

Colleges and Universities Retirement Plan (CURP) is a 401(a) defined contribution plan for education employees at regional colleges/universities in Missouri.

Under CURP, employers and employees (only those hired on or after July 1, 2018) make contributions to the employee's account. The Missouri State Employees' Retirement System (MOSERS) is responsible for implementing and overseeing administration of the plan. TIAA is the third party administrator.

Plan Eligibility

The participating institutions are responsible for enrolling participants. Your employer will determine your eligibility for CURP based on the law and MOSERS' board rules. To be eligible to participate in the plan, participants must be "education employees," defined as teaching personnel, instructors, professors, assistant professors, associate professors, and academic administrators holding faculty rank. The MOSERS Board of Trustees has further clarified this definition, stating that the primary duty of education employees in CURP is to teach or perform research, except for academic administrators holding faculty rank. These administrators will be eligible for CURP regardless of whether their primary duty is to teach or perform research.

To be eligible for participation in CURP, you must:

- Meet the definition of an education employee.
- Not have previous employment in a position covered by another plan administered by MOSERS.
- Be employed in a benefit-eligible position at one of the following institutions:
 - Harris-Stowe State University
 - · Lincoln University
 - Missouri Southern State University
 - Missouri State University
 - · Missouri Western State University
 - Northwest Missouri State University
 - · Southeast Missouri State University
 - Truman State University
 - · University of Central Missouri

If you meet these requirements, you'll start participating in CURP on the first day after you begin employment at the institution. You'll continue participating until one of the following occurs:

- · You cease to be an eligible employee.
- The plan is terminated.
- · You elect to become a member of MOSERS.

CURP is not available to:

- Any college or university employee hired before July 1, 2002.
- Employees hired on or after July 1, 2002 who don't meet the definition of "education employee."
- Employees of technical or vocational schools/colleges.
- · Leased employees or independent contractors.

An employee with a terminal degree (Ph.D., Ed.D., etc.) doesn't necessarily meet the definition of an education employee. Coaches whose primary duties are coaching, not teaching or research, do not meet the definition.

Enrolling in CURP

If you're eligible for CURP, you'll automatically be enrolled in the plan on the first day after you begin employment at the institution. Your employer will make plan contributions on your behalf and you will be defaulted to the TIAA-CREF Lifecycle Fund based on your date-of-birth and anticipated retirement age of 65. You'll continue participating until you cease to be an eligible employee, the plan is terminated, or you elect to become a member of MOSERS.

Plan Vesting

You're fully and immediately vested in the benefits arising from contributions made under this plan. These amounts are nonforfeitable



Contributing to the Plan

Your employer will contribute directly to your plan account no later than two weeks after each pay date, consistent with any applicable federal requirements. By law, the CURP employer contribution rate is 6% of payroll. Employees hired on or after July 1, 2018 also contribute 2% of payroll to the CURP. If you would like to contribute additional money toward your retirement savings, you can do so through the State of Missouri Deferred Compensation Plan or any other retirement savings plans available through your university.

Payroll, as described in Section 104.1205(5), RSMo, includes all salary and wages payable to an employee for personal services performed for one of the institutions, as well as compensation that is not currently included in an employee's gross pay because of the application of Internal Revenue Code Sections 125, 132(f), 401(k), 403(b), or 457(b); but excluding:

- Any amounts paid after termination of employment, unless the payment is a final installment of salary or wages at the same rate prior to termination of employment.
- Any amounts paid upon termination of employment for unused annual leave or unused sick leave.
- Pay in excess of the limitations set forth in Section 401(a)
 (17) of the Internal Revenue Code of 1986 as amended and other applicable federal laws or regulations.
- · Any nonrecurring single-sum payments.

Investment Menu

CURP has a streamlined investment lineup designed to be simple and affordable, making it easy for you to direct your contributions. You can choose where to invest your contributions by building your own portfolio using the stock, bond and real estate investment options or default to a Lifecycle Fund.

Lifecycle Funds

TIAA's Lifecycle Funds – also known as "target-date" funds – are CURP's **default investment option**, determined by your date-of-birth and anticipated retirement date at age 65. These professionally managed funds invest in a selection of equity and fixed income TIAA CREF Funds, providing diversified portfolios to suit the objectives of investors with different investment horizons. The Lifecycle Funds offer a one-step approach to investing and automatically shift to become more conservative over time as you move toward — and through — retirement.

- TIAA-CREF Index Retirement Income
- TIAA-CREF Index 2010
- TIAA-CREF Index 2015
- TIAA-CREF Index 2020
- TIAA-CREF Index 2025
- TIAA-CREF Index 2030

- TIAA-CREF Index 2035
- TIAA-CREF Index 2040
- TIAA-CREF Index 2045
- TIAA-CREF Index 2050
- TIAA-CREF Index 2055
- TIAA-CREF Index 2060

Guaranteed Option

· TIAA Traditional Annuity

Stock Funds

- · Vanguard Total Stock Market Index Fund
- TIAA-CREF International Equity Index Fund

Social Investment Fund

· CREF Social Choice Account

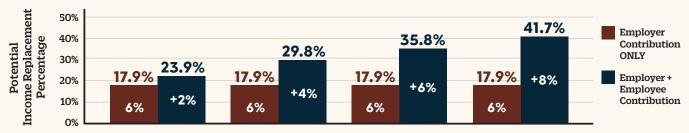
Fixed Income/Bond Funds

- · Vanguard Total Bond Market Index Fund
- · Vanguard Inflation-Protected Securities Fund

Real Estate Investment Trust (REIT) Fund

· Vanguard REIT Index Fund

How much income could my defined contribution plan savings replace in retirement?



Assumes a 6% annual rate of return on investments and 2% annual pay increases over a 30-year career and a 4% annual rate of return and 2% inflation during 25 years in retirement. **Employee contributions above 2% must be saved in available supplemental retirement savings plan(s).**



Transferring to a MOSERS Defined Benefit Pension Plan

After participating in CURP for at least six years and still employed in a CURP covered position, you may elect to switch from CURP to the MSEP 2011 plan administered by MOSERS. The MOSERS defined benefit pension provides a **guaranteed lifetime benefit** amount based on years of service (from transfer date) \times final average pay \times 1.7% in addition to a possible temporary benefit until age 62. If you elect to transfer, you:

- · Must meet the membership requirements of MOSERS.
- Will immediately become a vested member of the MSEP 2011 plan.
- Won't receive credit in MOSERS for service rendered while participating in CURP. Your MOSERS pension benefit will be calculated based on your MOSERS service only.
- Will forfeit all rights to future participation in CURP (i.e., you can't go back to CURP). However, you'll continue to own and control your CURP account with TIAA.

For calculation purposes, the six-year period begins after you're initially employed in a position covered by CURP and ends six years later. It includes time for breaks in service, sabbaticals or leaves of absence. If you have questions about the MSEP 2011, please contact a MOSERS benefit counselor at 800 827-1063.

Leaves of Absence & Sabbaticals

If you're on a paid leave of absence or sabbatical, contributions to your plan account will continue, based on your earnings during that time period. However, contributions aren't made during an unpaid leave of absence.

If you're on leave because of active duty in the armed forces of the United States, your employer will contribute to the plan once you return to actual employment with the institution. The contributions will equal what would have been contributed if you had remained employed at the institution during your period of military service, to the extent required by law.

UPDATE YOUR BENEFICIARIES

Please add a beneficiary designation or your estate will be named as your beneficiary. Beneficiaries can be updated securely online at www.tiaa.org/public/tcm/curp, or by contacting TIAA directly.

Disability

You can withdraw from your retirement plan while employed by your institution but not working due to a disability.

- To qualify you must be totally and permanently disabled, and the contributions and earnings must have been credited to your plan on or after January 1, 1989.
- Disability withdrawals are not subject to the 10% IRS penalty on withdrawals prior to age 59%.
- Death before retirement
- If you die before you start receiving retirement income, your account balance is payable as a death benefit. Your beneficiaries should contact TIAA for more information about the options available to them.
- Federal tax law has limits on when and how beneficiaries receive their death benefits. TIAA will notify your beneficiary of the requirements when they apply for benefits.

Death Before Retirement

- If you die before you start receiving retirement income, your account balance is payable as a death benefit. Your beneficiaries should contact TIAA for more information about the options available to them.
- Federal tax law has limits on when and how beneficiaries receive their death benefits. TIAA will notify your beneficiary of the requirements when they apply for benefits.



Portability & Distribution Options

Upon leaving employment under CURP, you may keep your money in CURP until a later date, withdraw your money using various distribution options, or roll your account assets to another qualified retirement plan or IRA.

You may also roll over funds from your 403(b), 401(a), 457(b), 401(k) plans or IRAs into CURP. When rolling over, please note that there may be differences in, among other things, features, fees, expenses and other costs. Surrender charges may also apply. Participants should discuss with their tax advisor these issues as well as any potential tax implications.

Distribution Options

Cash Withdrawals	CURP participants may withdrawal their money in a full or partial distribution.				
Systematic Withdrawals	You may receive regular income payments (minimum \$100) on a semimonthly, monthly, quarterly, semiannual or annual basis. You can increase, decrease or suspend the payments at any time.				
Minimum Distribution Option	Option to meet annual federally required withdrawal after a participant reaches age 72.				
Lifetime Retirement Income Annuity	 One-life annuity provides income for as long as you live. Two-life annuity provides lifetime income for you and an annuity partner (your spouse or someone else you name) for as long as either of you live. One- or two-life annuity with guaranteed period - guarantees income for up to 20 years, as long as the period you choose does not exceed your life expectancy. It ensures that income continues to go to your beneficiaries for the remainder of the guaranteed period if you (one-life annuity) or both you and your annuity partner (two-life annuity) die before the end of that period. 				
Fixed Period Annuity	 You can choose to receive income for a set period of two to 30 years, depending on the terms of our contract and your plan's rules (and not to exceed your life expectancy). Payments stop at the end of the period, during which you will have received all your principal and earnings. 				
TIAA Traditional Account Withdrawals	 TIAA interest-only payment option Transfer payout annuity - cash withdrawals and transfers from TIAA Traditional Annuity are made through the Transfer Payout Annuity. Please call 800-842-2252 or visit www.tiaa.org/public/tcm/curp for possible restrictions. 				

Tax Consequences of Retirement Distributions

You'll owe ordinary federal and state income taxes when you withdraw funds from your retirement account. In addition, there may be a penalty if you withdraw the funds prior to age 59½.

Costs & Fees

Plan Administration Fee 0.21%
Investment Management Fee Varies by Investment Option

TIAA Counseling Center • 800-842-2252

Monday - Friday 7am to 9pm and Saturday 8am to 5pm

www.tiaa.org/public/tcm/curp

Online Account Access & Transactions

You have access to your account, 24 hours a day, 7 days a week through TIAA's secure website. First you'll need to create a user ID. Just go to www.tiaa.org/public/tcm/curp. Select **Log in**, click on **Register for online access**, and follow the prompts to create your user ID and password.

Through your account, you'll be able to:

- · Check your account balance,
- Make investment transfers & transactions,
- · Change your beneficiary designation, and
- Track your service requests.



COLLEGE & UNIVERSITY RETIREMENT PLAN

Transferring from CURP to MOSERS



COLLEGE & UNIVERSITY RETIREMENT PLAN

Transferring from CURP to MOSERS

This summary was prepared for eligible participants of the College and University Retirement Plan (CURP). It is intended to give you a general comparison of the CURP and the MSEP 2011 benefit provisions. The provisions described apply to eligible CURP participants at the date this brochure was issued, unless otherwise stated. If there are any differences between the information provided in this brochure and the law or policies which govern MOSERS, the law and policies will prevail.





We Are Here to Help

Benefit counselors are a valuable source for information regarding your benefits and are available to assist you weekdays 8:00 am - 12:00 pm & 1:00 pm - 4:30 pm.



Schedule an Appointment

Speak with a benefit counselor by phone or to make an appointment to visit our office. Our phones tend to be least busy between 8:00 am and 9:00 am.



Call Center Hours

Monday-Friday 8:00 am-12:00 pm 1:00 pm-4:30 pm



Contact Us

Toll Free: (800) 827-1063 In Jefferson City: (573) 632-6100 Fax: (573) 632-6103



Visit Us

907 Wildwood Dr Jefferson City, MO



Mailing Address

PO Box 209 Jefferson City, MO 65102-0209

Connect with Us on Social Media

Be sure to follow us on social media. It's a great way to stay informed and learn about your MOSERS' benefits. Be sure to invite your coworkers to join us too!











This brochure provides a side-by-side comparison of the primary CURP and MSEP 2011 benefit provisions so you can make an informed decision. The MSEP 2011 General Employees' Retirement Handbook provides more detailed information regarding the benefit provisions of the MSEP 2011.

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ABOUT THE COLLEGE AND UNIVERSITY RETIREMENT PLAN

The College and University Retirement Plan (CURP) became effective July 1, 2002, and is administered in accordance with Section 104.1200 through 104.1215 of the Revised Statutes of Missouri. It is a non-contributory 401(a) defined contribution plan for "education employees" at regional universities in Missouri.

"Education employees" are defined as teaching personnel, instructors, assistant professors, associate professors, professors, and academic administrators holding faculty rank. The primary duty of education employees in the CURP is to teach or perform research except with regard to academic administrators "holding faculty rank." The phrase "holding faculty rank" applies only to academic administrators. Those administrators will be in the CURP regardless of whether or not their primary duty is to teach or perform research.

TRANSFERRING FROM CURP TO MOSERS

After participating in the CURP for at least six years, and while still employed in a CURP-covered position, you may elect to change from the CURP to the Missouri State Employees' Plan 2011 (MSEP 2011), which is administered by the Missouri State Employees' Retirement System (MOSERS). If you switch to the MSEP 2011:

- You must meet the membership requirements of MOSERS.
- You immediately become a vested member of the MSEP 2011.
- You will not receive credit in MOSERS for service rendered while a participant in the CURP. There are no provisions to purchase or transfer service credit between the CURP and MOSERS. Your MOSERS retirement benefit will be calculated on your MOSERS service only.
- You will forfeit all rights to future participation in the CURP (you cannot go back to the CURP). However, you will retain ownership and control of your CURP account with TIAA.

For calculation purposes, the six-year period begins after you are initially employed in a position covered by the CURP. The period ends six years later (includes time for breaks in service, sabbaticals, or leaves of absence).

No transfer from MOSERS to CURP is allowed.

INSTRUCTION FOR THE TRANSFER

For your convenience, a *Transfer of CURP Membership* form is included in this brochure. If you elect to transfer to the MSEP 2011, please complete the form and give it to your human resources representative. Your human resources representative will complete Section C of the form and send it to MOSERS.

COMPARISON OF THE MSEP 2011 AND CURP BENEFIT PROVISIONS

Benefit Provisions	MOSERS Defined Benefit Plan (MSEP 2011)	College and University Retirement Plan (CURP)		
Plan Design	 Defined benefit plan (i.e. benefit amount is guaranteed) Benefits are based upon: Years and months of MSEP 2011 service Final average pay (i.e. highest 36 consecutive months of pay) Percentage multiplier 	Defined contribution plan (i.e. contribution amount is guaranteed - NOT benefit) Benefits are based upon: Contributions Returns generated from investments selected by participants		
Administrator	The Missouri State Employees' Retirement System (MOSERS)	MOSERS has selected TIAA (Teachers Insurance & Annuity Association) to be the third-party administrator.		
Benefit-Eligible Position	Must be employed in a MOSERS benefit-eligible position (permanent and normally requiring at least 1,040 hours per year).	Must satisfy the following requirements: Meet the definition of an "education employee" employed for the first time on or after July 1, 2002 (i.e. no prior MOSERS service credit). Work in a benefit-eligible position (permanent and normally requiring at least 1,040 hours per year) at one of the participating regional universities.		
Vesting	Immediately vested upon transfer to MOSERS.	Immediately eligible for benefits if employed in a benefit-eligible position and you meet the definition of "education employee."		
Contribution Rate	Set by MOSERS Board of Trustees based on recommendation of retained actuary.	Employer contribution rate is 6% of payroll. Employees first employed on or after July 1, 2018 contribute 2% of payroll.		
Who Makes the Contribution?	Employees contribute 4% of pay to the System in addition to the employer contribution.	Your employer; however, you may roll over assets from previous eligible employer retirement plans or traditional IRAs that consists of pre-tax dollars.		
Portability	Portable only from one MOSERS-covered employer to another.	Fully portable. Upon leaving employment, you may roll funds to a traditional IRA or another eligible employee retirement plan provided the receiving plan allows the rollover.		
Termination	When you leave state employment, you will be eligible to receive retirement benefits when you meet the age, service, and all legal requirements. Before retirement benefits can be paid, you must complete the two-step retirement process.	Since there is immediate vesting, you will be entitled to the entire account balance within the plan at the time of termination. You may roll your account over to a traditional IRA or eligible employee retirement plan, leave your account with TIAA, or withdraw the funds. Keep in mind that withdrawing the funds carries certain tax consequences.		
Unused Sick Leave	Under MOSERS, you will receive 1 month of "creditable service" for each 168 hours of unused sick leave. Unused sick leave may only be used in calculating the amount of your benefit, not your eligibility for a benefit.	Unused sick leave has no impact on your benefits under the CURP.		

COMPARISON OF THE MSEP 2011 AND CURP BENEFIT PROVISIONS

Benefit Provisions	MOSERS Defined Benefit Plan (MSEP 2011)	College and University Retirement Plan (CURP)		
Leaves of Absence	 Leaves of absence due to illness or injury up to 12 months may qualify for creditable service. Leaves of absence for military service may also qualify for creditable service. 	Contributions to the CURP will be based on the salary received during the period of the leave of absence.		
Retirement Eligibility	Normal (unreduced) Age 67 "Rule of 90" - at least age 55 with the sum of your age and service equaling 90 or more Early (reduced) retirement available at age 62 if actively employed	You are eligible to retire at any point in time. Keep in mind that you may be subject to penalties if you begin taking distributions prior to age 59½. You must begin to receive benefits by April 1 following the year you attain age 72 if you have terminated your employment with your CURP-covered employer.		
Benefit Payment Options	 Life Income Annuity Joint & 50% Survivor Joint & 100% Survivor Life Income with 120 Guaranteed Payments Life Income with 180 Guaranteed Payments 	 Single Life Annuity Two-Thirds Benefit to Survivor Annuity Full Benefit to Survivor Annuity Half Benefit to Second Annuitant Annuity Minimum Distribution Option Cash Withdrawals Fixed Period Annuities 		
Retirement Beneficiary Designation Changing After Retirement	At retirement, you will elect a benefit payment option, which determines if anyone else will potentially receive a benefit after your death. If married, you must elect a joint & survivor option unless your spouse waives their benefit. Your spouse is automatically the beneficiary. If you elect one of the life income with guaranteed payments options, you may change your beneficiary designation at any time.	Beneficiaries can be changed at any time. However, if the spouse is designated as the beneficiary and will receive less than 50% of the benefit, then he or she must approve the change in writing.		
Survivor Benefits Prior to Retirement - Not Service Related	Survivor benefits based on the Joint & 100% Survivor option are available to the spouse of a vested member who dies prior to retirement. If there is no eligible spouse, benefits will be paid to any child(ren) under the age of 21.	Benefits to survivors are based on your account balance upon death.		
Survivor Benefits Prior to Retirement - Service Related	Your eligible surviving spouse or child(ren) will receive an ongoing benefit equal to at least 50% of your final average pay.	Benefits to survivors are based on your account balance upon death.		
Survivor Benefits - After Retirement	Benefits to survivor are based on the benefit payment option elected at retirement.	Benefits to survivors are based on the benefit payment option elected at retirement.		
Cost-of-Living Adjustment (COLA)	You will receive a COLA each year for the rest of your life based on 80% of the percentage increase in the average Consumer Price Index (CPI) from one year to the next. The annual COLA rate cannot be less than 0% or exceed 5%.	There are no cost-of-living adjustments to your retirement benefits.		
Disability	If approved for long-term disability, you could continue to accrue service and salary credit until you reach eligibility for normal retirement.	No additional retirement benefit under CURP.		

INSTRUCTIONS FOR COMPLETING TRANSFER OF CURP MEMBERSHIP

After participating in the College and University Retirement Plan (CURP) for at least six years, and while still employed in a CURP-covered position, you may elect to transfer your membership to the Missouri State Employees' Plan 2011 (MSEP 2011).

Member

- 1. Provide your personal information in Section A.
- 2. Read the plan election information, sign and date Section B.
- 3. Send form to your HR representative.
- 4. Enroll through SEBES. Your employer will provide information on how to do this.

HR Representative

- 1. Note the date form was received on the first line in Section C.
- 2. Verify other requested information.
- 3. Mail the form to MOSERS **AND** the member must enroll though SEBES.

Please contact MOSERS at (573) 632-6100 or (800) 827-1063 if you have any questions regarding how to complete this application.



Transfer of CURP Membership Section 104.1215

Please print. • See previous page for instructions.

SECTION A - PERSONA	L INFORMATION					
Social Security Number/Tax Identification Number				Date of Birth		
Name (last/first/middle)						
Mailing Address (PO or str	reet/city/state/zip)					
Marital Status ☐ Married ☐ Single Gender ☐ Male ☐ Female						
		Alternate Phone	Alter	rnate Phone		
		☐ Cell ☐ Home ☐ Work	□ c	ell 🔲 Home 🔲 Work		
Email Address						
SECTION B - PLAN ELEC	CTION					
	of 104.1215, RSMo,	I hereby elect to transfer member	ership from the CU	RP to the MSEP 2011. By signing		
below, I understand that:This election can be n	aada anlu whila Lam	actively employed in a benefit-e	ligible position by a	n oligible institution		
	•	per of the MSEP 2011.	ligible position by a	n engible institution		
•		IOSERS for service rendered in CL	JRP (no provisions a	vailable to purchase or transfer		
service credit).			(0.0			
	·	on in CURP. However, I will retain	·	•		
 This election become in MOSERS' Board Ru 		of the month following the date	this form is receive	d by my employer (or as specified		
Signature			Date	e		
SECTION C - EMPLOYER	R VERIFICATION					
Date form was received	by employer					
Dates of CURP service:		Name of College/University	ty:	Employee Type:		
Start Date (mm/dd/yyyy)	Stop Date (mm/dd/	уууу)	sity (70-570)	General Employee		
		☐ University of Central I	MO (71-571)	☐ Contract Employee		
	☐ Southeast MO State University (72-000)					
□ Tr		☐ Truman State Univers	☐ Truman State University (73-573)			
☐ Northwest MO State University		University (74-574)	Monthly Salary:			
☐ MO Southern State University (75-576)		\$				
	☐ MO Western State University (76-576)					
		☐ Lincoln University (77	'-000)			
		☐ Harris-Stowe State Ur	niversity (78-578)			
I certify that the above information is true and correct in accordance with the records of this department.						
HR Rep. Phone Number	HR Rep. Phone Number HR Rep. Email					
Signature Date						

Instructions for Completing

Transfer of CURP Membership Section 104.1215

After participating in the College and University Retirement Plan (CURP) for at least six years, and while still employed in a CURP-covered position, you may elect to transfer your membership to the Missouri State Employees' Plan 2011 (MSEP 2011).

Member

- 1. Provide your personal information in Section A.
- 2. Read the plan election information, sign and date Section B.
- 3. Send form to your HR representative.
- 4. Enroll in MOSERS through SEBES. Your employer will provide information on how to do this.

HR Representative

- 1. Note the date form was received on the first line in Section C.
- 2. Verify other requested information.
- 3. Mail the form to MOSERS AND member must enroll though SEBES.

Please contact MOSERS at (573) 632-6100 or (800) 827-1063 if you have any questions regarding how to complete this application.