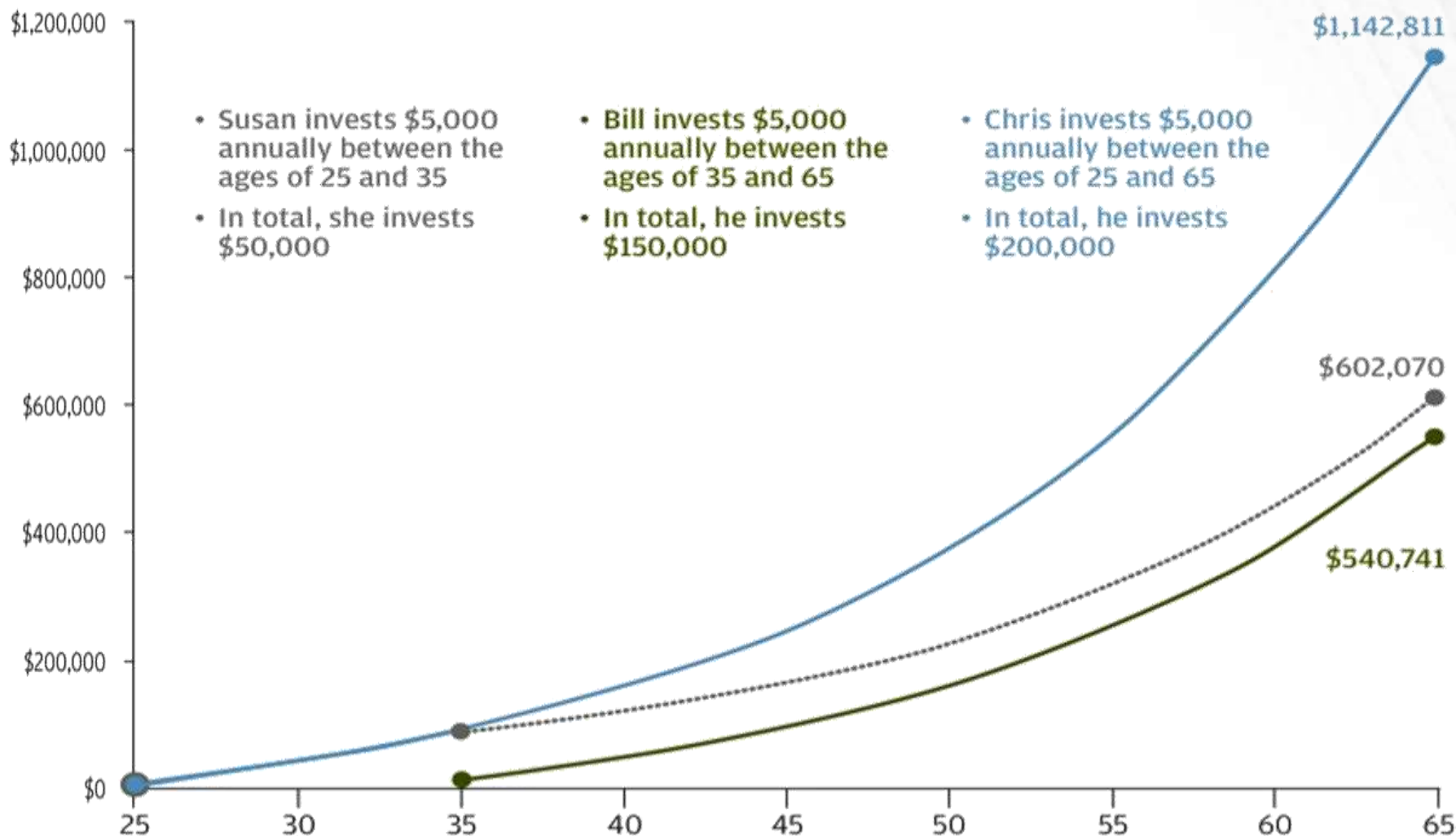
How Much Do I Need to Save?

- We recommended striving for a 15% combined contribution amount
- Getting an early start is key to taking advantage of compounding investment returns, which can impact retirement outcomes as much as or more than increasing your contribution rate
- Save early and save continuously throughout your career

Go to [bankrate.com/retirement/calculators/retirement-plan-calculator](https://www.bankrate.com/retirement/calculators/retirement-plan-calculator) to run your own calculations.

Savings Example - The Power of Compounding

Growth of savings accounts



The example is for illustrative purposes only and not indicative of any investment. Account values in the example assume a 7% annual compounding return.



Participant Decision #1a – Pre-Tax vs. Roth

	Pre-Tax	Roth
Federal & State Income Taxes	Paid at Retirement (when \$ is withdrawn)	Paid Now
Social Security & Medicare Taxes	Paid Now	Paid Now
Minimum Required Distributions	Age 73	None (if rolled into Roth IRA)

- The primary difference between Pre-Tax and Roth dollars is the tax treatment
- The plan's Roth feature is distinct from any Roth IRA you may already have

Participant Decision #1a:

Pre-Tax vs. Roth (Tax-Deferred vs. Tax-Free Growth)

- **Pre-Tax vs. Roth Decision Factors**
 - As a general guideline, younger, lower paid workers can benefit from paying lower taxes today, and avoid higher tax rates in retirement when their income is higher.
 - Minimum required distributions are not required for Roth balances if they are rolled into a Roth IRA prior to reaching age 73
 - An additional thought - Roth savings can provide you with some control over your reported annual income in retirement. Using Roth dollars in higher spending years can enable you to avoid higher tax brackets.
- ***NOTE: Eligible employees will only receive employer matching contributions on their pre-tax contributions; Roth contributions are not eligible/considered for matching purposes***

Catch Up Rules

■ Over 50 Catch-Up Rule

- Starting in the year you achieve age 50, you can contribute additional dollars (\$7,500 in 2025) in excess of the standard contribution maximum (\$23,500 in 2025).



Therefore, employees born on or before December 31, 1975 can contribute a total of \$31,000 in 2025

- This catch-up allowance can be utilized every year beginning in the year you turn age 50, but contributions must be made from earned income

Participant Decision #2

Investment Selection



Do-It-For-Me Investment Options

- Nuveen (formerly TIAA-CREF) Lifecycle Funds
 - Different fund options based on your target retirement date
 - Rebalances to restore appropriate investment mix
 - Market risk is reduced as you approach and enter retirement

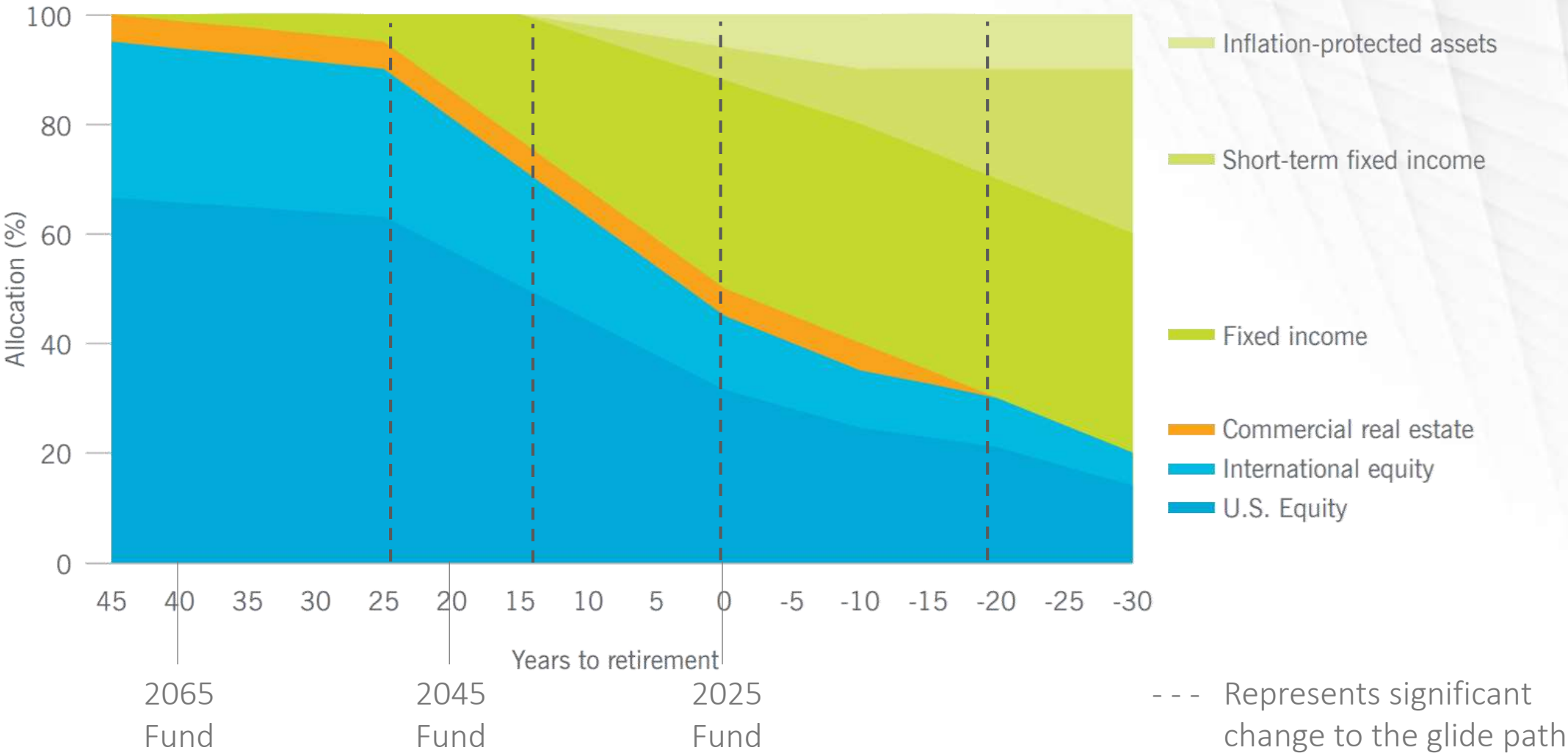


Recent Investment Change

- Effective September 9, 2025, TIAA Real Estate was closed on the investment menu
 - Retirement Choice contract balances (and future contributions) were directed to your age-appropriate Nuveen Lifecycle fund
 - Individual contract balances will remain invested in the Account
- As always, you retain control over the allocation of your retirement plan investments – you can transfer your balances and/or change contribution elections at any time
- For additional information, please refer to TIAA's participant communication (issued the week of 8/4)



Nuveen Lifecycle Glide Path



Nuveen Lifecycle Glide Path

- Diversified Investment Solution
 - US and International Stock Funds + US and International Bond Funds
 - A single target date fund (e.g. Nuveen Lifecycle 2050) invests in hundreds of stocks and bonds
- Automatically adjusts investment mix as you age
 - Sells stock funds and buys bond funds and other safer assets to reduce risk of large losses
- Rebalances to restore appropriate investment mix
 - Sells stocks when markets go up
 - Buys stocks when markets go down
- Maintains focus on long-term goal



Investment Selection: Do-It-Myself Investment Options

U.S. Equity Funds (Higher Risk/Return Potential)	Global/Int'l Equity Funds (Higher Risk/Return Potential)	Fixed Income Funds (Moderate Risk/Return Potential)
<ul style="list-style-type: none"> ▪ Vanguard Total Stock Market Index ▪ Putnam Large Cap Value ▪ Parnassus Core Equity (ESG) ▪ Vanguard Institutional Index ▪ AB Large Cap Growth ▪ Vanguard Mid-Cap Index ▪ Delaware Small Cap Core ▪ Vanguard Small Cap Index 	<ul style="list-style-type: none"> ▪ Vanguard Total International Stock Index ▪ American Funds EUPAC (Foreign Large Equity) ▪ American Funds New Perspective (Global Equity) 	<ul style="list-style-type: none"> ▪ Baird Aggregate Bond ▪ Nuveen Core Impact Bond (ESG) ▪ Vanguard Inflation-Protected Securities <p>Guaranteed/ Money Mkt (Low Risk/Return Potential)</p> <ul style="list-style-type: none"> ▪ TIAA Traditional ▪ TIAA Stable Value ▪ Nuveen Money Market

Index funds in orange



Overview of Fund Options – ESG

- Environmental, Social, and Governance (ESG) funds were added to offer best-in-class managers that have both performed well and taken a proactive approach to ESG investing
 - Nuveen Core Impact Bond (U.S. Fixed Income)
 - Parnassus Core Equity (U.S. Equity)



Investment Selection: Key Investment Considerations

1. Investment Time Horizon



Retirement Savings
versus Emergency Fund



Life Expectancy versus
Retirement Date

2. Types of Risk

- Avoiding market (or volatility) risk increases inflation (or longevity) risk
- Always balance these risks against your time horizon



Weathering Stock Market Volatility

Key Questions

- Have my long-term needs changed?
- Has my time horizon changed?
- Is my investment strategy suited for any market environment?
- Should I be rebalancing my portfolio?



Act on insight, not on instinct; market timing can be a dangerous habit



Invest with discipline



Consider the true cost of holding cash



Weathering Stock Market Volatility

- A lot is still unknown
- Markets are strong for the year-to-date
- Diversification is KEY, not timing the market

Stock Market News, April 16, 2025: Dow ends down nearly 700 points, Nasdaq tumbles 3.1% and S&P 500 lower after Powell signals rate cuts can wait

- April 16, 2025






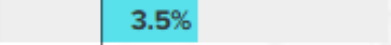
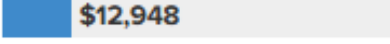
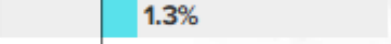
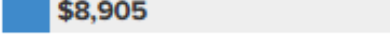
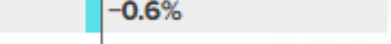
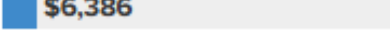
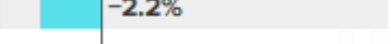
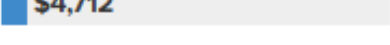
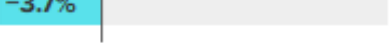
S&P 500, Nasdaq close at records on jobs data; Nvidia market cap nears \$4 trillion

- July 3, 2025

Performance of a \$10,000 investment in the S&P 500 over 20 years

Total returns | Jan. 3, 2005–Dec. 31, 2024

Missing the markets best days significantly reduces the return on investment.

	Balance	Return
Fully invested	 \$71,750	 10.4%
Market days missed		
10 best days	 \$32,871	 6.1%
20 best days	 \$19,724	 3.5%
30 best days	 \$12,948	 1.3%
40 best days	 \$8,905	 -0.6%
50 best days	 \$6,386	 -2.2%
60 best days	 \$4,712	 -3.7%

Source: JP Morgan Asset Management

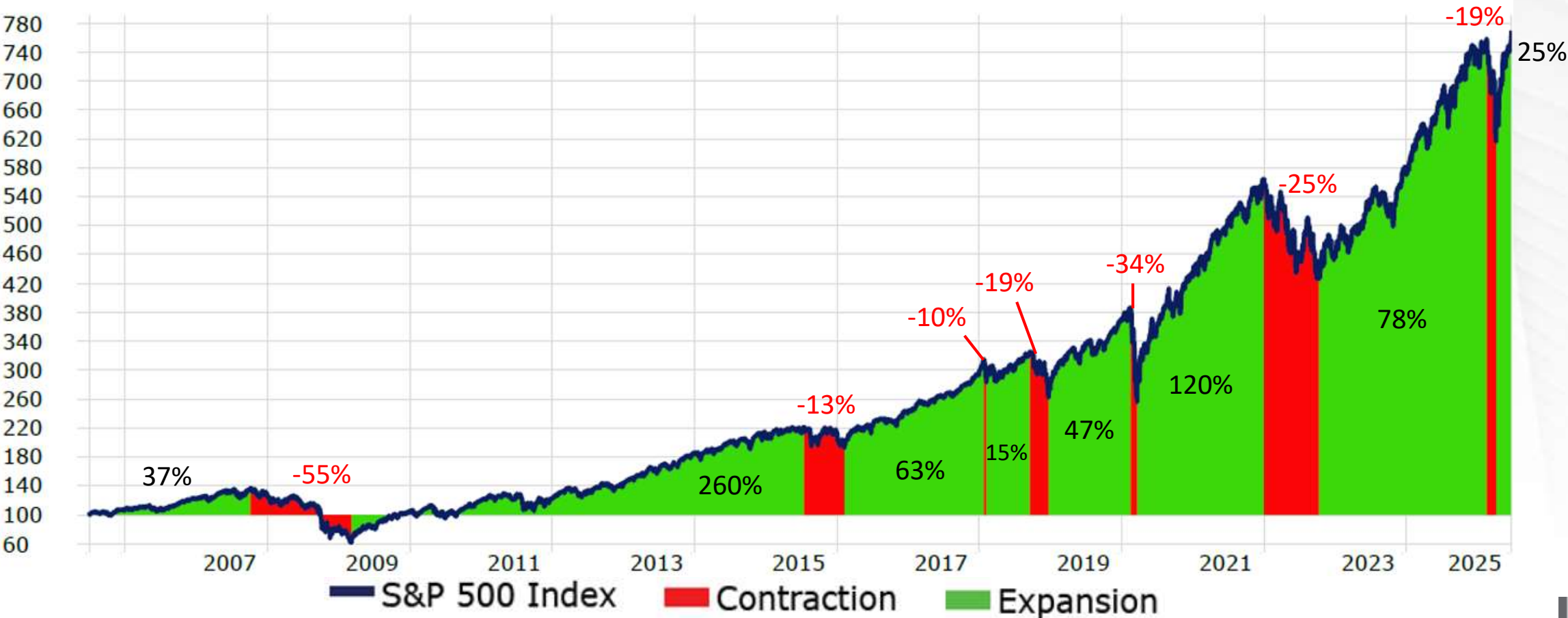


Weathering Stock Market Volatility

20-Year Investment Growth - S&P 500 Index

Time Period: 7/1/2005 to 6/30/2025

Define drawdown as decline by 10% or more



Participant Decision #3

Beneficiary Designation



Beneficiary Designation

■ Participants w/ Spouse, Domestic Partner or Civil Union Partner

- Your spouse, domestic partner or civil union partner is your beneficiary unless the spouse or partner waives this right
- You should still complete a beneficiary designation form and name secondary beneficiaries
- If spousal waiver is signed, then you will need to specify your primary beneficiary, as well as name your secondary beneficiary

■ Single Participants

- You should review your beneficiary designation to ensure that you agree with your most recent selection
- Default beneficiary is your estate

NOTE: All participants should ensure that their beneficiary designations agree with their estate documents, consulting attorneys or financial planners as necessary



Final Thoughts & Action Items

- Online Retirement Calculator from Bankrate

- Estimate the savings you will have when you retire with fully customizable input criteria, including:

- Contribution percentage
- Age at retirement
- Current age
- Current balance
- Annual salary increase
- Annual rate of return

- Criteria can be adjusted to show the impact on long-term outcomes

- <http://www.bankrate.com/retirement/retirement-plan-calculator>



Final Thoughts & Action Items

- Set realistic goals, create, and maintain a manageable and achievable retirement plan tailored to your needs
 - Take advantage of the Bradley match
 - Review your existing savings strategy, investment selections, and beneficiary designation(s)
 - Maintain a long-term focus in your retirement investing



Thank You



223 W. Jackson Blvd., Suite 800
Chicago, IL 60606

www.planpilot.com
(312) 973-4911