Investing for Tomorrow’s Retirement… Today!
The retirement savings and investment plan benefits offered to UC faculty and staff are widely recognized as one of the most tangible rewards of University employment. Employees enjoy an impressive array of first-rate plans and investment products designed to help them achieve future financial security. But even the most generous benefits package doesn’t necessarily guarantee your future prosperity. It is vitally important that you fully understand the plans and your options and get actively involved in preparing for your financial future.

Reading this brochure is a good way to begin. It will help you

• understand the relationship between the University’s basic pension plan and the other tax-deferred savings and investment plans at UC,

• find out how the plans work, what your investment choices are and how you might go about deciding which ones are best for you, and

• learn about other savings and investment options, such as U.S. Savings Bonds.

All of these plans and products could play a prominent role in your financial plan.

Throughout your UC career, you’ll receive lots of information about the plans and changes that may affect your participation in them. This particular brochure is designed solely to give you an overview of the UC plans and other savings and investment options. So go ahead and leaf through it now to get an idea of what’s available to you. Then visit our website, At Your Service (http://atyourservice.ucop.edu) or contact your local Benefits Office for more information.
The University of California Retirement System (UCRS) administers three retirement savings and investment plans. One is the basic pension plan—a “defined benefit plan”—named the University of California Retirement Plan, or UCRP, and most full-time employees automatically become UCRP members when they’re hired.

Then, there are two participant-directed savings and investment plans, generally referred to as “defined contribution plans.” These two plans at UC are called the Defined Contribution Plan (often referred to as the DC Plan), and the Tax-Deferred 403(b) Plan (or the 403(b) Plan).

What all three plans are and how they operate are described in a little more detail later on in this booklet, but take a moment now to look at the chart above, which illustrates how the plans fit under the administrative umbrella of UCRS.

<table>
<thead>
<tr>
<th>University of California Retirement Plan (UCRP) (no current contributions)</th>
<th>Defined Contribution Plan (voluntary contributions)</th>
<th>Tax-Deferred 403(b) Plan (voluntary contributions)</th>
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<td>• Capital Accumulation Provision (CAP)</td>
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<td>• After-Tax/Rollover Account (voluntary contributions)</td>
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</table>

The University of California Retirement System, otherwise known as UCRS, administers three retirement savings and investment plans. One is the basic pension plan—a "defined benefit plan"—named the University of California Retirement Plan, or UCRP, and most full-time employees automatically become UCRP members when they’re hired.
With some exceptions, if you’re hired to work at UC continuously for at least 50 percent time for one year or longer, or you work 1,000 hours in a 12-month period, you’re automatically an active member of UCRP. You don’t fill out any enrollment forms or sign any papers; membership is automatic when you first become eligible. UCRP membership is a condition of UC employment and guarantees that once the member is vested (generally after earning five years of service credit), he or she is entitled to future retirement benefits from the Plan. UCRP benefits include lifetime monthly retirement income, disability benefits, survivor income and death benefits.

Since the Plan’s inception, active members and the University have made contributions to UCRP that, along with investment earnings on the Plan’s assets, provide the funding that enables the Plan to pay benefits. It’s important to understand, however, that your future retirement benefits are not based on how much you’ve contributed to the Plan over the years. Rather, retirement benefits are determined by a specific formula based on your age, years of service credit and your highest average salary at retirement. (Service credit is a measure of the amount of time you have been in the Plan.) In general, the older you are and the more service credit you have at retirement, the higher your pension will be. Vested Plan members may retire from UCRP as early as age 50.

Since 1990, neither the University nor the majority of Plan members have contributed to UCRP. This is primarily because UCRP’s investments have performed well over the years, and currently the Plan is solidly positioned to pay future benefits. Inevitably, however, the Plan’s benefit obligations will catch up to its funded position, at which time the University and members will again be required to contribute to the Plan.

**Features**

- Plan provides monthly retirement income, disability benefits, survivor income and death benefits
- Members vested after earning five years service credit
- Vested members may retire beginning at age 50
- Pension benefits determined by a formula based on age, years of service and highest average salary
- Alternative options include a refund of Plan accumulations or a lump sum cashout
- Plan assets managed by the UC Treasurer; invested 65 percent in stocks and 35 percent in bonds

**Facts**

- Employer and employee contributions required subject to Regents’ funding policy
- No withdrawals of Plan accumulations and/or CAP balance, if any, until you stop working for UC; subject to income taxes and 20 percent withholding unless directly rolled over to a traditional IRA or other employer-sponsored plan
- Withdrawals before age 59½ may be subject to tax penalties
- Members who elect a refund of Plan accumulations or the lump sum cashout forfeit rights to future retirement, survivor, disability and retiree health benefits

This is by no means an exhaustive discussion of UCRP and the benefits it provides. If you want in-depth information, read the UCRP summary plan description for your membership classification. This booklet thoroughly explains the provisions of the Plan. You can read and/or download a copy from our website, At Your Service, and copies are also readily available from local Benefits Offices.
**Capital Accumulation Provision**

If you were a UCRP member in 1992, 1993, 1994, 2002 and/or 2003, you may have a separate account balance in the Plan known as the Capital Accumulation Provision (CAP). This account consists of money that the University periodically allocates to eligible Plan members to supplement other UCRP benefits.

The allocations are based on a percentage of the member’s salary at the time they are made. Allocations made in 1992, 1993 and 1994 earn interest at an annual percentage yield of 8.5 percent.

Allocations made in 2002 and 2003 (CAP II) earn interest equal to the UCRP assumed earnings rate, currently an annual percentage yield of 7.5 percent. Interest on all CAP allocations is credited monthly.

If you have a CAP balance, you may withdraw this money in a lump sum when you retire, begin receiving UCRP disability income or stop working for UC.

For more information about CAP, refer to the UCRP summary plan description for your membership classification.
These days, more and more employers are turning to participant-directed savings and investment plans to help employees save for their own retirement. Participant-directed plans provide future benefits based on participants’ contributions and investment earnings on those contributions. Nearly all participant-directed plans have significant tax advantages, which participants enjoy throughout their working lives. Participants are vested from the moment they begin contributing, which means they’re immediately entitled to any money they have in the plan. In these types of plans, participants take charge of their own account and determine how they can best achieve their savings and investment goals.

As the plan administrator, the employer typically manages the day-to-day operation of the plan, researches and provides investment options that give participants a variety of investment choices and makes sure the plan has features that enable participants to adapt their investment portfolios as their objectives and financial circumstances change over time. But ultimately, participants meet, fail to meet or exceed their future financial expectations because of their personal investment decisions.

As mentioned earlier, UC sponsors two participant-directed plans—the Defined Contribution Plan (the DC Plan) and the Tax-Deferred 403(b) Plan (the 403(b) Plan).
The DC Plan consists of two separate accounts—the Pretax Account for mandatory contributions and the After-Tax/Rollover Account for voluntary contributions and rollovers.

**Defined Contribution Plan**

- **Pretax Account** *(mandatory contributions)*
- **After-Tax/Rollover Account** *(voluntary contributions and rollovers)*

**DC Plan Pretax Account**

Nearly all employees who are UCRP members contribute a percentage of their salary to the DC Plan Pretax Account. The amount you contribute to the Pretax Account depends on whether you’re a UCRP member and, if so, your membership classification. Non UCRP members—part-time and temporary employees—contribute to the DC Plan rather than having Social Security taxes deducted from their paychecks. (See chart below.)

As is the case with UCRP membership, you don’t fill out any enrollment forms to participate in the DC Plan Pretax Account. Contributions are deducted automatically through your payroll office from your gross salary and reduce your taxable income by the amount you contribute. Taxes and any investment earnings are deferred (i.e., postponed) until you withdraw the money, which you can do only when you stop working for UC.

The first deduction for your Pretax Account contribution is credited automatically to the UC-managed Savings Fund. This Fund is one of six investment funds managed by the Office of the Treasurer of the Regents. The investment objective for the Savings Fund is very conservative—to maximize interest income while protecting participants’ principal, primarily by investing in U.S. government guaranteed securities.

DC Plan participants should, however, explore the other investment fund options that are available for their Pretax Account contributions. These options include the five other investment funds managed by the UC Treasurer, as well as mutual funds offered by Fidelity Investments. (See pages 11–12 for more about your investment fund options.) To invest your future DC Plan Pretax Account contributions in a fund other than the Savings Fund, go to our website, At Your Service, and select “Your Benefits Online.” Or, if you prefer,

**Pretax Account Contribution Rates**

<table>
<thead>
<tr>
<th>UCRP Membership Classification</th>
<th>Contribution Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>With Social Security</td>
<td>2% to 4% less $19 a month*</td>
</tr>
<tr>
<td>Without Social Security</td>
<td>3% less $19 a month</td>
</tr>
<tr>
<td>Safety</td>
<td>3% less $19 a month</td>
</tr>
<tr>
<td>Tier Two</td>
<td>0%</td>
</tr>
<tr>
<td>Safe Harbor (Non-UCRP members; e.g., part-time employees and non-exempt students)</td>
<td>7.5%</td>
</tr>
</tbody>
</table>

* The contribution rate is 2% of annual earnings up to the Social Security wage base ($87,000 in 2003), then 4% on any subsequent earnings.
complete a Fund Designation form (UPAY 752), available from local Benefits Offices, to change your investment fund choice. You can direct your Pretax Account contributions to only one investment fund at a time, but you can choose a different fund as often as once a month, subject to payroll office deadlines.

If you don’t designate a different investment fund for your Pretax Account contributions, they will continue to be credited to the UC-managed Savings Fund for as long as you’re required to contribute to the Plan.

For more information about DC Plan Pretax Account participation, visit At Your Service or contact your local Benefits Office for a copy of the Defined Contribution Plan Summary Plan Description, a booklet that explains everything you’ll want to know about the Plan.

Features
- Immediately vested
- Contributions reduce annual taxable income
- Income taxes on contributions and earnings deferred
- Future contributions may be redirected monthly
- Account balances may be transferred monthly
- Systematic withdrawals available to inactive and retired participants

Facts
- Contributions automatically invested in the UC Savings Fund unless you specify otherwise
- Generally, no matching employer contribution
- No withdrawals until you stop working for UC; lump sum distributions subject to income taxes and 20 percent withholding unless directly rolled over to a traditional IRA or other employer-sponsored plan
- Withdrawals before age 59½ may be subject to tax penalties in addition to income taxes
- May not borrow against account balance
DC Plan After-Tax/Rollover Account

Less well known than the DC Plan Pretax Account and the 403(b) Plan, but nonetheless a valuable savings and investment option, the After-Tax/Rollover Account houses contributions that you can make voluntarily on an after-tax basis. Participants who contribute to the After-Tax/Rollover Account do so for a variety of reasons—often because they’ve reached their maximum contribution limit in the 403(b) Plan and want to keep building their retirement savings. Also, many employees participate in the After-Tax/Rollover Account because they’ve rolled over money from a former employer’s defined contribution plan or a governmental 457(b) plan.

Although contributions to the After-Tax/Rollover Account are deducted from your net pay (that is, you’ve already paid income taxes on them), you still get a tax break because the earnings on your contributions aren’t taxed until you withdraw your money. So for as long as you keep your money in the Plan, your earnings compound tax free, and you should enjoy investment returns that outperform other after-tax investments such as savings accounts or certificates of deposit, in which you pay taxes on your earnings each year.

To contribute to the After-Tax/Rollover Account you have to actively enroll in one of the following ways:

- Go to our website, At Your Service, for online enrollment; or
- Complete a Payroll Deduction Agreement form (U5637CA), available from local Benefits Offices.

You’re allowed to contribute only a certain portion of your gross UC salary, within IRS limits.

When you enroll, you also have to decide how you want to invest your contributions. The investment options for your After-Tax/Rollover Account money are the same as those for your DC Plan Pretax Account money—the six investment funds managed by the UC Treasurer, and/or mutual funds managed by Fidelity Investments (see pages 11–12). You can, however, invest After-Tax/Rollover Account contributions in as many of the funds as you like at the same time.

If you’re interested in contributing to the DC Plan After-Tax/Rollover Account, your Benefits Representative can provide you with a worksheet that will help you determine how much you’re allowed to contribute, the Payroll Deduction Agreement if you choose to enroll that way, and the Defined Contribution Plan Summary Plan Description. You can read and/or download all of these materials from At Your Service.

Features
- Immediately vested
- Income taxes on earnings deferred
- Contributions may be invested in any or all investment options
- Contribution amount may be changed monthly
- Account balances may be transferred monthly
- Full or partial withdrawals may be taken once a month, even while working for UC
- May roll over money from other employer-sponsored plans
- Systematic withdrawals available to inactive and retired participants

Facts
- No matching employer contribution
- IRS limits maximum annual contribution
- Contributions don’t reduce annual taxable income
- Withdrawals before age 59½: earnings may be subject to tax penalties in addition to income taxes
- Rollovers of earnings only to a traditional IRA or other employer-sponsored plan
- May not borrow against account balance
Many UC employees regard the UC-sponsored 403(b) Plan as the best savings and investment opportunity UC offers. Employees participate voluntarily in this Plan to take advantage of immediate tax benefits—contributions lessen their annual tax bite—and to look forward to potentially rewarding long-term returns through tax-deferred compounded earnings.

While the favorable tax treatment of 403(b) Plan contributions is very similar to that of DC Plan Pretax Account contributions, participation rules differ for the 403(b) Plan—you decide how much of your salary you want or can afford to contribute, and you can start, change the amount of, or stop contributions at any time.

The IRS limits the amount you can contribute each year, but the maximum is fairly generous—for 2003, the contribution ceiling is either $12,000 or $14,000, depending on your age. Your limit is recorded in UC’s payroll system, which will automatically stop your contributions if you reach your maximum before the end of the year.

Before we highlight some other features of the 403(b) Plan, there’s one more rule you should be aware of. The IRS views these types of plans primarily as vehicles for building retirement savings, and therefore restricts your access to your money in the Plan before you reach retirement age. Generally, if you withdraw your money before age 55½, you’ll not only have to pay the income taxes you’ve been deferring all along, but you may also be subject to early distribution penalty taxes, which are substantial—currently a 10 percent federal penalty tax and a 2½ percent California state tax. There are, however, some exceptions to the distribution penalties on preretirement withdrawals; you won’t be penalized, for instance, if you leave UC during or after the year you reach age 55 or if you become permanently disabled.

Remember, this brochure is only an overview of UC’s retirement savings and investment plans. To better familiarize yourself with Plan rules and other details, you might find it time well spent to read the Tax-Deferred 403(b) Plan Summary Plan Description. You can read and/or download it from At Your Service or get one from your local Benefits Office.

One 403(b) Plan feature that many participants find particularly valuable is the ability to borrow the money they’ve accumulated in the Plan. Because the money is borrowed, rather than withdrawn, it’s not subject to income taxes or costly early distribution penalties. You must meet only two criteria to borrow your 403(b) Plan money—you must be an active UC employee and you must have at least $1,000 in one of the Plan’s UC-managed funds. Borrowing limits range from $1,000 to $50,000. To understand how the Tax-Deferred 403(b) Loan Program works and how to apply for a loan, go to At Your Service and select “Your Benefits Online” or call bencom.fone.
If 403(b) Plan participation sounds like a good deal, you should enroll as soon as possible and find out just how valuable it can be in achieving your future financial goals. Again, there are two ways to enroll:

- Go to our website, At Your Service, for online enrollment; or
- Complete a Salary Reduction Agreement form (UPAY 801), available from local Benefits Offices.

Staying within the confines of your maximum annual contribution limit, you indicate how much of your salary you want to contribute each month, which you can do either in a flat-dollar amount or as a percentage of your salary. If you contribute by the percentage method, your contributions will change in proportion to any adjustments to your salary.

For investing your contributions, you have the same six UC-managed investment fund options and the Fidelity Investments mutual funds, and you have additional investment options with the Calvert Group Socially Responsible Investment Funds (see pages 11–12). When you enroll, you can invest in as many of the funds as you like and if you later want to invest in a different fund or funds, you may do so as often as once a month.

**Features**

- Immediately vested
- Contributions reduce annual taxable income
- Income taxes on contributions and earnings deferred
- Contributions may be invested in any or all of investment options
- Contribution amount may be changed monthly
- Account balances may be transferred monthly
- May borrow against Plan balance
- May roll over money from other employer-sponsored and governmental 457(b) plans
- Systematic withdrawals available to inactive and retired participants

**Facts**

- No matching employer contribution
- IRS limits maximum annual contribution
- Withdrawals before age 59½ may be subject to tax penalties
- Lump sum distributions subject to income taxes and 20 percent withholding unless directly rolled over to a traditional IRA or other employer-sponsored plan
The chart below profiles the six investment funds that are managed by the UC Treasurer’s Office. Participants may invest their DC and/or 403(b) Plan contributions in one or any combination of these funds.

Transfers among the funds may also be made monthly.

For more information about the Treasurer’s investment philosophy and objectives, as well as individual fund characteristics, and to learn about some basic investment concepts, refer to the publication entitled *Retirement Investment Funds*. To get a copy, contact your local Benefits Office or download one from the Treasurer’s Office website at [www.ucop.edu/treasurer](http://www.ucop.edu/treasurer).

### UC-Managed Investment Funds

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<tr>
<th>UC Fund</th>
<th>Investment Objective</th>
<th>Investment Vehicles</th>
<th>Rate of Return Target/Time Horizon</th>
<th>Risk Level</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Return Funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity Fund</td>
<td>Maximize long-term capital appreciation.</td>
<td>Historical focus on large-cap stocks. Beginning 2003, focus expanded to include a range of equity strategies.</td>
<td>Rate of return comparable to Russell 3000 Tobacco-Free Stock Index. Long-term time horizon.</td>
<td>Moderate</td>
</tr>
<tr>
<td>Bond Fund</td>
<td>Maximize long-term total return through a combination of interest income and price appreciation.</td>
<td>High-quality gov’t (U.S. and foreign) and corporate bonds from global companies.</td>
<td>Rate of return comparable to Lehman Bros. Aggregate Bond Index. Long-term time horizon.</td>
<td>Moderate</td>
</tr>
<tr>
<td>Multi-Asset Fund</td>
<td>Diversified total return from interest income and moderate capital appreciation.</td>
<td>Invested in four UC funds: Equity (30%), Bond (20%), Savings (40%) and Money Market (10%).</td>
<td>Rate of return comparable to a very conservative balanced fund heavily weighted in cash equivalents. Short- and medium-term time horizon.</td>
<td>Moderate to Low</td>
</tr>
<tr>
<td><strong>Income Funds</strong></td>
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<tr>
<td>Savings Fund</td>
<td>Maximize interest income while protecting principal.</td>
<td>Gov’t, govt’-guaranteed and gov’t agency securities with maturities of 5 years or less.</td>
<td>Yield comparable to 2-year U.S. Treasury Notes. Short-term time horizon.</td>
<td>Low</td>
</tr>
<tr>
<td>Insurance Company</td>
<td>Maximize interest income while protecting principal.</td>
<td>Pooled insurance contracts issued by select, highly rated insurance companies.</td>
<td>Yield equals blended rate of all contracts in force and approximates 5-year U.S. Treasury Note rates.</td>
<td>Low</td>
</tr>
<tr>
<td>Contract Fund</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Money Market Fund</td>
<td>Maximize interest income while protecting principal and maintaining liquidity.</td>
<td>High-quality short-term securities with a weighted average maturity no longer than 90 days.</td>
<td>Rate of return comparable to 90-day U.S. Treasury Bills. Short-term time horizon.</td>
<td>Very Low</td>
</tr>
</tbody>
</table>
Externally Managed Mutual Funds

In addition to the UC-managed investment funds, participants may invest their DC and 403(b) Plan contributions in mutual funds managed by Fidelity Investments. 403(b) Plan participants also have 10 investment options with the Calvert Group. With Fidelity and Calvert, there are no sales charges, or “loads,” to UC Plan participants. Literature and enrollment materials are available from local Benefits Offices or directly from the mutual fund companies. (See “Interested? Want to Know More?” on page 14 for the toll-free telephone numbers and website addresses.)

Fidelity Investments
Fidelity Investments, one of America’s largest mutual fund companies, offers participants a choice of more than 140 mutual funds with varying investment objectives and levels of risk and return.

Calvert Group Socially Responsible Investment Funds
The Calvert Group has been a recognized industry leader in socially and environmentally responsible investing for more than 25 years and today manages more than $8.5 billion in assets. Calvert’s investment philosophy sets it apart from other mutual fund companies by evaluating a company’s business practices to identify the most financially promising investment opportunities. The 10 mutual funds currently available to UC Plan participants invest in companies that are rigorously screened based on product safety, environmental impact, workplace ethics and community relations. This investment approach may appeal to participants who believe in the potential for rewards from investing in companies that are not only financially sound, but are committed to corporate responsibility.
**Series EE Bonds**

UC employees may also buy U.S. Savings Bonds through convenient payroll deduction. Although not as trendy as some other investments these days, savings bonds can play a prominent role in your savings and investment strategy. U.S. Savings Bonds earn interest at competitive rates, they pose minimal risk, and purchases are free from state and local income taxes. Federal income taxes on interest earned can be deferred until you redeem the bonds or until they reach maturity.

Series EE bonds earn interest for 30 years; however, current, market-based rates allow a bond to reach face value before maturity. For Series EE bonds issued since May 1995, face value is attained after 17 years.

UC employees can purchase Series EE savings bonds by payroll deduction for $50, $100, $250 and $500, which is one-half the face value of the bond itself; for example, the face value of a bond purchased for $50 is $100. Savings bonds may be redeemed, without fee or commission, at any time after six months for bonds issued January 2003 and earlier (although there is a three month interest penalty if you redeem the bond before five years elapse). For bonds issued February 2003 and later, the redemption period is 12 months.

Savings bonds carry an additional enticement if you use them to pay for college education. If you satisfy certain age and income criteria, the Education Savings Bond Program lets you exclude from your gross income all or a portion of the interest earned on Series EE savings bonds purchased after December 31, 1989, as long as you use the proceeds to pay for the college education of your dependents, your spouse or yourself.

To find out more about U.S. Savings Bonds and buying them through UC payroll deduction, contact your local Benefits Office for a U.S. Savings Bonds Series EE—Payroll Deduction Authorization form (UPAY 694) and other related literature.

**Features**
- Free from state/local taxes
- Defer federal taxes on interest
- Affordable
- Educational enticement

**Facts**
- Six- or 12-month redemption period
- Three-month interest penalty if redeemed before 5 years
The University works hard to provide employees with a generous retirement benefits package and to make sure employees’ benefits are in line with, if not above, industry standards. In many cases, however, the rewards you will ultimately enjoy from your savings and investments will be attained through your own personal planning. We encourage you to take full advantage of the valuable benefits the plans offer and to use the many resources UC provides to learn more about your benefit options.

To enjoy Plan participation to the fullest extent, we highly recommend that you

- periodically visit our website to get direct, up-to-date information about the retirement savings and investment plans and make certain transactions; and
- use the interactive modeling tools on our website to project potential account growth and estimate future income.

Additionally, you can get current information about your account(s) on bencom.fone, our interactive telephone service that is available 24 hours a day, 7 days a week. On bencom.fone, you can

- listen to a recording of your plan balances,
- request a printed statement (an account statement summarizing your current Plan activity),
- hear current rates of return for the UC-managed investment funds, and
- apply for a loan from your 403(b) Plan balance if you’re eligible.

For access to At Your Service or bencom.fone, you must enter your Social Security number and your UC Personal Identification Number (PIN). If you never received your PIN or have lost it, you can set or change it any time either online or by calling bencom.fone.

Listed below are telephone numbers and website addresses for some of the resources UC employees routinely use:

**UC Human Resources and Benefits**

**At Your Service website**
http://atyourservice.ucop.edu

**Customer Service Center (and bencom.fone)**
1-800-888-8267  
Hours: 9:00 a.m.–4:00 p.m.  
Monday–Friday  
(bencom.fone—24 hrs./day,  
7 days/week)

**UC Fund TransferLine**
1-800-933-0306

**University of California Treasurer’s Office**
1-510-987-9600  
Hours: 8:00 a.m.–5:00 p.m.  
Monday–Friday  
Treasurer’s Office website
www.ucop.edu/treasurer

**Investment Companies**

**Fidelity Investments**
1-800-343-0860  
Fidelity website
www.mysavingsatwork.com

**Calvert Group**
1-800-368-2745  
Calvert website
www.calvert.com/plan_uca.html

**U.S. Savings Bonds (rates only)**
1-800-872-6637  
Savings Bonds website
www.publicdebt.treas.gov/sav/sav.htm
By authority of The Regents, University of California Human Resources and Benefits, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by The Regents. Source documents are available for inspection upon request (1-800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, annuitants, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California’s annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Office for more information.

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University’s affirmative action and equal opportunity policies for staff to Director Mattie Williams, University of California Office of the President, 300 Lakeside Drive, Oakland, CA 94612 and for faculty to Executive Director Sheila O’Rourke, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.

Website address: http://atyourservice.ucop.edu