

Career Milestones: I Just Made Eligibility for Group Retirement Annuity (GRA)!

Congratulations!

What is this benefit?

Upon successfully meeting all the eligibility requirements (one year of service with RCUH during which a regular-status employee completes 1,000 or more hours of service as defined by the plan document), employees will be automatically enrolled by RCUH HR to participate in the Group Retirement Annuity (GRA) 401(a) Plan. Plan contributions in the amount of 10% of base compensation (base salary exclusive of pay awards, one-time pay awards, or overtime) will be contributed to the GRA (401(a) account with TIAA by the employer (paid by the project) each pay period. These employer-paid plan contributions are considered fully vested and non-forfeitable when such plan contributions are made, except when plan contributions are made in error.

Who is TIAA?

Founded in 1918 by Andrew Carnegie, TIAA provided secure retirement solutions specifically for teachers across the United States. TIAA stands for Teachers Insurance and Annuity Association of America.

Optional Actions after the first contribution has been made to TIAA:

Visit the [Benefits Spotlight – Retirement Accounts](https://www.rcuh.com/benefits-spotlight-retirement-accounts/)

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See the Frequently Asked Questions sheet for additional information, including how to access the GRA account on TIAA's website and where to find the employer-paid contributions on your pay statement.

Welcome packet from TIAA. You will receive a welcome packet within one month upon becoming GRA eligible. The welcome packet will be mailed to your mailing address on file in your RCUH Employee Self-Service.

Schedule an individual session. Visit our [Financial Wellness](https://www.rcuh.com/work/benefits/financial-wellness/) section (<https://www.rcuh.com/work/benefits/financial-wellness/>) and schedule an individual session with our local TIAA consultant. Our consultant can assist you with your plan allocations and portfolio review, depending on your financial goals.

Access your online account. Set up your login and assign your beneficiary/ies. It is highly recommended you set up your beneficiary/ies, as the default will automatically be assigned to your estate.

For more information:

[RCUH Policy 3.560 RCUH Retirement Plans](#)

[Benefits Spotlight: Retirement Accounts](#)

[RCUH Retirement Accounts Frequently Asked Questions](#)

Questions? Contact RCUH Human Resources Employee Benefits Section at rcuh_benefits@rcuh.com or (808) 956-6979 or (808) 956-2326.