

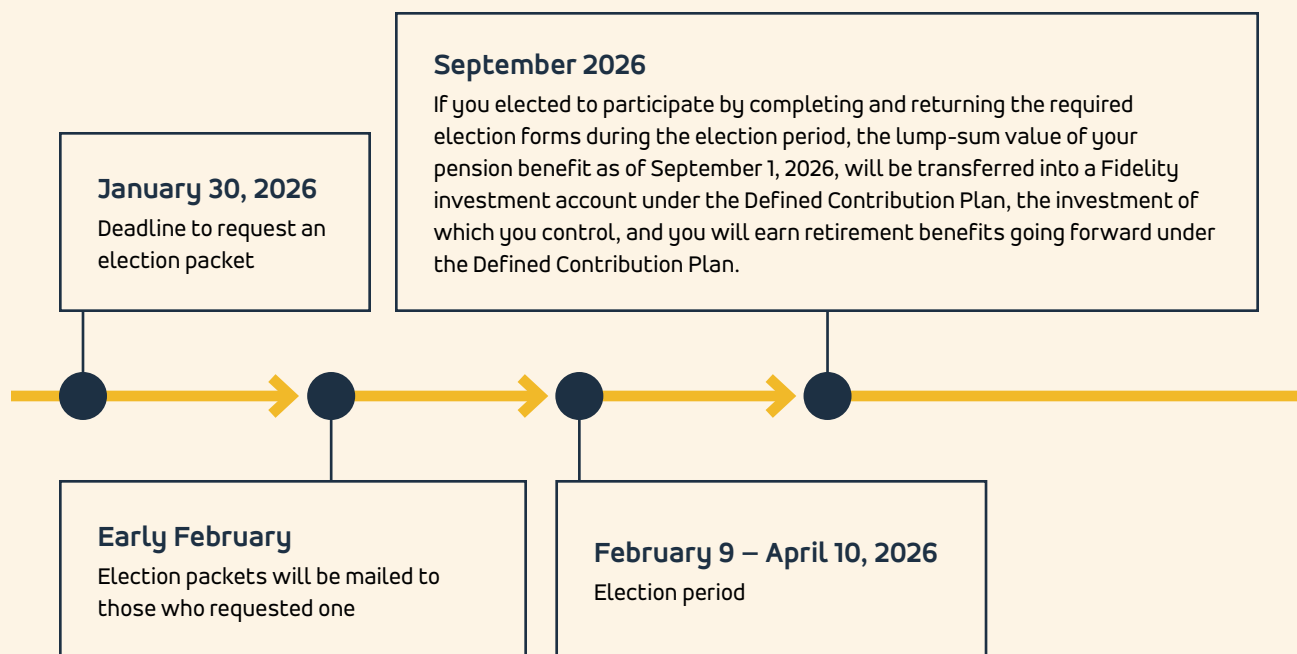


University of Missouri System

Defined Contribution Opt-In Program *decision guide*

For Current Hybrid Plan Participants

Between February 9 and April 10, 2026, you have a one-time opportunity to make an election to transfer the lump-sum value of your pension benefit into a Fidelity investment account where you control how the account balance is invested. If you choose to participate in this voluntary program, you will no longer earn retirement benefits under the defined benefit component of the Hybrid Plan. Instead, going forward, the **Defined Contribution Plan** will be your core retirement plan.



Participating in the Defined Contribution Opt-In Program is voluntary. If you don't act by April 10, 2026, you will continue participation in the Hybrid Plan with no changes, as long as you remain eligible.

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This guide is intended to help you understand your options under the Defined Contribution Opt-In Program, by helping you understand how the Hybrid Plan and the Defined Contribution Plan work, and how the two plans compare. For more details about the Hybrid Plan and the Defined Contribution Plan, refer to the [Summary Plan Description](#) for each plan. In the case of any discrepancy between the terms of this guide and the terms of the Hybrid Plan or the Defined Contribution Plan, the plan documents will govern.

Your resources

You have a one-time choice to make between two options. If you do not participate in the Defined Contribution Opt-In Program, you will continue to earn retirement benefits under your current core retirement plan, the Hybrid Plan. If you participate in the Defined Contribution Opt-In Program, the Defined Contribution Plan will become your new core retirement plan and you will earn retirement benefits under the Defined Contribution Plan going forward. These two distinct options have the same goal: to help you prepare financially for retirement.

Which is the best option for you? The answer depends on your goals, plans, family's needs and preferences. To choose wisely, you'll need to understand how each plan works and how the features apply to you.

To help you think about this important choice, we've prepared this Decision Guide for exploring your options and comparing the University-provided benefits from the two plans. The following tools and resources will help you decide whether to participate in the Defined Contribution Opt-In Program:

- **Personalized statement and projection** — mailed in December 2025 and available on the [Milliman Benefits Portal](#) (log in, then click on "View Your Plan Details," select the "Benefit Details" link at the top of the page, then the "Personalized Communications" link on the left).
- **Online resources** — visit the [DC Opt-In webpage](#) for more information about the Defined Contribution Opt-In Program, as well as links to more details about your current core and voluntary retirement plans.
- **Webinars** — in partnership with Fidelity and Milliman, the University has created a webinar series to help you learn more about retirement planning and the DC Opt-In Program. Visit the [DC Opt-In webpage](#) to register.
- **One-on-one consultations with Fidelity** — Fidelity Workplace Financial Consultants are available to help you through your decision-making process. Consultations are complimentary and confidential. To speak with a Fidelity Consultant, call 1-800-603-4015 between 7:30AM – 7:00PM CT. Virtual and in-person appointments are also available however availability may be limited, visit the [Fidelity Scheduler](#) to reserve an appointment.
- **Financial and/or tax advisors** — connect with your personal financial or tax advisor to discuss how the Defined Contribution Opt-In Program may or may not support your retirement goals.
- **Call center support** — call Milliman at 1-833-551-0021 if you have questions about your personalized statement, the Defined Contribution Opt-In Program offer, accessing the [Milliman Benefits Portal](#), or your election packet. Representatives are available Monday-Friday, 7:00AM – 7:00PM CT.

Neither the University of Missouri nor Milliman can offer financial, investment and/or tax advice. You are encouraged to consult a financial and/or tax advisor before making your decision.

The Plan is in good health

Whether or not you decide to participate in the Defined Contribution Opt-In Program during the one-time election window (February 9 – April 10, 2026), you can be sure that the defined benefit component of the Hybrid Plan is currently in good financial health.

Your options

If you voluntarily elect to participate in the Defined Contribution Opt-In Program, your core retirement plan will switch from the Hybrid Plan to the **Defined Contribution Plan** on September 1, 2026:

- The value of your pension benefit as of September 1, 2026, will be converted to a lump-sum and transferred to your 401(a) ERIP retirement account at Fidelity.
- Your mandatory contributions to the defined benefit component of the Hybrid Plan will stop (1% of the first \$50,000 in salary and 2% of salary above \$50,000 per calendar year) and going forward, you will no longer be entitled to any benefits under the Hybrid Plan.
- Moving forward, you will only be entitled to retirement benefits earned under the Defined Contribution Plan and your retirement contributions* will include:
 - 2% mandatory employee contribution to the 457(b) Plan*
 - Voluntary employee contributions to the 457(b) Plan* (you will automatically be enrolled to contribute an additional 6% on top of your mandatory 2%, for a total of 8%)
 - Up to 8% University match (not less than 2%) into your 401(a) ERIP account at Fidelity.**
- Under this one-time voluntary program, there are no tax consequences with respect to the transfer of the lump-sum value of your pension benefit to the Defined Contribution Plan since this is a trustee-to-trustee transfer.

If you take no action, you will continue to earn retirement benefits under the Hybrid Plan as you do now. If you remain in the Hybrid Plan, no more than 30% of the lump-sum value of the pension component of your benefit is payable to you as a lump-sum if you leave the University as a retirement eligible member with the remaining paid out in monthly installments for your lifetime. No further action is required if you do not want to switch plans. You may access the **Milliman Benefits Portal** to run estimates of other payment options outside of the one-time offer.

*You can change the voluntary portion of your employee contributions to the Defined Contribution Plan, but you must contribute at least 6% of your eligible compensation to the 457(b) Plan in addition to your mandatory 2% of eligible compensation contribution in order to receive the benefit of the full 8% matching contribution from the University.

** For those who choose to participate and switch plans under the DC Opt-In Program, the University's matching percentage available as part of the Defined Contribution Opt-In Program may not be modified.

Making the best decision for your situation and retirement goals










A personal decision

Choosing between retirement plans is an important choice; one only you can make for yourself. To make an informed decision, it's important to understand how both retirement plans work and how they apply to your personal situation and retirement goals.

Moving to the Defined Contribution Plan may be right for some, but not for others. Factors you may want to consider include:

- Your age and the number of years you have left before you retire
- How long you expect to stay with the University
- Your financial situation, including your other income sources and anticipated retirement expenses
- Your health and anticipated length of retirement
- Desire for access to a lump-sum vs monthly annuity payments
- Desire to leave money to heirs

There is no “right” answer. The choice that is right for you depends on your circumstances and preferences. This graphic presents some key features of the defined benefit component of the Hybrid Plan compared to the Defined Contribution Plan to consider and help you weigh your decision.

YOU MAY PREFER THIS PLAN IF:	CURRENT PENSION BENEFIT	DC OPT-IN PROGRAM
You don't plan on staying at the University until retirement and want a portable benefit you can take with you		
You want to make your own investment decisions for the full amount of your retirement benefit and are comfortable with bearing the investment risk		
You want the ability to access to the entire value of your benefit at retirement		
You want to consolidate your retirement benefits and prefer a single retirement plan type		
You want maximum flexibility to leave money to your beneficiaries or your estate		
You plan on staying at the University long term, which allows your salary and years of service credit to grow your pension benefit		
You want a fixed monthly check that does not change lasting throughout retirement as a component of your retirement income		
You want the option to leave your spouse a lifetime monthly income if you die first		
You want to have both a defined benefit and defined contribution component of your retirement benefits		

We encourage you to consult with your professional advisors (such as your investment advisor, financial planner, attorney, or tax professional).

Comparing plan features

Here is a summary of the key features of both plans and how they compare. The Hybrid Plan includes both a defined benefit (pension) component and a defined contribution (matching) component. If you choose to participate in the Defined Contribution Opt-In Program, the lump-sum value of your pension benefit will be transferred to the Defined Contribution Plan. Going forward, you would have only the Defined Contribution Plan which works like the defined contribution component of your Hybrid Plan but features higher matching contributions.

	CURRENT HYBRID PLAN	DEFINED CONTRIBUTION (DC) OPT-IN PROGRAM
BENEFIT	<p>The Hybrid Plan has two components:</p> <ul style="list-style-type: none"> • In general, the defined benefit component provides a monthly payment for your (and your beneficiary's) lifetime in retirement. • The defined contribution component benefit is the balance in your defined contribution investment accounts. 	<p>Your benefit is the balance in your defined contribution investment accounts (no pension benefit).</p>
HOW THE BENEFIT GROWS	<p>Defined benefit component: Generally, the defined benefit component is determined by a formula:</p> $\begin{aligned} &(\text{Final average salary} \times 1\% \times \text{years of service credit} \\ &+ \\ &\text{Final average summer salary} \times 1\% \times \text{number of} \\ &\text{summer appointment service credits} \\ &(\text{for 9-month faculty if applicable}) \\ &= \\ &\text{Your DB Plan annual retirement benefit.} \end{aligned}$ <p>If you separate employment, your salary and service are frozen in place until retirement.</p> <p>Defined contribution component: Your accounts grow with contributions from both you and the University while employed. Then, your accounts are invested in investments you choose, and your balance will reflect any investment returns (gains or losses).</p>	<p>If you choose the DC Opt-In Program, the lump-sum value of your pension benefit under the defined benefit component of the Hybrid Plan as of September 1, 2026, will be transferred to your 401(a) ERIP retirement account at Fidelity.</p> <p>Your accounts grow with contributions from both you and the University while employed. Then, your accounts are invested in investments you choose, and your balance will reflect any investment returns (gains or losses).</p> <p>If you separate employment, your account balance will continue to reflect any investment returns (gains or losses).</p>
CONTRIBUTIONS	<p>Employee: Defined benefit component:</p> <ul style="list-style-type: none"> • Mandatory 1% of your salary up to the first \$50,000 and 2% of your salary in excess of \$50,000 for the calendar year to the defined benefit component <p>Defined contribution component:</p> <ul style="list-style-type: none"> • Voluntary contributions to the 457(b) Plan up to IRS limits under the defined contribution component <p>University: Defined benefit component:</p> <ul style="list-style-type: none"> • The University pays the majority of the cost of the defined benefit (pension) component. <p>Defined contribution component:</p> <ul style="list-style-type: none"> • 2% base contribution to the 401(a) ERIP • Up to 3% matching contribution to the 401(a) ERIP of eligible compensation based on your contribution to the 457(b) Plan • The University may change these match amounts in the future. 	<p>Employee:</p> <ul style="list-style-type: none"> • Mandatory 2% contribution of your eligible compensation to the 457(b) Plan • Voluntary contributions to the 457(b) Plan up to IRS limits (you will automatically be enrolled to contribute an additional 6% of your eligible compensation, for a total of 8% of your eligible compensation). <p>University:</p> <ul style="list-style-type: none"> • Matching contribution of up to 8% eligible compensation to the 401(a) ERIP based on your contribution (not less than 2%) to the 457(b) Plan. • Keep in mind, you must contribute at least 6% of eligible compensation to the 457(b) Plan on a voluntary basis to receive the full University matching contribution to the 401(a) ERIP. • The University cannot change these matching amounts as long as you remain in continuous employment with the University.

	CURRENT HYBRID PLAN	DEFINED CONTRIBUTION (DC) OPT-IN PROGRAM
INVESTMENTS	<p>Defined benefit component:</p> <ul style="list-style-type: none"> • The University is responsible for selecting investments for plan assets. • Your monthly benefit formula is not affected by stock market returns. • The University bears all the investment risk. <p>Defined contribution component:</p> <ul style="list-style-type: none"> • You decide how to invest the money in your account balances by choosing among the available investment funds or personalized investment strategy based on your investment risk tolerance and financial goals. • Your account balances can grow or shrink depending on investment returns. • You bear all the investment risk. 	<ul style="list-style-type: none"> • You decide how to invest the money in your account balances by choosing among the available investment funds or personalized investment strategy based on your investment risk tolerance and financial goals. • Your account balances can grow or shrink depending on investment returns. • You bear all the investment risk.
WHEN BENEFITS ARE PAID	<p>Defined benefit component:</p> <p>Any time after employment ends up to age 65, but benefits that start before normal retirement age (65) are reduced to account for the longer payment period.</p> <ul style="list-style-type: none"> • A full normal retirement benefit is payable at age 65 or at age 62 if you retire from active service with 25 or more years of service credit. • A reduced early retirement benefit is payable if you retire from active service at age 60 with 5 years of service or at age 55 with 10 years of service credit. • A pension benefit taken before early retirement will be further reduced. <p>Defined contribution component:</p> <p>Any time after employment ends.</p> <p>In addition, certain withdrawal options may be available due to unforeseeable emergency, or after age 59.5.</p>	<p>Any time after employment ends.</p> <p>In addition, certain withdrawal options may be available due to unforeseeable emergency, or after age 59.5.</p>
BENEFIT PAYMENT OPTIONS	<p>Defined benefit component:</p> <p>If you are eligible for early or normal retirement, your payment options are:</p> <ul style="list-style-type: none"> • Monthly payments for your (and your beneficiary's) lifetime, or • A partial lump-sum equal to 10%, 20% or 30% of your pension benefit value and the rest as monthly payments. <p>If you are not yet eligible for early or normal retirement, your options are:</p> <ul style="list-style-type: none"> • Single lump-sum payment up to age 65, or • Monthly payments for your (and your beneficiary's) lifetime starting between ages 55 and 65. <p>Defined contribution component:</p> <p>Your payment options are flexible subject to IRS distribution rules depending on the type of tax deferred account. You control the amount and timing of withdrawals and can use this as a part of a flexible retirement income strategy.</p>	<p>Your payment options are flexible subject to IRS distribution rules depending on the type of tax deferred account. You control the amount and timing of withdrawals and can use this as a part of a flexible retirement income strategy.</p>
IF YOU DIE BEFORE BENEFITS START	<p>Defined benefit component:</p> <p>Your survivors are entitled to receive either a single lump-sum payment or monthly payments for their lifetime.</p> <p>Defined contribution component:</p> <p>Your beneficiary will receive a distribution of your account balances.</p>	<p>Your beneficiary will receive a distribution of your account balances.</p>

Retiree Insurance Eligibility

Participating in the Defined Contribution Opt-In Program will not change your access to retiree health insurance. If you choose to participate in the Defined Contribution Opt-In Program, you will have access to retiree health insurance that is available at the time you separate from the University on the same terms as if you had remained in your current retirement plan for as long as the University continues to offer retiree health insurance.

This guide is for current Hybrid Plan participants eligible for the Defined Contribution Opt-In Program.

This guide contains important information about the Retirement, Disability, and Death Benefit Plan, the Plan (also referred to as the defined benefit component of the Hybrid Plan). However, it is not meant to interpret, extend or change the Plans in any way. If there is any discrepancy between the actual provisions of the formal Plan documents and this guide, the Plan documents will govern. This guide does not contain or constitute financial, investment and/or tax advice.