

# Understanding the UT Optional Retirement Program (ORP)

Know your options so you can make informed decisions.

## Who is Lincoln, and how can we benefit you?

Lincoln Financial Group is excited to be one of the service providers of the UT Optional Retirement Program (ORP). We believe personal support is vital to helping savers prepare for retirement. With Lincoln, you get access to dedicated financial representatives who will meet with you one-on-one to provide help – because let’s face it, retirement planning sometimes can be complex and confusing. Representatives can:

- Answer questions related to your personal situation and goals
- Provide a general review of your retirement plan account
- Help you see if you’re saving enough to have the retirement income you may need, and, if not, how much you may want to save to achieve your goals
- Explore your risk comfort level and explain diversification, which is spreading investments across different asset classes, not across different providers
- Help with general financial wellness topics, such as budgeting, managing debt, and saving for goals that are important to you – a child’s college education, travel, home improvements, and more

You also get an easy-to-use online account at [LincolnFinancial.com/Retirement](https://LincolnFinancial.com/Retirement) that makes managing your retirement planning simple and a mobile app that helps you keep track of your account on-the-go.

## ORP vs. TRS

The Optional Retirement Program (ORP) is offered to eligible University of Texas System employees as an alternative to the Teacher Retirement System (TRS). You choose between the two during your 90-day ORP eligibility period, and your choice is final. Human Resources can confirm your eligibility for the ORP.

TRS and ORP both have mandatory employee and state matching contributions. See the table below for specific figures. A good rule of thumb is to save between 10% and 15% of your own pay – in addition to any matching contributions from your employer – to help ensure adequate income during retirement.

	Employee contribution	UT contribution	Total contribution*
ORP	6.65%	8.50%	15.15%
TRS	8.25%	8.25%	16.50%

\*IRS salary cap may impact some employees earning more than \$305,000. Employee and UT contributions are established by the state legislature and are subject to change.

## ORP puts you in control

While the TRS is a traditional defined benefit plan, the ORP provides participants with a variety of investment options. Your account growth is based on the performance of your selected investment portfolio.

TRS funds are fully vested after you complete five years and one day of service. ORP funds are vested after you complete one year and one day of service, making your ORP account more flexible with respect to investment selection and portability.

## Get one-on-one help

Many factors go into this important decision, including age, risk comfort level, and career path. Don't go it alone. We're here to help you weigh all the factors that impact your final, irrevocable decision. Make an appointment with one of your Lincoln representatives today. It's easy! Visit [LincolnFinancial.com/UT](https://LincolnFinancial.com/UT) to find a representative in your area.

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