nuveen
A TIAA Company

Improve participant outcomes and reduce plan costs – without adding complexity

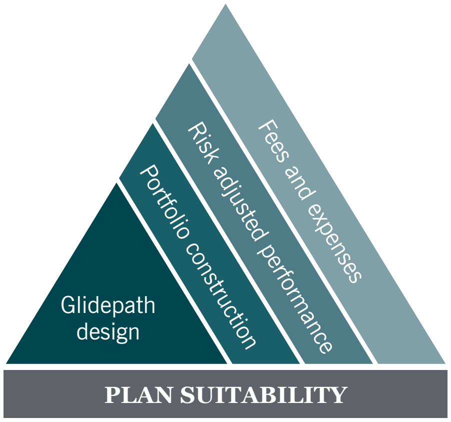
Apply the "3Rs" framework to help ensure the plan menu is best suited to the needs of plan participants and optimally priced.

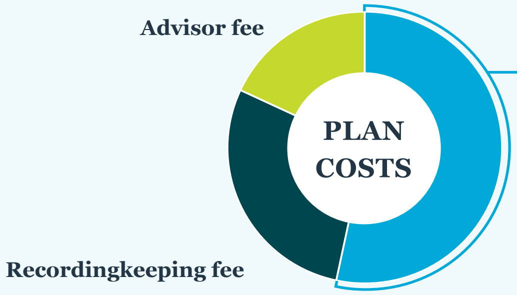
Make a meaningful impact with your clients by proactively focusing the conversation on the value their plan delivers to participants.

1 Review

Review the plan menu to ensure the Qualified Default Investment Alternative (QDIA) is appropriate for the employee base. When plan sponsors evaluate QDIA options, glidepath design remains a fundamental consideration in the selection process due to its significant impact on participant retirement outcomes.

While performance and fees are important criteria, glidepath design goes deeper – it is a core suitability factor that directly shapes participant outcomes across age demographics.





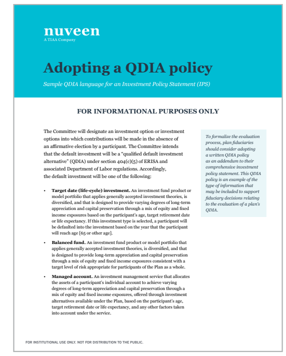
Asset management fee
Asset management fees can account for the biggest portion of plan costs. Can you lower overall costs while improving fund quality by replacing the plan's QDIA? Benchmark the fee components of the plan and consider if you can save the plan money.

2 Retain or Replace

Whether retaining or replacing the QDIA, fiduciaries must document the process and ensure the decision serves participants' best interests.

Replacing the QDIA is an opportunity to recalibrate the plan's default strategy, but without proper implementation, much of that value can be lost.

Leverage our QDIA Investment Policy Statement addendum.



3 Re-enroll

The implementation strategy is just as critical as the due diligence process. Even the best-designed plan menu can fall short without participant engagement.

Re-enrollment into the QDIA aligns investment allocations and ensures that the full value of the selection, including potential cost savings, is realized.

Plan fiduciaries should evaluate periodic re-enrollment in the QDIA every 1-3 years. This practice helps ensure participant portfolios remain properly aligned with retirement goals and provides fiduciary protection through QDIA safe harbor provisions.

QDIA Implementation: Key Considerations for Fiduciaries

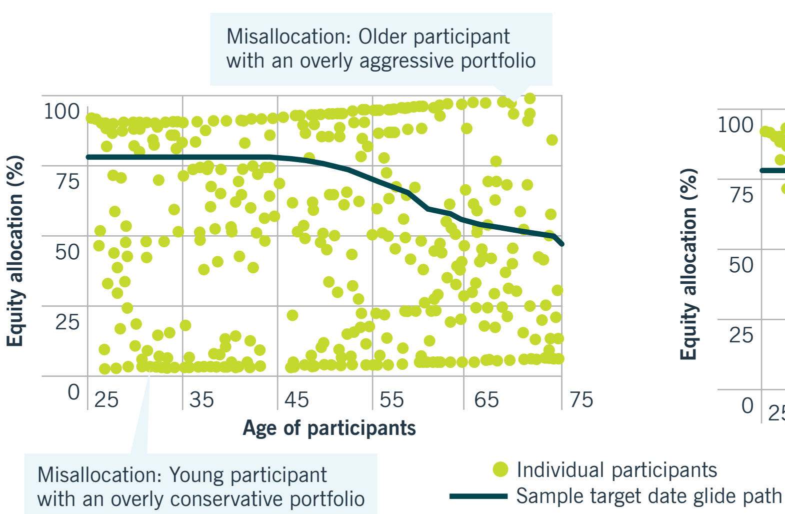
When implementing a QDIA strategy for a plan, fiduciaries must carefully evaluate two options:

- Fund-to-fund mapping
- Plan re-enrollment

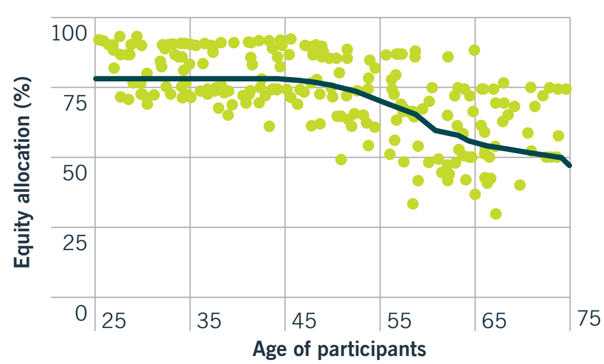
Re-enrollment may be the more prudent choice if:

- Participants remain invested in a previous plan's QDIA and haven't transferred to the current QDIA
- Participants are invested in conservative or aggressive options (such as money market funds or small cap funds) that may not align with age-appropriate investment strategies found in the current QDIA

Before re-enrollment
Wide variance of participant asset allocation



After re-enrollment
Participants with more suitable allocations



For illustrative purposes.

For more information or to access additional resources available, visit nuveen.com.

Important information

This material is not intended to be a recommendation or investment advice, does not constitute a solicitation to buy, sell or hold a security or an investment strategy, and is not provided in a fiduciary capacity. The information provided does not take into account the specific objectives or circumstances of any particular investor, or suggest any specific course of action. Financial professionals should independently evaluate the risks associated with products or services and exercise independent judgment with respect to their clients.

Nuveen, LLC provides investment solutions through its investment specialists. Teachers Advisors, LLC and TIAA-CREF Investment Management, LLC are registered investment advisers and affiliates of Nuveen. Nuveen Securities, LLC, member FINRA and SIPC.

WF - 2619850
4519466