# University of Richmond’s Retirement Planning Workshop
## January 11, 2024

### Agenda

<table>
<thead>
<tr>
<th>Session</th>
<th>Time</th>
</tr>
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<tbody>
<tr>
<td>Registration &amp; Welcome</td>
<td>8:30 - 9:00 a.m.</td>
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<tr>
<td>TIAA: Retirement Mosaic</td>
<td>9:00 - 9:45 a.m.</td>
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<tr>
<td>TIAA: Paycheck for Life</td>
<td>9:45 - 10:30 a.m.</td>
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<tr>
<td>Break</td>
<td>10:30 - 10:45 a.m.</td>
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<tr>
<td>Legal Resources Attorney</td>
<td>10:45 - 11:30 a.m.</td>
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<tr>
<td>Long Term Care</td>
<td>11:30 - 12:15 p.m.</td>
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<tr>
<td>Lunch</td>
<td>12:15 - 12:45 p.m.</td>
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<tr>
<td>Social Security and Medicare</td>
<td>12:45 - 2:30 p.m.</td>
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</table>

University Retiree Benefits
The Retirement Mosaic
Life expectancy
a steady march towards increased longevity

Source: Center for Disease Control and Prevention and National Vital Statistics System Annual Reports, 2019-2021
Reflection and discussion

- In the “Current” column, what do you want to accomplish or change in each aspect?
- In the “Future” column, what do anticipate needing to address in each aspect as you transition to the next chapter?
Sources and resources
As we get started

Think about a transition you have made in the recent past...

What did you learn from that transition that would be useful going forward?
The end of something is the beginning of something else.
Make your life, or it will be made for you.
Wellness is multidimensional.
Developmental challenges occur throughout the life span.
Retirement is more of an adaptive challenge than a technical challenge.
Retirement

*Noun*

16th century French
‘Re’ = back + ‘Tirer’ = draw
‘Drawback’ or ‘Withdraw’

Third chapter  Elderhood  Encore  Protirement
The Terman Study

- 1921
- 1,528 gifted children

“What leads to long life?”

The Grant Study

- 1938
- 724 men

“What leads to a satisfied life?”
The Terman Study

- “Conscientiousness”
  - Purposeful
  - Persistent
  - Detailed
  - Responsible
  - Thrifty

The Grant Study

- Relationships have the greatest impact on life satisfaction
The mosaic of thriving

1. Spirit
   - Having a sense of purpose and meaning

2. Body
   - Having energy to live a fulfilling life

3. Heart
   - Seeing what drives us and managing ourselves appropriately

4. Connection
   - Nurturing relationships that are mutually beneficial

5. Mind
   - Thinking broadly and engaging our creativity to solve problems

6. Work
   - Contributing our talents to work that matters

7. Place
   - Creating an environment that supports the other dimensions of our life

8. Money
   - Managing our resources to live within our means and planning for the future
Spirit

Having a sense of purpose and meaning

Reassess

Reaffirm  Renew  Reinvent
Spirit

Having a sense of purpose and meaning

- Personal mastery
- Achievement
- Intimacy
- Play and creativity
- Search for meaning
- Compassion and contribution
Body
Having energy to live a fulfilling life

Five wellness factors:
- Genetic factors
- Nutrition
- Environment
- Medical care
- Lifestyle choices
Heart
Seeing what drives us and managing ourselves appropriately
Connection

Nurturing relationships that are mutually beneficial
Mind

Thinking broadly and engaging our creativity to solve problems

- Social Interaction
- Routine
- Mental Challenge
- Creativity
Work
Contributing our talents to work that matters
Place
Creating an environment that supports the other dimensions of our life
Money

Managing our resources to live within our means and planning for the future
Set your sights on retirement security

Ross Kirkman, CFP®
Director | Integrated Solutions
The two phases of planning

Like mountain climbing, retirement planning has two parts—the ascent is when you’re saving for it and the descent relates to how you’ll take that money once you’ve retired.

**Saving**
Returns, market performance and retirement date

**Taking income**
Income, inflation and how long you’ll need income
Guiding our discussion

1. Identify key retirement risks and challenges
2. Understand income needs and sources
3. Build a diversified plan
4. Take next steps
Plan for whatever comes your way

Sometimes things happen that are beyond our control. But if you’re aware of some of the pitfalls, you can be in position to control how you deal with it.

Top financial risks for retirees

LONGEVITY
Outliving savings
Plan for whatever comes your way

Sometimes things happen that are beyond our control. But if you’re aware of some of the pitfalls, you can be in position to control how you deal with it.

Top financial risks for retirees

- **LONGEVITY**
  - Outliving savings

- **MARKET VOLATILITY**
  - Losing money
Plan for whatever comes your way

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Top financial risks for retirees

- **LONGEVITY**
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- **MARKET VOLATILITY**
  Losing money

- **INFLATION**
  Money no longer going as far as it used to
Plan for whatever comes your way

Sometimes things happen that are beyond our control. But if you’re aware of some of the pitfalls, you can be in position to control how you deal with it.

Top financial risks for retirees

- **LONGEVITY**: Outliving savings
- **MARKET VOLATILITY**: Losing money
- **INFLATION**: Money no longer going as far as it used to
- **COGNITIVE DECLINE**: Managing finances
Plan for whatever comes your way

Sometimes things happen that are beyond our control. But if you’re aware of some of the pitfalls, you can be in position to control how you deal with it.

Top financial concerns for retirees

<table>
<thead>
<tr>
<th>LONGEVITY</th>
<th>MARKET VOLATILITY</th>
<th>INFLATION</th>
<th>COGNITIVE DECLINE</th>
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<tbody>
<tr>
<td>Outliving savings</td>
<td>Losing money</td>
<td>Money no longer going as far as it used to</td>
<td>Managing finances</td>
</tr>
</tbody>
</table>

A deeper dive into longevity

Among 65 year old couples, what’s the likelihood at least one partner will live to 90?

- a. 47%
- b. 66%
- c. 74%
- d. 85%

Source: Based on TIAA dividend mortality tables as of January 1, 2023.
The ups and downs of the Dow

In looking at the second risk, market volatility, let’s look at the the last 25 years of the stock market.

Performance snapshot

- Dot-com bubble burst: -4,436 points, 61% decline
- Great recession: -7,691 points, 116% decline
- Covid-related volatility: -10,959 points, 59% decline

The implications of inflation

Ten dollars spent today will not buy the same things in the future.

United States Annual Inflation Rates (2013 to 2023)

Source: usinflationcalculator.com (as of April 12, 2023)
The implications of inflation

Ten dollars spent today will not buy the same things in the future.

United States Annual Inflation Rates (2013 to 2023)

*The latest inflation data (12-month based) is always displayed in the chart’s final column. 
Source: usinflationcalculator.com (as of April 12, 2023)
The ABCs of income in retirement
What do you think?

How much of your annual salary will you need in retirement?

a. 100%

b. 80%

c. 60%

d. 50%
Doing the math

Figuring how much you’ll need in retirement starts with building a future budget.

Budget considerations

Everyday expenses
Food, utilities, housing
Doing the math

Figuring how much you’ll need in retirement starts with building a future budget.

Budget considerations

Everyday expenses
Food, utilities, housing

Lifestyle expenses
Entertainment and travel
Doing the math

Figuring how much you’ll need in retirement starts with building a future budget.

Budget considerations

Everyday expenses
Food, utilities, housing

Lifestyle expenses
Entertainment and travel

Changes in retirement
Mortgage or debt paid, extra travel and healthcare costs
Tapping your retirement income

Your income in retirement will come from a couple of sources.

Social Security
And/or employer pension
Tapping your retirement income

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**Social Security**
And/or employer pension

**Investment portfolio**
IRA, 401(k), 403(b), and brokerage accounts
Tapping your retirement income

Your income in retirement will come from a couple of sources.

- **Social Security**
  And/or employer pension

- **Investment portfolio**
  IRA, 401(k), 403(b), and brokerage accounts

- **Other sources**
  Part-time work, savings account, rental properties
Tapping your retirement income

How much you’ll get in Social Security depends on a few factors.

How Social Security works

1. **AVG EARNINGS**
   - Based on 35 years of best salary
Tapping your retirement income

How much you’ll get in Social Security depends on a few factors.

How Social Security works

1. **AVG EARNINGS**
   Based on 35 years of best salary

2. **AGE**
   When you decide to take Social Security
   
   The difference adds up
   
   62
   $700/ month
Tapping your retirement income

How much you’ll get in Social Security depends on a few factors.

How Social Security works

1. **AVG EARNINGS**
   - Based on 35 years of best salary

2. **AGE**
   - When you decide to take Social Security
   - The difference adds up
   - 62: $700/month
   - 67 (FRA): $1,000/month
Tapping your retirement income

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How Social Security works

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The difference adds up

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<th>62</th>
<th>67 (FRA)</th>
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<tr>
<td>$700/ month</td>
<td>$1,000/ month</td>
<td>$1,240/ month</td>
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Annuities—another way to supplement income

An additional source of retirement income, annuities can provide you payments for life, just like Social Security.

How annuities in your retirement plan work

Make contributions
Ongoing over time or all at once

Any guarantees are backed by the claims-paying ability of the issuing company.
Converting some or all of your savings to income benefits (referred to as “annuitization”) is a permanent decision. Once income benefit payments have begun, you are unable to change to another option.
Annuities—another way to supplement income

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- Make contributions: Ongoing over time or all at once
- Grow tax deferred: Earnings aren’t taxed until you receive payments

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Annuities—another way to supplement income

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How annuities in your retirement plan work

- Make contributions: Ongoing over time or all at once
- Grow tax deferred: Earnings aren’t taxed until you receive payments
- Get lifetime income: Payments for life by choosing to annuitize part of your savings

Any guarantees are backed by the claims-paying ability of the issuing company.

Converting some or all of your savings to income benefits (referred to as “annuitization”) is a permanent decision. Once income benefit payments have begun, you are unable to change to another option.
The core of what we do

We offer two types of annuities, fixed and variable. Our fixed, TIAA Traditional, offers steady and reliable income for all of retirement—guaranteed.¹

Exclusively TIAA Traditional

Security of certainty

Payments immune to market swings, 100+ years never missed a payment

¹ All guarantees are based on TIAA’s claims-paying ability. TIAA Traditional is a guaranteed insurance contract and not an investment for federal securities law purposes. Past performance is no guarantee of future results.
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<th>Security of certainty</th>
<th>Profit-sharing opportunities for extra money</th>
</tr>
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<tr>
<td>Payments immune to market swings, 100+ years never missed a payment</td>
<td>When we do well, we share money back²</td>
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². TIAA may share profits with TIAA Traditional Annuity owners through declared additional amounts of interest during accumulation, higher initial annuity income, and through further increases in annuity income benefits during retirement. These additional amounts are not guaranteed beyond the period for which they were declared.
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Profit-sharing opportunities for extra money
When we do well, we share money back²

3 ways we share profits

1. Interest above the guaranteed rate while you’re saving¹,²

2. Higher payout rates for long-term contributors³

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³. TIAA may provide a loyalty bonus that is only available when electing lifetime income. The amount of the bonus is discretionary and determined annually.
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3 ways we share profits

1. Interest above the guaranteed rate while you’re saving¹,²
2. Higher payout rates for long-term contributors³
3. Payment increases when you’re retired²

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TIAA Traditional in action

Twin sisters, Tara and Rachel both retire at 65 with $100,000 to retire with. Though most circumstances are the same between the two, their approach for taking income in retirement differs—which accounts for their different outcomes.

Tara

TIAA Traditional

$7,300 for rest of life

AGE

65  70  75  80  85  90  95

Source: Life annuity payment is based on 2023 TIAA dividend mortality tables and a single-life annuity paying 4.75% interest. Actual payment is $7,308. Past performance is no guarantee of future results.
TIAA Traditional in action

Twin sisters, Tara and Rachel both retire at 65 with $100,000 to retire with. Though most circumstances are the same between the two, their approach for taking income in retirement differs—which accounts for their different outcomes.

**TIAA Traditional**

$7,300 for rest of life

**Recurring withdrawals**

$7,300/yr. spent by 87

---

Source: Life annuity payment is based on 2023 TIAA dividend mortality tables and a single-life annuity paying 4.75% interest. Actual payment is $7,308. Past performance is no guarantee of future results.
Our risk, your reward

So how can TIAA provide 7.3% for life, given the 4% rule of thumb? It boils down to risk.

Power of TIAA

Scale of the number of clients

Precise math, we know our clients’ avg. life expectancy

Financial strength of TIAA

Income assumes a Single Life Annuity with no guaranteed period issued at Age 65. Used actual June 1, 2023, settlement rates for new money. TIAA Traditional Annuity income benefits include guaranteed amounts plus additional amounts as may be established on a year-by-year basis by the TIAA Board of Trustees. The additional amounts, when declared, remain in effect through the “declaration year”, which begins each January 1 for payout annuities. Additional amounts are not guaranteed beyond the period for which they are declared.
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Power of TIAA

- Scale of the number of clients
- Precise math, we know our clients’ avg. life expectancy
- Financial strength of TIAA

Without TIAA

- You’re in it alone
- Assume a later life expectancy
- Fall back on general rule of thumb, like 4%

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What do you think?

What happens if I pass away early—will TIAA keep the rest of my money?

Yes  |  It depends  |  No
What do you think?

What happens if I pass away early—will TIAA keep the rest of my money?

Yes | It depends | No
Your money, your choice

When you decide to convert some of your annuity savings for lifetime income, you can extend those payments to others once you pass away.

Lifetime payment options

For yourself
Payments end when you pass away

1. You can choose from several income amounts. If non-spousal joint annuitant is more than 10 years younger than you, an annuity for two lives is not available.
2. Time frames include 10, 15 and 20 years. Because you’re adding guarantees, the monthly payment amount would be lower with these options.
Converting some or all of your savings to income benefits (referred to as “annuitization”) is a permanent decision. Once income benefit payments have begun, you are unable to change to another option.
Your money, your choice

When you decide to convert some of your annuity savings for lifetime income, you can extend those payments to others once you pass away.

Lifetime payment options

For yourself
Payments end when you pass away

For yourself and a significant other
Payments end when you both have passed away¹

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Payments end when you pass away

For yourself and a significant other
Payments end when you both have passed away

For beneficiaries
They’ll receive payments for the rest of the guarantee term

---
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Converting some or all of your savings to income benefits (referred to as “annuitization”) is a permanent decision. Once income benefit payments have begun, you are unable to change to another option.
You and your family are covered

Should you choose beneficiary protection, your payment decreases some. But it also helps protect your loved ones for the remaining term you selected.

Annuitant
Age 65

$100,000 annuitization
Includes 20-yr
beneficiary protection

Life annuity payment is based on TIAA dividend mortality tables as of June 1, 2023, and a single-life annuity paying 4.75% interest. Past performance is no guarantee of future results.
You and your family are covered

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$560 monthly payment

$100,000 annuitization
Includes 20-yr beneficiary protection

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$100,000 annuitization
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Loved ones

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**Annuitant**

- Age 65
- $100,000 annuitization
- Includes 20-yr beneficiary protection

**Loved ones**

- $134,345 paid in total
- >$34,345 above annuitization amount

Life annuity payment is based on TIAA dividend mortality tables as of June 1, 2023, and a single-life annuity paying 4.75% interest. Past performance is no guarantee of future results.
Putting it all together
Layer your plan to cover your risks

Including a variety of sources as part of your income strategy in retirement helps you diversify and cover all your risk bases so that you don’t run out of money.

<table>
<thead>
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<th></th>
<th>Fixed annuities</th>
<th>Variable annuities</th>
<th>Investment portfolio</th>
<th>Diversified income strategy</th>
</tr>
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<tbody>
<tr>
<td>Longevity</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Market</td>
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<td>Inflation</td>
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<td>Unknown risk</td>
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Diversified plan addresses all risks

Diversification is a technique to help reduce risk. It is not guaranteed to protect against loss.
Diversification is the name of the game

Annuitizing is key, but it’s important not to put all of your eggs in one basket.

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Diversification is a technique to help reduce risk. It is not guaranteed to protect against loss.
Take the next step

GET IN TOUCH
Call us at 855-728-8422

LEARN MORE
Visit TIAA.org/retirementincome or TIAA.org/replacesalary to watch our video
You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877-518-9161 or log on to TIAA.org for underlying product and fund prospectuses that contain this and other information. Read the prospectuses carefully before investing.

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit TIAA.org for details.

Annuity account options are available through contracts issued by TIAA or CREF. These contracts are designed for retirement or other long-term goals, and offer a variety of income options, including lifetime income.

There is no guarantee that a diversified portfolio will enhance overall returns or outperform a non-diversified portfolio. Diversification does not protect against market risk.

“Paycheck” is the annuity income received in retirement. Guarantees of fixed monthly payments are only associated with TIAA’s fixed annuities.
The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

As with all mutual funds, the principal value of a target date fund isn’t guaranteed at any time, including at the target date, and will fluctuate with market changes. The target date approximates when investors may plan to start making withdrawals. However, you are not required to withdraw the funds at that target date. After the target date has been reached, some of your money may be merged into a fund with a more stable asset allocation.

The real estate industry is subject to various risks including fluctuations in underlying property values, expenses and income, and potential environmental liabilities.

In general, the value of the TIAA Real Estate Account will fluctuate based on the underlying value of the direct real estate or real estate-related securities in which it invests. The risks associated with investing in the Real Estate Account include the risks associated with real estate ownership including, among other things, fluctuations in underlying property values, higher expenses or lower income than expected, risks associated with borrowing and potential environmental problems and liability, as well as risks associated with participant flows and conflicts of interest. For a more complete discussion of these and other risks, please consult the prospectus.

IMPORTANT: The projections or other information generated by the Retirement Income Evaluator tool regarding the likelihood of various investment outcomes, investment allocations and retirement income are hypothetical in nature, do not reflect actual results and are not guarantees of future results. Results may vary with each use and over time.
Investment, insurance and annuity products are not FDIC insured, are not bank guaranteed, are not bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

TIAA Traditional Annuity is a guaranteed insurance contract and not an investment for Federal Securities Law purposes.

Any guarantees under annuities issued by TIAA are subject to TIAA’s claims-paying ability. Payments from the variable annuity accounts are not guaranteed and will rise or fall based on investment performance.

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XPP-2886756CO-Y0523X  620302
BREAK
Will & Estate Seminar

UNIVERSITY OF RICHMOND

January 11, 2024
Key Terms

- **Testator** – one who makes a will
- **Executor** – person you select to handle your estate
- **Guardian** – one legally empowered to care for the person or property of another
- **Probate** – the legal process of verifying your will through the courts
Last Will and Testament

- Discusses funeral expenses and debts
- Gives specific bequests
- Tangible property – things you can touch
- Separate Written List – easy to amend
- Residuary Clause – covers everything else
- Guardians/Trustees for minor children
- Executor/Executrix
Why do I need a will?

- Do you want “Aunt” Virginia to be in charge of who gets your property? The state has a one-size-fits-all plan for you... and it may not fit.
- Do you have assets?
- Do you have more than one heir?
- Do your accounts have a pay-on-death or transfer-on-death provision?
- Do you have minor dependents?
What happens if I die without a will?

- You die *intestate* which means that an administrator has to be appointed by the courts.
- You don’t get to select the administrator.
- The state has written a “will” for anyone who doesn’t do it themselves.
- Property goes to next of kin in order of relationship as set forth by statute.
How can I attach a list to a will?

- To hide specific bequests from premature viewers to your will; also easier to change than if the list is in the Will
- Legal list – binding, if done correctly
- Incorporation by reference
What’s the difference between a Will and a Living Will?

- **Last Will and Testament** takes effect upon the death of the testator.

- The combination of a **Medical Power of Attorney** with an **Advance Medical Directive** in the same written instrument is commonly referred to as a “Living Will,” and is used during the lifetime of the grantor.

- **Organ Donor versus Donate to Science**
Power of Attorney

- Allows a person to step in your shoes and do everything and anything you can do – to legally be you.
- Can be currently effective, or exercisable only upon your disability or incapacitation.
- Expires upon death of the grantor.
What do I do with my Power of Attorney?

- **Never** give out the original!
- Banks, schools, hospitals, lenders, creditors
- Can be recorded in court records
Advance Medical Directive

- Distinguished from a DNR
- Main statement of intent – your guidance to the medical world and to your loved ones about your end of life choices.
- Agent to make decisions on your behalf
- Distribute to physicians; get into your medical records
Important Tips

- Avoid pre-written will; BEWARE of internet-based resources.
- Keep originals at home in a fire/water proof container/safe that others have access.
Questions
David Noll, Esq. - Cravens & Noll

Website: www.cravensnoll.com

Midlothian: 15871 City View Dr., Suite 300
Midlothian, VA 23113
Phone: (804) 330-9220

Henrico: 4551 Cox Road, Suite 120,
Glen Allen, VA 23060
Phone: (804)264-4529

Colonial Heights: 456 Charles Dimmock Pkwy, Suite 7
Colonial Heights, VA 23834
Phone: 804-524-0100

Harrisonburg: 1400 S. Main Street
Harrisonburg, VA 22801
Phone: (540) 246-0684
Long-Term Care Insurance:
It’s Not What It Used To Be,
It’s Better!

Long-Term Care Consultants
A Bridge Over Troubled Waters
What is Long-Term Care?

Long-Term Care is Assistance with Activities of Daily Living & Cognitive Impairment.

- Bathing (personal hygiene assistance)
- Toileting (using commode)
- Continence (control of bowel/bladder)
- Dressing (including prosthetics)
- Transferring (mobility)
- Eating (including preparation of food) and/or

Supervision for Cognitive Impairment (Dementia/Alzheimer’s)
Long-Term Care is also...

Companion/Personal Needs Care

- Long-Term Care is personal care.
- Long-Term Care is not a place.
- Long-Term Care is an event.
- Long-Term Care Insurance will pay wherever you live.
Where may I receive long-term care services paid by long-term care insurance?

- Your Home
- Assisted Living Community
- Nursing Home

*All of the above may be paid by a long-term care insurance policy.*
How much does basic long-term care cost?

- **Home Health Care**: $62,920 Plus, Annually
- **Assisted Living**: $58,815 Plus, Annually
- **Nursing Home**: $116,983 Plus, Annually

Data is from the 2021 Cost of Care Survey: Cost of Long-Term Care by State/Cost of Care Report/Genworth

*The cost of care is determined by the level of care required.*
What does NOT pay for long-term care?

- Medicare
- Medicare Supplement
- Health insurance
What DOES pay for Long-Term Care?

- Personal Assets
- Retirement Accounts
- Medicaid (In VA nursing home only)
- Long Term Care Insurance
How Should You Pay for Long-Term Care?

1. Your Personal Assets/Income/Retirement Accounts?
2. Medicaid?
3. Long term care insurance policy?

What is the most tax efficient way for your specific circumstances to pay for long term care?
Four Basic Components of LTC Policy

1. Benefit Period
2. Maximum Monthly Benefit
3. Inflation Options
4. Elimination/Waiting Period (Deductible)
Long-Term Care Insurance Solution Options

• Traditional Long-Term Care Insurance

  Or

• Hybrid Long-Term Care Insurance

Question: What is most tax-efficient way for your circumstances to fund a policy?
Long-Term Care Solution Funding Options for Traditional Long-Term Care Insurance Policies

- Personal Income
- Health Savings Account (Age-Based)
- Business Account (May be tax deductible.)
Long-Term Care Solution Funding Options for Hybrid Long-Term Care Insurance Policies

- Existing permanent life insurance with cash value  
  (IRS 1035 Exchange)

- Existing after-tax annuities  
  (IRS 1035 Exchange)

- Cost of policy depends on age, gender, health, marital/domestic partner status
How are we permitted to exchange existing permanent life insurance policies or existing annuity policies for a new life insurance policy or new annuity policy to include long term care benefits?

Answer: The Pension Protection Act and 1035 Exchange
What is the Pension Protection Act?

The Pension Protection Act (PPA) of 2006 expanded 1035 exchange to include qualified long-term care insurance which began on January 1, 2010. The PPA allowed for the tax-free exchange of an existing life or annuity policy to a new life insurance or annuity policy that includes long-term care benefits.

The Pension Protection Act of 2006 was created to help protect pensions.
What is the 1035 Exchange?

Section 1035 of the Internal Revenue Code (IRC) provides that no gain or loss shall be recognized on the exchange of one life insurance contract for another (or annuity or long-term care contract for another) if the exchange is made according to IRS regulations 7702B.

- Life insurance to life insurance/LTC
- Life insurance to annuity/LTC
- Annuity to annuity/LTC
Why Do All Adults Need A Long-Term Care Plan?

- Avoid being a challenge to loved ones.
- Protect retirement income and assets.
- Assure quality care.
- Age in place SAFELY.
- Leverage money to protect lifestyle.
- Maintain independence.
- Maintain quality of physical health.
- Maintain quality of emotional health.
Key Benefits of Long-Term Care Insurance (LTC)

- LTC pays for personal extended care.
- LTC provides care options.
- LTC is a financial planning tool.
- LTC leverages your money.
- LTC provides support resources.
- LTC allows for someone to manage care.

Long Term Care Insurance Benefits are Tax Free
• What age should I be to consider long term care insurance?

LTC insurance companies all have different age guidelines with the requirement range beginning at 18 years old and spanning to 80. The average purchase age is in late 40’s or early 50’s.
• What does LTC pay for and how much does it pay?

LTC policy pays for home care, assisted living community, memory care – all types of care that health insurance or Medicare will not pay for. How much policy pays for each type of care depends on how much benefit you purchase.
• What if I don’t choose to own this type of coverage?

You would have to pay for care completely out of pocket until you hit the state poverty floor (under $2K in net worth) and then Medicaid would pick up the cost of your care. If Medicaid picks up the cost, Medicaid currently pays nursing home of their choice only.
Next Steps:

Questions to Ask Yourself

• If you had to begin paying a minimum of $6,000 per month for care for an undetermined period, what is the most tax efficient way for your specific circumstances to pay for care?

• Could you maintain your lifestyle and pay for care?

• Which assets would you have to liquidate?

• What is most tax efficient strategy?

Set Yourself a Deadline –

Time is your enemy when it comes to exploring best long-term care insurance options for your specific circumstances.
Why work with a Long-Term Care Specialist?

- Specialists make the complicated simple.
- Specialists offer multiple options.
- Specialists focus on educating their clients.
- Specialists have experience with claims.
- Specialists work with your financial advisor.
- Specialists help make informed decision.
Quick Review

Why is Long-Term Care a Problem All Adults Need to Address?

Price vs. Cost

• Because the price of a long-term care policy far outweighs the emotional and physical cost of caring for an infirm adult.

• LTC insurance is still the best solution for long term care expenses.

TAX-FREE BENEFIT
Questions?

Long-Term Care Consultants, Inc.
804-306-0016 – Phone Number
1-888-877-6625 - Facsimile
Info@LTCCINC.COM

Providing long-term care planning since 2000…

there’s just no substitute for experience.
LUNCH
Social Security: With You Through Life’s Journey…
University of Richmond
Thursday, January 11, 2024
We’re With You Through Life’s Journey
What is FICA?

- Stands for Federal Insurance Contributions Act
  - May show on paycheck as OASDI or Social Security
- Federal payroll tax deducted from workers’ paychecks, matched by employer, and reported by employer to IRS
- Total FICA tax = 15.3% of gross wages. You and your employer each pay 7.65%
  - 6.2% for Social Security
  - 1.45% for Medicare
- FICA taxes help fund Social Security retirement, disability, survivor benefits and Medicare health insurance
Did You Know?

About **180 million workers** will pay Social Security taxes in 2023.

About **94 percent** of all workers are covered by Social Security.
Social Security Program Beneficiaries

Social Security 63.1 million

SSI 5.0 million

Both 2.5 million

December 2022
Who Pays for Social Security?
We Wouldn’t Miss Your Retirement Party
Did You Know?

As of December 2022, 48.6 million retired workers were receiving $88.7 billion dollars in Social Security benefits per month.

At the same time, 2.7 million dependents of retired workers were receiving $2.4 billion dollars in monthly Social Security benefits.
How Do You Qualify for Retirement Benefits?

- By earning “credits” when you work and pay Social Security taxes
- You need 40 credits (10 years of work) and you must be 62 or older
- Each $1,730 in earnings gives you one credit
- You can earn a maximum of 4 credits per year

*Note: To earn 4 credits in 2024, you must earn at least $6,920.*

[ssa.gov/planners/credits.html](http://ssa.gov/planners/credits.html)
How Social Security Determines Your Benefit

Benefits are based on earnings

Step 1 - Your wages are adjusted for changes in wage levels over time

Step 2 - Find the monthly average of your 35 highest earnings years

Step 3 - Result is “average indexed monthly earnings”

[Link to SSA.gov page for further information]
What Is the Best Age to Start Receiving Social Security Retirement Benefits?

Monthly Benefit Amounts Differ Based on the Age You Decide to Start Receiving Benefits

Note: This example assumes a benefit of $2,000 at a full retirement age of 67
## Benefits Chart by Age

<table>
<thead>
<tr>
<th>Year of Birth</th>
<th>Full Retirement Age</th>
<th>A $1000 retirement benefit taken at age 62 would be reduced by</th>
<th>A $500 spouse benefit taken at age 62 would be reduced by</th>
</tr>
</thead>
<tbody>
<tr>
<td>1943-1954</td>
<td>66</td>
<td>25%</td>
<td>30%</td>
</tr>
<tr>
<td>1955</td>
<td>66 and 2 months</td>
<td>25.83%</td>
<td>30.83%</td>
</tr>
<tr>
<td>1956</td>
<td>66 and 4 months</td>
<td>26.67%</td>
<td>31.67%</td>
</tr>
<tr>
<td>1957</td>
<td>66 and 6 months</td>
<td>27.5%</td>
<td>32.5%</td>
</tr>
<tr>
<td>1958</td>
<td>66 and 8 months</td>
<td>28.33%</td>
<td>33.33%</td>
</tr>
<tr>
<td>1959</td>
<td>66 and 10 months</td>
<td>29.17%</td>
<td>34.17%</td>
</tr>
<tr>
<td>1960 +</td>
<td>67</td>
<td>30%</td>
<td>35%</td>
</tr>
</tbody>
</table>

[ssa.gov/oact/quickcalc/earlyretire.html](ssa.gov/oact/quickcalc/earlyretire.html)
## Working While Receiving Benefits

<table>
<thead>
<tr>
<th>If you are</th>
<th>You can make up to</th>
<th>If you earn more, some benefits will be withheld</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under Full Retirement Age</td>
<td>$22,320/yr.</td>
<td>$1 for every $2</td>
</tr>
<tr>
<td>The Year Full Retirement Age is Reached</td>
<td>$59,520/yr. before month of full retirement age</td>
<td>$1 for every $3</td>
</tr>
<tr>
<td>Month of Full Retirement Age and Above</td>
<td>No Limit</td>
<td>No Limit</td>
</tr>
</tbody>
</table>

Retirement Earnings Test Calculator:  
[ssa.gov/OACT/COLA/RTeffect.html](http://ssa.gov/OACT/COLA/RTeffect.html)
Will I pay federal taxes on my benefits?

If you:

file a federal tax return as an "individual" and your combined income* is

- between $25,000 and $34,000, you may have to pay income tax on up to 50 percent of your benefits.
- more than $34,000, up to 85 percent of your benefits may be taxable.

file a joint return, and you and your spouse have a combined income* that is

- between $32,000 and $44,000, you may have to pay income tax on up to 50 percent of your benefits
- more than $44,000, up to 85 percent of your benefits may be taxable.

are married and file a separate tax return, you will probably pay taxes on your benefits.
Benefits for a Spouse

- Maximum benefit = 50% of worker’s unreduced benefit
- Reduction for early retirement
- If spouse’s own benefit is less than 50% of the worker’s, they will be combined to equal to 50% of the worker’s
- Does not reduce payment to the worker
- Benefit is unreduced if claiming spouse is caring for a child who is under age 16 or who has a disability
- Spouse benefits are not payable until worker collects ssa.gov/planners/retire/yourspouse.html
Benefits for Divorced Spouses

You may receive benefits on your former spouse's record (even if he or she has remarried) if:

• Marriage lasted at least 10 years
• You are unmarried
• You are age 62 or older
• Your ex-spouse is at least 62 and eligible for Social Security retirement or disability benefits, even if not collecting
• Benefit you would receive based on your own work is less than benefit you would receive based on ex-spouse’s work

ssa.gov/benefits/retirement/planner/applying7.html#h4
Deemed Filing

• If you were born on or after January 2, 1954 and qualify for both retirement and spouse’s (or divorced spouse’s) benefits, you must apply for both benefits. This is called “deemed filing.” If you file for one benefit, you are “deemed” to file for the other one, too, even if you don’t become eligible for it until later.

• Applies at any age for people who turned age 62 after January 1, 2016.

Note: There are two exceptions.

[link to more information] ssa.gov/benefits/retirement/planner/claiming.html
Voluntary Suspension

If you take your retirement benefit and then ask to suspend it to earn delayed retirement credits, your spouse or dependents (excluding divorced spouses) generally will not be able to receive benefits on your Social Security record while your own benefits are suspended.

ssa.gov/benefits/retirement/planner/suspend.html
Advance Designation of Representative Payees

What is it?
• Advance Designation of Representative Payees allows you to designate in advance up to three individuals who could serve as a representative payee for you, should the need arise.

Who is it for?
• Adult and emancipated minor applicants and beneficiaries of Social Security or Supplemental Security Income, who do not have a representative payee.
We’re There If You Lose A Loved One
## Survivor Benefits

<table>
<thead>
<tr>
<th>Category</th>
<th>Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child</td>
<td>May receive benefits if unmarried and younger than age 18, or between ages 18 and 19 and a full-time student (no higher than grade 12)</td>
</tr>
<tr>
<td>Disabled Child</td>
<td>May receive benefits after age 18 if unmarried and has a disability that started before age 22</td>
</tr>
</tbody>
</table>
| Widow/er or Divorced Widow/er (Remarriage after age 60 will not affect benefits) | May receive full benefits at full retirement age or reduced benefits:  
  • as early as age 60  
  • as early as 50 and has a disability  
  • at any age if caring for a child of a deceased worker who is under age 16, has a disability, and receives child's benefits |

[ssagovbenefits/survivors/](ssagovbenefits/survivors/)
Survivor Benefits

When you pass away, your surviving spouse may:

• Claim survivor benefits as early as age 50 if they have a disability, otherwise any age between 60 and full retirement age;
• At age 60, receive 71.5% of your full benefit and increases each month they wait up to 100% if they start at full retirement age; or
• At full retirement age, receive 100% of your unreduced benefit.
Auxiliary Benefits for Children

A child must have:

- A parent entitled to benefits due to disability or retirement; or
- A parent who died after having worked long enough in a job where they paid Social Security taxes.

The child must also be:

- Unmarried;
- Younger than age 18;
- 18-19 years old and a full-time student (no higher than grade 12);
- 18 or older and have a disability that started before age 22.

ssa.gov/planners/retire/applying7.html
Other Survivor Benefits

- Lump Sum Death Payment of $255 is a one-time payment to surviving spouse or child(ren) who meet certain requirements.
- Parents’ Benefits are for a parent age 62 or older who was receiving at least one-half support from their child.

ssa.gov/benefits/survivors/ifyou.html
# Spouse vs. Surviving Spouse Benefits

<table>
<thead>
<tr>
<th>Spouse (living)</th>
<th>Surviving Spouse (deceased)</th>
</tr>
</thead>
<tbody>
<tr>
<td>May start as early as age 62</td>
<td>May start as early as age 60 or as early as 50 if disabled</td>
</tr>
<tr>
<td>50% if you wait until FRA or later</td>
<td>71.5% at age 60, increases each month you wait</td>
</tr>
<tr>
<td>Less than 50% if you start before FRA (reduction for each month you take benefit early)</td>
<td>100% if you start at FRA or later</td>
</tr>
</tbody>
</table>

*Certain conditions must be met.*

[ssa.gov/benefits/survivors/ifyou.html](https://www.ssa.gov/benefits/survivors/ifyou.html)
You can take survivor benefits as early as age 60, then switch to retirement on your own record as early as age 62 and as late as age 70 if that benefit rate is higher than your survivor benefit rate.

OR

You can take retirement benefits as early as age 62, then switch to survivor benefits at a later date if the benefit rate is higher. The maximum survivor benefit rate is payable somewhere between your 62nd birthday and full retirement age.
Social Security’s Online Calculators

- WEP Calculator
- Earnings Test
- Retirement Benefits for Spouses
- Early or Late Age
- Detailed Social Security
- Quick GPO my

[ssagov/benefits/calculators]
# Medicare

## Original Medicare

<table>
<thead>
<tr>
<th>Part A (Hospital Insurance)</th>
<th>Part B (Medical Insurance)</th>
</tr>
</thead>
</table>

## Medicare Advantage (aka Part C)

| Part A (Hospital Insurance) | Part B (Medical Insurance) |

### You can add:

| Part D (Prescription Drug Plan) |

### Most plans include:

| Part D (Prescription Drug Plan) |

### Extra Benefits (e.g., vision, hearing, dental, and more)

### You can also add:

| Supplemental insurance coverage (Medigap) |

### Some plans also include:

| Lower out-of-pocket costs |

---

**Medicare.gov**
Medicare Eligibility

- After 24 months of SSDI
- ALS
- Age 65
- Kidney failure
Medicare Enrollment

Initial Enrollment Period
Begins 3 months before your 65th birthday and ends 3 months after that birthday

General Enrollment Period
January 1 – March 31

Special Enrollment Period
If 65 or older and covered under a group health plan based on your—or your spouse’s—current work.
**Medicare Enrollment Periods**

<table>
<thead>
<tr>
<th>Enrollment Period:</th>
<th>When the period occurs:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Enrollment Period – Your first opportunity to enroll</td>
<td>3 months before you turn age 65, the month you turn age 65, and 3 months after you turn age 65</td>
</tr>
<tr>
<td>General Enrollment Period</td>
<td>Annually, January 1 – March 31</td>
</tr>
<tr>
<td>Special Enrollment Period</td>
<td>During any month you remain covered under the group health plan <strong>and</strong> your, or your spouse's, current employment continues; <strong>or</strong> In the eight-month period that begins with the month your group health plan coverage or the current employment it is based on ends, whichever comes first.</td>
</tr>
</tbody>
</table>
### Medicare Part B Coverage - IEP

Beginning in 2023, if you enroll in the month of your Initial Enrollment Period:

<table>
<thead>
<tr>
<th>Option</th>
<th>Coverage Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>One to three months before you turn age 65</td>
<td>The month you turn age 65</td>
</tr>
<tr>
<td>The month you turn age 65, or one to three months after you turn age 65</td>
<td>The first day of the month after you sign up</td>
</tr>
</tbody>
</table>
### Medicare Part B Coverage - GEP

<table>
<thead>
<tr>
<th>Beginning in 2023, if you enroll in the month of the General Enrollment Period:</th>
<th>Your Part B Medicare coverage starts:</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1 to March 31 (You might pay a late enrollment penalty)</td>
<td>The first day of the month after you sign up</td>
</tr>
</tbody>
</table>
## Medicare Part B Coverage - SEP

<table>
<thead>
<tr>
<th>If you enroll in the month of your Special Enrollment Period:</th>
<th>Your Part B Medicare coverage starts:</th>
</tr>
</thead>
</table>
| Any time while you or your spouse have a group health plan based on current employment, or during the first full month you are no longer covered or employed | • On the first day of the month you enroll, or  
• By your choice, on the first day of any of the following 3 months |
| During any of the remaining 7 months of the SEP | The first day of the month after you sign up. |
If you already have Medicare Part A and wish to add Medicare Part B, complete the online application, or fax or mail completed forms CMS-40B and CMS-L564 to your local Social Security office.

ssa.gov/Medicare
Medicare Standard Part B Premiums for 2024

If you’re single and file an individual tax return, or married and file a joint tax return:

<table>
<thead>
<tr>
<th>Modified Adjusted Gross Income (MAGI)</th>
<th>Part B monthly premium amount</th>
<th>Prescription drug plan monthly premium amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals with a MAGI of $103,000 or less. Married couples with a MAGI of $206,000 or less.</td>
<td>2024 standard premium = $174.70</td>
<td>Your plan premium + $0</td>
</tr>
<tr>
<td>Individuals with a MAGI above $103,000 up to $129,000. Married couples with a MAGI above $206,000 up to $258,000.</td>
<td>Standard premium + $69.90</td>
<td>Your plan premium + $12.90</td>
</tr>
<tr>
<td>Individuals with a MAGI above $129,000 up to $161,000. Married couples with a MAGI above $258,000 up to $322,000.</td>
<td>Standard premium + $174.70</td>
<td>Your plan premium + $33.30</td>
</tr>
<tr>
<td>Individuals with a MAGI above $161,000 up to $193,000. Married couples with a MAGI above $322,000 up to $386,000.</td>
<td>Standard premium + $279.50</td>
<td>Your plan premium + $53.80</td>
</tr>
<tr>
<td>Individuals with a MAGI above $193,000 up to $500,000. Married couples with a MAGI above $386,000 up to $750,000.</td>
<td>Standard premium + $384.30</td>
<td>Your plan premium + $74.20</td>
</tr>
<tr>
<td>Individuals with a MAGI equal to or greater than $500,000. Married couples with a MAGI equal to or greater than $750,000.</td>
<td>Standard premium + $419.30</td>
<td>Your plan premium + $81.00</td>
</tr>
</tbody>
</table>
Welcome to Medicare

Get Started with Medicare

1-800-MEDICARE or Medicare.gov
Create an account at Medicare.gov
Medicare Card

Your card will have a Medicare number that's unique to you, instead of your Social Security number. This will help to protect your identity.
We’ll Be Here For Your Family In The Future
Birth Rates

Life Expectancy Statistics

• A man turning age 65 on April 1, 2023, can expect to live, on average, until age 84.1.
• A woman turning age 65 on April 1, 2023, can expect to live, on average, until age 86.8.
• And those are just averages. About three out of every ten 65-year-olds today will live at least to age 90, and about one out of nine will live at least to age 95.

ssa.gov/OACT/population/longevity.html
Social Security in the Future

• The two Social Security trust funds – Old-Age and Survivors Insurance (OASI) and Disability Insurance (DI) will be able to pay all benefits in full and on time until 2034.

• The trust funds have reached the brink of asset reserve depletion in the past, but Congress made substantial modifications to avoid this.

• If Congress does not act before 2034, the trust funds will still be able to pay 80 percent of each benefit due.
How to Apply for Benefits

File online for Retirement, Spouse, Disability, or Medicare Only
- If you are disabled, you can file for Retirement and Disability with same application if you are at least 62 but not yet FRA.
- Survivor* application is not available online.

Schedule phone appointment at 1-800-772-1213, 8 a.m. – 7 p.m. Monday through Friday.

Schedule in-office appointment at 1-800-772-1213.

*Child and survivor claims can only be done by phone or in the office.
Create your personal my Social Security account today

A free and secure my Social Security account provides personalized tools for everyone, whether you receive benefits or not. You can use your account to request a replacement Social Security card, check the status of an application, estimate future benefits, or manage the benefits you already receive.

Create an Account  Sign In

Finish Setting Up Your Account

 SSA.gov/myaccount
If you receive benefits or have Medicare, you can:

- Opt out of mailed notices for those available online;
- Request a replacement Social Security card if you meet certain requirements;
- Report your wages if you work and receive Disability Insurance (SSDI) and/or Supplemental Security Income (SSI) benefits;
- Get a benefit verification letter as proof that you are getting benefits;
- Check your benefit and payment information and your earnings record;
- Change your address and phone number (Social Security beneficiaries only);
- Start or change direct deposit of your benefit payment (Social Security beneficiaries only);
- Submit your advance designation of representative payee request*;
- Request a replacement Medicare card; and
- Get a replacement SSA-1099 or SSA-1042S for tax season.

[ssa.gov/myaccount/what.html]
If you do not receive benefits, you can:

• View retirement benefit estimates at different ages or dates when you want to start receiving benefits;
• View possible spouse’s benefits;
• Request a replacement Social Security card if you meet certain requirements;
• Check the status of your application or appeal;
• Get a benefit verification letter as proof that you are not getting benefits;
• Get your Social Security Statement to review:
  – Estimates of your future retirement, disability, and survivor benefits;
  – Your recent earnings history, to verify the amounts that we posted are correct; and
  – The estimated Social Security and Medicare taxes you’ve paid.

[Link to the webpage: ssa.gov/myaccount/what.html]
Social Security Statement

• Redesigned Statement
  – Plain language, design, and graphics make it easier to find information.
  – For example, we now provide a bar graph with retirement benefit estimates for up to 9 different ages, depending on when you want benefits to start.

• Workers age 18 and older can access their Statement online using my Social Security.
  – We mail a Statement to workers age 60 and older who do not have an online account.
  – Anyone can send in a written request to have a Statement mailed to them.

ssagov/myaccount/statement.html
Your Social Security Statement

February 2, 2023

WANDA WORKER

Retirement Benefits
You have earned enough credits to qualify for retirement benefits. To qualify for benefits, you earn "credits" through your work—up to four each year. Your full retirement age is 67, based on your date of birth: April 5, 1963. As shown in the chart, you can start your benefits at any time between ages 62 and 70. For each year you wait to start your benefits, your monthly benefit will be higher—for the rest of your life. These personalized estimates are based on your earnings to date and assume you continue to earn $54,499 per year until you start your benefits. Learn more at: SSA.gov/benefits/retirement/learn.htm

Disability Benefits
You have earned enough credits to qualify for disability benefits. If you became disabled right now and you have enough recent work, your monthly payment would be about $2,083. Learn more at: SSA.gov/disability

Survivors Benefits
You have earned enough credits for your eligible family members to receive survivors benefits. If you die this year, members of your family who may be eligible for survivors benefits include:

- Minor child: $1,562 per month
- Spouse: $7,702 per month for divorced spouse
- Spouse: $6,824 per month for surviving divorced parent
- Child (under age 18): $1,562 per month
- Child (18-22 full-time student): $1,562 per month

Medicare
You have earned enough credits to qualify for Medicare at age 65. Medicare is the federal health insurance program for people:
- age 65 and older,
- under 65 with certain disabilities, and
- of any age with End-Stage Renal Disease (ESRD) (permanent kidney failure requiring dialysis or a kidney transplant).

If you do not apply at age 65, you may need to sign up for Medicare within 3 months of your 65th birthday to avoid a lifetime late enrollment penalty. Special rules may apply if you are covered by certain group health plans through work.

For more information about Medicare, visit Medicare.gov or call SSA at 1-800-MEDICARE (1-800-633-4227).

We base benefit estimates on current law, which Congress has revised before and may revise again to address needed changes. Learn more about Social Security’s future at: SSA.gov/RetirementFuture

Earnings Record
Review your earnings history below to ensure it is accurate because we base your future benefits on our record of your earnings. There’s a limit to the amount of earnings you pay Social Security taxes on each year. Earnings above the limit do not appear on your earnings record. We have combined your earlier years of earnings below, but you can view your complete earnings record online with my Social Security. If you find an error, view your full earnings record online and call 1-800-772-1213.

Earnings Not Covered by Social Security
You may also have earnings from work not covered by Social Security, where you did not pay Social Security taxes. This work may have been for a federal, state, or local government or in a foreign country. If you participate in a retirement plan or receive a pension based on work for which you did not pay Social Security tax, it could lower your benefits. Learn more at SSA.gov/socialsecurity

Important Things to Know about Your Social Security Benefits
- Social Security benefits are not intended to be your only source of retirement income. You may need other savings, investments, pensions, or retirement accounts to make sure you have enough money when you retire.
- You need at least 10 years of work (40 credits) to qualify for retirement benefits. Your benefit amount is based on your highest 35 years of earnings. If you have fewer than 30 years of earnings, years without work count as 0 and may reduce your benefit amount.
- To keep up with inflation, benefits are adjusted through "cost of living adjustments."
- If you get retirement or disability benefits, your spouse and children may qualify for benefits.
- When you apply for either retirement or spousal benefits, you may be required to apply for both benefits at the same time.
- If you and your spouse both work, use the my Social Security Retirement Calculator to estimate spousal benefits.

Taxes Paid
Total estimated Social Security and Medicare taxes paid over your working career based on your Earnings Record:

<table>
<thead>
<tr>
<th>Year</th>
<th>Social Security taxes</th>
<th>Medicare taxes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>$7,558</td>
<td>$1,158</td>
</tr>
<tr>
<td>2012</td>
<td>$7,840</td>
<td>$1,288</td>
</tr>
<tr>
<td>2013</td>
<td>$7,960</td>
<td>$1,309</td>
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<tr>
<td>2014</td>
<td>$8,120</td>
<td>$1,339</td>
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<tr>
<td>2015</td>
<td>$8,280</td>
<td>$1,358</td>
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<td>$8,440</td>
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<tr>
<td>2019</td>
<td>$8,910</td>
<td>$1,438</td>
</tr>
<tr>
<td>2020</td>
<td>$9,080</td>
<td>$1,458</td>
</tr>
</tbody>
</table>

SSA.gov Follow us on social media SSA.gov/socialmedia

Form SSA-7005-SM-DL 02/09 | (Recertifications: Publication XX-XXXX, Publication XX-XXXX)

Securing today and tomorrow

SSA.gov
Fact Sheets

- We now show supplemental fact sheets, based on a person’s age and work history, with the Statement to provide additional information helpful to make informed decisions.
- The fact sheets include:
  - Four Age-related fact sheets - (Ages 18-48, 49-60, 61-69, and 70+)
  - Five Earnings-related fact sheets for:
    - Workers with non-covered earnings who may be subject to WEP-GPO,
    - Workers who are not fully insured,
    - Workers with an intermittent work history,
    - New workers, and
    - People with limited earnings.
  - Medicare fact sheet (ages 62+)

[ssa.gov/myaccount/statement.html]
Fact Sheet for Workers Ages 49-60

Retirement Ready
Fact Sheet For Workers Ages 49 - 60

Retirement is different for everyone
Retirement means different things to different people. Because retirement is not one-size-fits-all, we want to provide you with the information you need to plan for retirement and to make informed decisions.

Earnings are essential
Your earnings are used to determine your eligibility for Social Security benefits and your benefit amount. Use your Social Security Retirement's check your earnings each year. If you see an error on your earnings record, report it to us. Learn more at www.ssa.gov/benefits/retirementincome/earnings.html.

You will soon have choices to make
Once you turn 62, you will have important decisions to make about work and your Social Security retirement benefits. You can continue to work, apply for benefits, do both, or do neither. Each choice comes with important considerations for you and your family. Learn about them at www.ssa.gov/benefits/retirementincome/earnings.html.

Benefits last as long as you live
Your benefits last as long as you live. Your full retirement age is 67. Taking benefits before your full retirement age (as early as age 62) lowers the amount you get each month for the rest of your life. Delaying benefits past your full retirement age (up to age 70) increases the monthly amount for the rest of your life. Our Life Expectancy Calculator can give you a rough idea of how long you might live based on your age and gender: www.ssa.gov/planners/lifeexpectancy/index.html.

Working while getting benefits
If you get retirement benefits but want to continue to work, you can. However, depending on how much you earn before full retirement age, we might temporarily withhold some or all of your benefit amount. When you reach full retirement age, we will recalculate your benefit amount to give you credit for the months we reduced or withheld benefits due to your excess earnings. Any earnings after you reach your full retirement age won't reduce your benefits. Learn more at www.ssa.gov/planners/earnings/earnings.html.

Work may boost your benefits
Your earnings can increase your monthly benefit amount — even after you start receiving benefits. Each year, we check your earnings record. If your latest year of earnings turns out to be one of your highest 35 years, we will automatically recalculate your benefit amount and pay you any increase due. You can get additional estimates based on what you think your future earnings will be with the my Social Security Retirement Calculator at myaccount.ssa.gov.

Some benefits are taxed
You may have to pay federal income taxes on a portion of your Social Security benefits if your total income is above a certain amount. Learn more at www.ssa.gov/planners/taxes.html.

Saving for retirement
Social Security is not meant to be your only source of income in retirement. You will likely need other savings, investments, pensions, or retirement accounts to live comfortably in retirement. On average, Social Security will replace about 40% of your annual preretirement earnings, although this can vary based on each person's circumstances. There are many ways to save for retirement. Here are some things to consider.

- Contribute to retirement accounts such as 401(k)s and Individual Retirement Accounts (IRAs).
- Take advantage of "catch-up" rules that let workers age 50 and older contribute an extra amount annually to a 401(k) and an IRA.
- Keep in mind that if you withdraw from or cash out your 401(k) or IRA before age 59½, you will usually pay an early withdrawal penalty.
- Learn more about how to save at www.savingmatters.dot.gov/employees.htm.

Social Security will be there when you retire
Social Security pays you go into the Social Security Trust Funds that are used to pay benefits to current beneficiaries. The Social Security Board of Trustees estimates that, based on current law, the Trust Funds will be able to pay benefits in full and on time until 2034. In 2034, Social Security would still be able to pay $850 for every $1000 in benefits scheduled. Learn more at www.ssa.gov/policy/benefitstax/2034.htm.

Unable to work due to a mental or physical disability
A disability can occur at any age. If you are unable to work at a certain earnings level due to a mental or physical disability, and if you meet certain eligibility requirements, you may be able to receive Social Security disability benefits. The Supplemental Security Income (SSI) program pays benefits to adults and children with disabilities who have limited income and resources. Learn more about SSI at www.ssa.gov/benefits/ssi.

Benefits for family members
Your family, including your spouse, former spouses, and dependent children, may qualify for benefits on your record. Find out more about benefits for your family at www.ssa.gov/benefits/family/appl.htm.

Benefits as a spouse
If you are married, divorced, or widowed, you may be eligible for higher benefits on your spouse's record. When you apply for either retirement or spouse benefits, you may be required to apply for both benefits at the same time. Learn more at www.ssa.gov/planners/earnings/spousal.htm.

Impact of other retirement plans
Most pensions or other retirement plans do not affect your Social Security benefits. But if you participate in a retirement plan or receive a pension based on work for which you did not pay Social Security tax, it could lower your benefits. This work may have been for federal, state, or local government or in a foreign country. Learn more at www.ssa.gov/pension-people.

We are here for you
Social Security covers about 90% of American workers. To learn more about Social Security, visit www.ssa.gov.
How to Open/Sign In to a *my* Social Security Account

1. Visit [ssa.gov/myaccount](https://ssa.gov/myaccount)
2. Select: “Sign In” or “Create an Account”
3. If you already have an account, select Sign In and enter:
   • Existing *my* Social Security username and password, or
   • Existing Login.gov or ID.me credentials
4. To create a new account, select Create an Account on this and the next screen. You will be directed to Login.gov for next steps.
5. After creating your Login.gov account, you will be directed back to our website where you will provide personal information so we can verify your identity.
6. Complete the registration process using the activation code we send you.
You **can** assist someone in creating a *my Social Security* account if they:
- are with you;
- have their own email address; and
- can answer questions about themselves.

You **cannot** create a *my Social Security* account on behalf of another person by using another person's information or identity if the beneficiary is not in attendance, even if you have that person's written permission.

For example, you cannot create an account for another person:
- with whom you have a business relationship;
- for whom you are a representative payee; or
- for whom you are an appointed representative.
my Social Security

You can visit your local Social Security office to get help with starting the registration process.

You will need to bring in proof of identity in one of the following forms (must be current):

- State driver's license or identity card;
- U.S. passport or passport card;
- U.S. military identification; or
- U.S. government employee identification card.
Follow Us on Social Media!

@SocialSecurity
Q&A Session
Disclaimer

This information is current at the time of the presentation, but Social Security policy is subject to change. Please visit SSA.gov for up-to-date information on our programs.
Social Security:
With You Through Life’s Journey…

Securing today and tomorrow
University of Richmond
Retiree Benefits
Regular Retirement – faculty or staff
A regular retiree of the University is an employee who has worked continuously in a full-time capacity for 10 or more years and who voluntarily leave the University in good standing.

<table>
<thead>
<tr>
<th>Regular Retirement</th>
<th>Notice Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age + Years of Service (minimum 10 years of full-time service) = 75 and up</td>
<td>A <a href="#">Regular Retirement request form</a> must be submitted online and approved by the supervisor and Human Resources at least 2 weeks prior to retirement date. Advance notice is recommended.</td>
</tr>
</tbody>
</table>
Regular Retirement - Benefits

• Tuition remission benefits *for full-time faculty and staff*
• A new Google email account for life using your existing @richmond.edu email address, including unlimited file storage in Google Drive.
• Access to University libraries, online resources, and facilities
• Access to Weinstein Center for Recreation
• Campus parking sticker
• Employee discounts
• Invitations to University/Retiree events
Early Retirement - Staff

<table>
<thead>
<tr>
<th>Early Retirement</th>
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</thead>
<tbody>
<tr>
<td>60 years old - 20 years of service</td>
</tr>
<tr>
<td>61 years old - 19 years of service</td>
</tr>
<tr>
<td>62 years old - 18 years of service</td>
</tr>
<tr>
<td>63 years old - 17 years of service</td>
</tr>
<tr>
<td>64 years old - 16 years of service</td>
</tr>
</tbody>
</table>

**Notice Requirement** - Submit the Early Retirement Election Form to HR at least 60 days prior to retirement date
Early Retirement – Tenured Faculty

Eligibility

• Age 59½

• Completed at least twenty (20) Years of Service with the University (whether or not consecutive) as of the Eligibility Date

• Approval of Human Resources

Notice

• Election form must be received in HR by December 31st of year prior to retirement
Early Retirement - Benefits

• Medical Insurance - If you retire under the University’s Early Retirement Plan:
  o you will receive University medical insurance benefits until the age of 65
  o Post retirement medical benefit eligibility can be found on slide 8 below
• Tuition remission benefits for full-time faculty and staff
• A new Google email account for life using your existing @richmond.edu email address, including unlimited file storage in Google Drive.
• Access to University libraries, online resources, and facilities
• Access to Weinstein Center for Recreation
• Campus parking sticker
• Employee discounts
• Invitations to University/Retiree events
Early Retirement – Medical Insurance
Faculty & Staff – under age 65

Eligibility
If an employee elects to retire under one of the University’s Early Retirement Plans, they will receive University medical insurance benefits until the age of 65, on the same basis as if they had continued service as an active employee.

Dependent Eligibility
A retired employee under the age of 65 has the option to continue coverage for eligible dependents:
- spouse (until they become eligible for Medicare AND age 65)
- children (until the end of the calendar year in which the child turns 26 or when the retiree/spouse is no longer eligible for the active plan)
- the retiree is responsible for paying the cost for dependent coverage
- should the retiree predecease his or her dependent(s), the eligible spouse and children will be offered COBRA for up to thirty-six (36) months

Enrollment
Retiring employees will enroll through the WEX benefits portal using single sign on (SSO)

Termination of Coverage
When an employee who has elected to retire early under either plan reaches the age of 65, he or she will cease participation in the medical plan for active employees
Post Retirement Medical Insurance
Medicare Advantage - over age 65

Eligibility

Staff - Full-time staff employees hired on or before July 1, 1992 who have been continuously employed since their hire date and retire after turning age 65 or under the Early Retirement Plan for Staff.

Faculty - Continuously employed in a full-time permanent position prior to September 1, 2003 and retire after turning age 65 or under the Early Retirement Plan for Tenured Faculty.
Post Retirement Medical Insurance
Medicare Advantage - over age 65

Cost for Eligible Retirees

The University places a cost cap on the employer contribution to this benefit for the employee. Once the cost cap is reached, the employee is responsible for any co-payment and the resulting balance.

20 years of continuous service at retirement: Full payment of the monthly premium for the employee is paid by the University until the cost cap ($2,400/year - $200/month) is reached
Post Retirement Medical Insurance
Medicare Advantage - over age 65

Enrollment - Retiree

**Pre-65 retirees**: Enrollment in the Medicare Advantage Plan will be effective the first of the month that the employee turns 65.

**Post-65 retirees**: Enrollment in the Medicare Advantage Plan will be the first of the month following the retirement date.

If the employee did not participate in the University medical plan for active employees at the time of retirement or chooses to drop the active plan after retirement and wishes to enroll in the University Medicare Advantage Plan at age 65, the retiree is responsible for notifying Human Resources at least three months prior to their 65th birthday. Failure to do so will eliminate the retiree from eligibility for the Medicare Advantage.
Enrollment – Spouse

In order to enroll a spouse in the Medicare Advantage plan:
• the retiree must be eligible for Medicare;
• the spouse had to have been covered under the University’s medical plan at the time the employee retired; **AND**
• the spouse must be 65 or over
• If the spouse is not 65 or over, the spouse must remain on a University medical plan until age 65

The employee is responsible for the full cost of the premium for the spouse

Should the retired employee predecease his or her spouse, the spouse may continue his or her Medicare Supplement Plan at full cost
Dunlora Society Membership

Upon retirement, you will automatically become a member of the Dunlora Society. The Dunlora Society was founded so that retirees have an opportunity to remain connected to the University. The society focuses on keeping the shared sense of community alive, while maintaining a continuing relationship with UR for its members. There is no membership fee. Human Resources host two events a year, in the spring and fall. It’s a nice and complimentary event with food and beverage, followed by a presentation/performance. It’s a great opportunity for you and a guest to stay engaged with other retirees from the University. The invitation will be sent to your richmond.edu address, so make sure you set up forwarding so it will bounce over to your personal address.
Human Resources Contact Information

• Laura Dietrick, Director, Benefits & Employee Well-being
  ldietric@richmond.edu ; (804) 289-8167

• Suzanne Bird, Benefits Specialist
  sbird@richmond.edu; (804) 289-1760

• Karen Shelton, Benefits Analyst
  kshelto2@Richmond.edu; (804) 289-8877

This is just a summary of retiree benefits, for more detailed information go to https://hr.richmond.edu/retirees/index.html