



# Thrive Together

Princeton Tools and Resources to Support You

**THRIVE**  
AT PRINCETON

## WINTER 2023: FINANCIAL WELLNESS

**Thrive Together** is a quarterly benefits newsletter designed to keep you informed about important health and wellness topics all year long, with information about the benefits and resources Princeton offers to support your whole health.

This edition focuses on financial wellness and the programs available to you as a Princeton University employee.

### What is Financial Wellness?

Financial wellness means you can manage your bills and expenses, pay your debts, weather unexpected financial emergencies, and plan for long-term financial goals such as buying a home, building college funds, and saving for retirement.

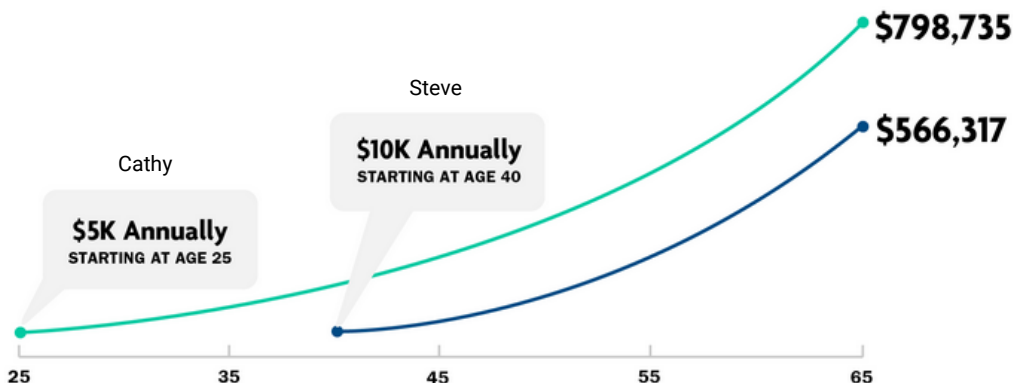
Financial wellness is important at all ages and achieving it takes more than just having income. It also requires using tools to help you establish good money management practices.

Princeton University provides programs to support your financial wellness including retirement plans, discount access to legal services, and free financial advice services.

### The Benefit of Saving Early and Often

The snowball effect of compounding interest makes early investing in a retirement account, such as **Princeton's Retirement Savings Plan**, extremely beneficial since the earlier you invest, the more you are likely to make on your investment. Compound interest is when you earn interest on both the money you've saved and the interest you earn.

*Example: Steve contributed \$50,000 more than Cathy, but started 15 years later. At age 65, Cathy had \$232,418 more than Steve.<sup>1</sup>*



<sup>1</sup> Hypothetical illustration only. Not intended to represent the past or future performance of any investment. Assumes contributions are made monthly at a 6% annual effective rate, compounded monthly. Actual performance will vary with market conditions.



Financial stress can disrupt your physical and emotional wellbeing. The University provides several financial wellness services to employees, including **CAPTRUST**, which offers professional, confidential, unbiased financial advice at no cost to Retirement Plan participants.

**Jane Edgar**  
Princeton University  
Senior Retirement Specialist



## Did You Know...?

### 2023 IRS 403(b) Contribution Limits

If you are under age 50, the annual 403(b) contribution limit for 2023 is \$22,500. If you are age 50 or older in the calendar year, you may contribute an extra \$7,500 “catch-up” contribution, for a total annual contribution limit of \$30,000.

## Princeton Benefits Can Help You Manage Your Financial Wellness

There are several sources of support for you through your Princeton University benefits and programs:

### FREE FINANCIAL ADVICE

**CAPTRUST** offers free, confidential financial guidance through one-on-one meetings (virtual and in person), retirement blueprints, and other online resources such as webinars, videos, articles, and many other tools to assist you with financial education.

Call (800) 967-9948 or visit CAPTRUST at [www.captrustadvice.com](http://www.captrustadvice.com).

**Isles Financial Solutions (IFS)** is a free money management and credit improvement service that can help you manage everyday money issues such as budgeting, saving, and reducing debt. Counseling is available in English and Spanish.

Contact Isles at (609) 341-4714.

**TIAA** offers personal retirement plan investment advice either virtually or in person.

To schedule an advice session with TIAA, call (800) 732-8353 or make an appointment online at [TIAA.org/schedulenow](http://TIAA.org/schedulenow).

### PRINCETON UNIVERSITY RETIREMENT PLANS

**Princeton University Retirement Plan (PURP)** is a 401(a) defined contribution plan in which the University contributes 9.3% of your base salary (up to the Social Security wage base and 15% over the wage base) to your account at TIAA after each pay period. Employees do not contribute to the PURP. The PURP is administered by TIAA and you can choose to allocate funds among a variety of investments, and change your investments at any time. You become fully vested in the plan after 30 months of service.

Read about PURP eligibility and other PURP information: [bit.ly/princeton-university-retirement-plan](http://bit.ly/princeton-university-retirement-plan)

**Princeton University Retirement Savings Plan (Plan)** is a 403(b) defined contribution plan that allows you to save money for your financial future. You contribute to your account on a pre-tax and/or after-tax Roth basis, subject to IRS limitations. The University does not contribute to the Plan. You can change your contribution at any time through HR Self Service. The Plan is administered by TIAA and you can choose to allocate funds among a variety of investments, and change your investments at any time.

Read more about the University's Retirement Savings Plan: [bit.ly/princeton-university-retirement-savings-plan](http://bit.ly/princeton-university-retirement-savings-plan)

## Are Your Beneficiaries Up to Date?

**Designating beneficiaries specifically for your Princeton retirement accounts is important because retirement accounts are separate from your life insurance beneficiaries.** Naming your beneficiaries—and keeping the information current—is an important aspect of managing your retirement accounts and financial assets. Missing or outdated beneficiary information can create significant costs and delays for those you leave behind. Even if you established wishes in your will, or are recently married or remarried, your retirement account designation takes priority.

### Take a Moment Now to Review Your Retirement Accounts' Beneficiary Information

You may update your beneficiary information with TIAA at any time. To do so, follow these three steps:

1. Go to [TIAA.org/Princeton](http://TIAA.org/Princeton).
2. Log in (or register) by entering your TIAA user ID and password.
3. Select Actions, then choose Beneficiaries. From there, you can add, edit, or remove.

For your protection, TIAA cannot change your beneficiary over the phone. For questions, assistance, or to request a paper beneficiary form, call TIAA at (800) 842-2776.

**Together, we can help you thrive.**

Published by the Office of Human Resources. Contact the Benefits Team for more information.  
[hr.princeton.edu/thrive](http://hr.princeton.edu/thrive)

