

Exciting enhancements to the St. Jude Children's Research Hospital Defined Contribution Plan



All current participants

Helping you plan and save for the future is important to St. Jude Children's Research Hospital. That's why we're pleased to announce updates to the Defined Contribution Plan that will make it even easier to save for retirement.

New features beginning April 20, 2021, include:

- Single sign-on
- Enhanced self-directed automatic increase feature*
- All salary deferrals will be made based on all paychecks for the year
- Online salary deferral agreement

Single sign-on

We realize that planning for retirement is just one of the many things that employees are managing. That's why we are making it easier to sign on to your account and take advantage of these new tools and features.

To do so, you'll need to visit TIAA.org/stjude to create a username and password. If you already have a TIAA account, you may use your existing name and password.

Enhanced auto increase feature

Starting April 20, 2021, your retirement plan account will be enhanced to add an online self-directed automatic increase feature. The new automatic increase feature offers you a simple way to increase your retirement savings. If you are currently using the auto increase feature, **you will need to re-enroll in the feature after April 20, 2021**, by completing an updated salary reduction agreement online. Please note that this change does not impact your current contribution election

amount, only the auto increase feature. The new auto increase feature allows you to set an automatic savings increase that will increase to reach the savings limit you set. As always, with the auto increase feature you may start, stop and change the frequency and time of year it occurs. You may decide what your contributions will be, the rate of the increase and the maximum amount of the deferral. Please note that you will be able to defer past the max of 5% in the new Plan, if you like.

You can review your elections or make changes to your contribution amount at any time. This new feature is designed to give you the tools you need to help you save more for retirement, but participation is not mandatory. If the timing for auto increase is not right for you, you can opt out, change or stop contributions at any time.

Online salary deferral

The plan's new online salary deferral feature will allow you to make changes to your contributions and any other updates to your account, all from one place. Simply log in to your account at TIAA.org/stjude. If you are a first-time user, follow the prompts to register for online access.

Online salary deferral agreement. Following is a quick guide to managing your retirement account online on or after April 20, 2021.

Important: From April 2 through April 19, 2021, there will be a brief quiet period when you will not be able to make changes to your contributions while the new online system is prepared. However, you will still be able to access your account, request fund transfers, update your beneficiary designations or review investment performance. The salary deferral agreement is available on the *Begin enrollment* page.

Key dates	Events
April 1, 2021	Last day to elect contributions on the MyBenefits Portal.
April 2-19, 2021	Quiet period: current plan participants cannot make changes to contribution rates. Please note that your elections from April 1, 2021 will determine the April 9 and April 23 paycheck deductions.
April 20, 2021	Retirement plan enhancements go into effect including auto increase, online salary deferral agreements and single sign-on.

*The current automatic increase feature through BSWIFT will no longer be in service, as of April 20, 2021. If you are set up for the automatic increase feature through BSWIFT, you will need to re-enroll for the automatic increase feature at TIAA.org/stjude.



Here is what you could be missing

The sooner you start saving, the more time your money has to potentially grow through the power of compounding interest. Whether you're just beginning to save for retirement, or looking to boost your existing strategy, making the most of this benefit is one of the smartest financial moves you can make. If you are not yet participating in the St. Jude Children's Research Hospital Defined Contribution Plan, you could be missing out on another way to meet your overall financial goals.

See how much you can save

Let's look at an example of how St. Jude helps you prepare for retirement.



Age
35



Salary
\$40,000



Salary increase
3% per year

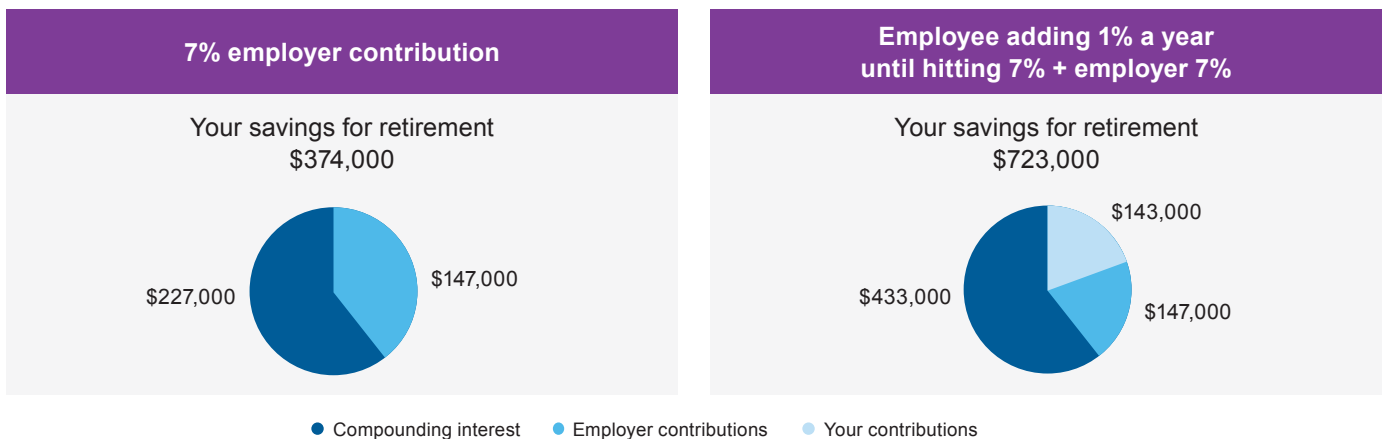


Earnings
6% a year



Retirement age
67

Your contributions to the Plan, combined with the employer contributions and the effects of compound interest over time, can make a significant difference in your financial well-being in retirement. Here is an example of two savings scenarios:



This graphic represents a hypothetical illustration. The table also assumes a 3% salary increase per year and a 6% annual return on investment. It does not represent the actual performance of any TIAA account, nor does it reflect expenses or taxes, which would reduce performance. Total returns and the principal value of the accounts will fluctuate, and yields may vary. This table cannot predict or project investment performance.

We encourage you to take the first step toward increasing your retirement readiness. To enroll now:

- Visit TIAA.org/stjude and review the Plan features and investment lineup.
- Enroll in the Retirement Plan by selecting *Ready to Enroll*.
- If you are not sure what to do or need assistance, schedule a virtual one-on-one session with TIAA financial consultant Reagan Blissard by calling **901-801-6210**, or email reagan.blissard@tiaa.org.
- Follow the prompts to:
 - Set up the rate for your pretax contributions
 - Select your investment options for your future contributions
 - Designate your beneficiaries



TIAA makes it easy to manage your financial future

Starting April 20, 2021, and once you are eligible for the St. Jude Children's Research Hospital Defined Contribution Plan, you can take action starting at TIAA.org/stjude and logging in.

From the *Actions* tab, you can:

- **Change the contribution amount.** Select *Change contribution amount*. Update the dollar amount or percentage for your contributions and the date to make your change effective.
- **Set up the automatic increase feature.** On the *Change contribution amount* screen, you may also elect the Auto Increase feature. This allows you to automatically increase your contributions to help save more for retirement. You can select the amount of the increase, the frequency and the start date.
- **Consider the Roth contribution option.** On the *Change contribution amount* screen, you may choose to make voluntary Roth contributions to the Retirement Plan. With the Roth option, your after-tax contributions have the potential to accumulate tax free. If you satisfy plan and tax law requirements, you can withdraw your Roth contributions in retirement without paying additional taxes.¹ You can make contributions either pretax, Roth or a combination of both. To change how you contribute, simply complete the new electronic salary deferral agreement.
- **Change the investment of future contributions.** Select *Change your investments* from the *Retirement plans* section, then *Choose future investments*, then *Make changes*. Choose each account or contract to update, then enter investment instructions.
- **Transfer assets among Plan investment options.** Select *Change your investments* from the *Retirement plans* section, then *Exchange*, then *Make changes*. Choose each account or contract to update, then enter investment instructions.
- **Update your beneficiary designation.** Select *Add/edit beneficiaries* from the *All accounts* section, then select *Add New* to make changes to multiple accounts or *Edit Existing* to update beneficiaries on a specific account.
- **Take care of administrative needs.**
 - Review and update your personal information
 - Check account balances and confirm contributions
 - View and research the performance of the plan's investment options
 - Choose eDelivery
 - Get loan information

Don't have an online account? Getting set up is easy. Visit TIAA.org/stjude, select *Log in* in the top right-hand corner, then *Register for online access*.

¹ Withdrawals of earnings prior to age 59½ are subject to ordinary income tax and a 10% penalty may apply. Earnings can be distributed tax free if distribution is no earlier than five years after contributions were first made and you meet at least one of the following conditions: age 59½ or older, or permanently disabled. Beneficiaries may receive a distribution in the event of your death.





Need help?

Managing your retirement account is just the beginning.

Financial education

TIAA has resources to help you learn more about saving and managing your finances. Visit [TIAA.org/webinars](https://www.tiaa.org/webinars) to participate in live webinars, or visit [TIAA.org/public/offer/insights](https://www.tiaa.org/public/offer/insights) to access information about budgeting, college savings, investing and more.

Virtual one-on-one

Schedule a virtual one-on-one session with TIAA financial consultant, Reagan Blissard by calling **901-801-6210**, or email reagan.blissard@tiaa.org.

Online tools and calculators

Visit [TIAA.org/tools](https://www.tiaa.org/tools) for interactive planning tools.

Get the app

With the TIAA app,* you can:

- See account details at a glance
- Check your contributions and investment mix to see if you're on track
- Contact your advisor or get in touch with a TIAA financial consultant
- Manage your account 24/7



Download the "TIAA" mobile app from the App Store or Google Play.

*Some features not available on all devices.

Q&A

1. What are the tax benefits of contributing to the Plan?

Your contributions to the Plan will be taken out of your salary and are not subject to federal or state income tax at that time. Instead, they will be contributed to your account, where they have the potential to grow over time. Your account will be subject to federal and state income tax only when you make withdrawals from the Plan.¹

2. How often will contributions be deducted?

Formerly, contributions were only deducted from the first two paychecks each month. Going forward, contributions will be made for each payroll period (biweekly). This means that payroll deductions will be moving from 24 paychecks a year to 26 paychecks. If you have specific payroll questions, please contact the Payroll Office.

3. Do I have to participate in the auto increase?

No, if the timing to enroll in, or continue to participate in the auto enroll feature is not right for you, you are not required to participate. However, St. Jude and TIAA are offering this feature because of how it will enable you to get closer to your retirement readiness goals. You may start, stop or change the frequency of the increases when the time is right for you.

4. What are my contribution options?

- **Pretax.** You can contribute pretax through the St. Jude Children's Research Hospital Defined Contribution Plan. In your retirement plan, your pretax contributions have the potential to accumulate tax deferred and withdrawals are taxable.²
- **After-tax.** You can contribute after-tax with the Roth contribution option. With the Roth option, your after-tax contributions have the potential to accumulate tax free. Withdrawals after age 59½ are tax free if distribution is no earlier than five years after contributions were first made. These potentially significant tax benefits are similar to a Roth IRA. There are other advantages to Roth contributions, including higher contribution limits than a Roth IRA.

¹ Withdrawals prior to age 59½ are generally subject to a 10% IRS early withdrawal penalty in addition to ordinary income tax.

² Distributions from 403(b) plans before age 59½, severance from employment, death or disability may be prohibited, limited and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.

Questions?

- Contact TIAA financial consultant Reagan Blissard at **901-801-6210**, or email reagan.blissard@tiaa.org.
- Call TIAA at **800-842-2776**, weekdays, 7 a.m. to 9 p.m. (CT).
- Email St. Jude Human Resources-Benefits at Benefits@stjude.org.
- Go to St. Jude Human Resources-Benefits Intranet page or visit st.jude.org/myHR.

We're here to help

Not sure where to begin? Let us help you take the next step!



Virtual meetings

Schedule a one-on-one advice session by calling TIAA at **800-732-8353**, weekdays, 7 a.m. to 7 p.m. (CT), or visit **TIAA.org/stjude**. There is *no additional cost to you* for this service.



Phone

If you have any questions or would like assistance selecting your new investment options, call TIAA at **800-842-2776**, weekdays, 7 a.m. to 9 p.m. (CT).



Online

Check your balances, retrieve secure messages and manage your account online by going to **TIAA.org/stjude** and selecting *Log in*.

If you're new to TIAA, select *Log in*, then click *Register for online access*. Follow the on-screen directions to gain online access to your account.



Retirement planning on the go

Take your planning with you using the **TIAA mobile** app.

Get a clear picture of your accounts anytime with the TIAA app:

- Check your balances
- Track investment/fund performance
- Contact a TIAA financial consultant
- Retrieve secure messages and notifications about account activity



Direct

To schedule a virtual one-on-one session with TIAA financial consultant Reagan Blissard call **901-801-6210**, or email **reagan.blissard@tiaa.org**.



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The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call 877-518-9161 or go to TIAA.org/stjude for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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