



What you need  
to know | **Page 6**

# The URS Viewpoint

For Active Members of Utah Retirement Systems

» LEARN ABOUT, IMPROVE YOUR CHOLESTEROL | PAGE 11

» SAVINGS PLANS: UNDERSTANDING UNIT VALUES | PAGE 8

## PLANNING FOR YOUR RETIREMENT AT EVERY STAGE



**Your  
Career  
Begins**



**You Retire**



**Your To-Do List for Each Phase of the Journey** **Pages 3-5**

Featured Download *ViewPoint*

Learn about your investment options

Trying to decide how to invest in your URS Savings Plans? Get to know

[this handy brochure](#).

It provides a quick overview of the different URS Savings Plans and your investment options.

See how each fund has performed in each of the past 10 years. Compare their risk/reward balance, sample holdings, and annualized returns over the course of the past one, three, five, and 10 years. ■



# Get One-on-One URS Counseling

**Meet one-on-one with a URS counselor to learn about your URS benefits.**

Set an appointment (801-366-7770 or 800-695-4877) to drop by our Salt Lake City office. Or, if you live outside of Salt Lake County, we come to you! [See the counseling schedule](#). Sessions are offered first-come, first-served. No appointment is necessary.

Our counselors answer your questions and help you plan your retirement. You're never too young to take advantage of this service; the sooner you start retirement planning, the better.

## BRING YOUR ID

If you're visiting URS at 560 East 200 South in Salt Lake City, you must bring a valid ID to enter the building beyond the lobby. Valid ID includes only: driver license, government ID (such as State ID), military ID, or your passport.

Request a retirement benefit estimate by calling 801-366-7770 or 800-695-4877; this information is not available at the counseling sessions away from our office. ■

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*The URS*  
**ViewPoint**

publications@urs.org

### Utah Retirement Systems

560 East 200 South  
Salt Lake City, UT 84102-2021

[www.urs.org](http://www.urs.org)

*URS values your privacy. We will never sell or otherwise share your private information, including your email and mailing address, to any outside entity.*

*URS maintains no responsibility for content or links outside of this document and its direct control.*

## Get the Score on College Costs

The good news: Junior's got what it takes to get into a good college. The bad news: It isn't going to be cheap. Check out the [College Scoreboard](#) to see costs for colleges across the U.S. as well as graduation and loan default rates.



Cover Story *ViewPoint*

## Planning for Your Retirement at Every Stage »

Retirement preparation is a journey. Along the way, you face many different steps. The next three pages will give you some quick tips on how to stay on track.

# THE EARLY STAGE

### When You're First Hired

» **Figure out which system is yours.**

If you were hired before July 1, 2011, you're in [Tier 1](#).

If hired on or after July 1, 2011, you're in [Tier 2](#).

» **If you're in Tier 2, you must choose**

the Tier 2 Hybrid Retirement System or the Tier 2 Defined Contribution Plan within the first year of employment. Use [these resources](#) to understand your options. Make your election at [myURS](#).

» **Create a [myURS](#) account** to learn about and manage your URS benefits. You'll need your Social Security number and your URS account number. We'll mail you a welcome letter with your account number; or, call us at 801-366-7770 or 800-695-4877.

» **Make savings automatic.** Set up automatic deferrals at [myURS](#) to contribute to URS Savings Plans straight from your paycheck. Set contributions as a percentage of your salary so contributions will automatically grow as your salary grows.

### Your First 10 Years

» **Let time work to your advantage.** The [Long Horizon Fund](#) might be a good choice at this point in your career.

» **Consider a [Roth IRA](#),** because this is the time in your career when your taxes may be the lowest.

» **Learn about your benefits** by attending a [Personal Planning Seminar](#) and using tools at [www.urs.org](#), such as our [retirement calculators](#).



### Bonus Tip

Your URS Retirement Savings Plans aren't necessarily just for retirement. [See how](#) the right plans can also be effective for such uses as building an emergency fund, saving for college, buying your first home, and more.



Cover Story *ViewPoint*

## Planning for Your Retirement at Every Stage

# THE MIDDLE STAGE

**Bonus Tip**

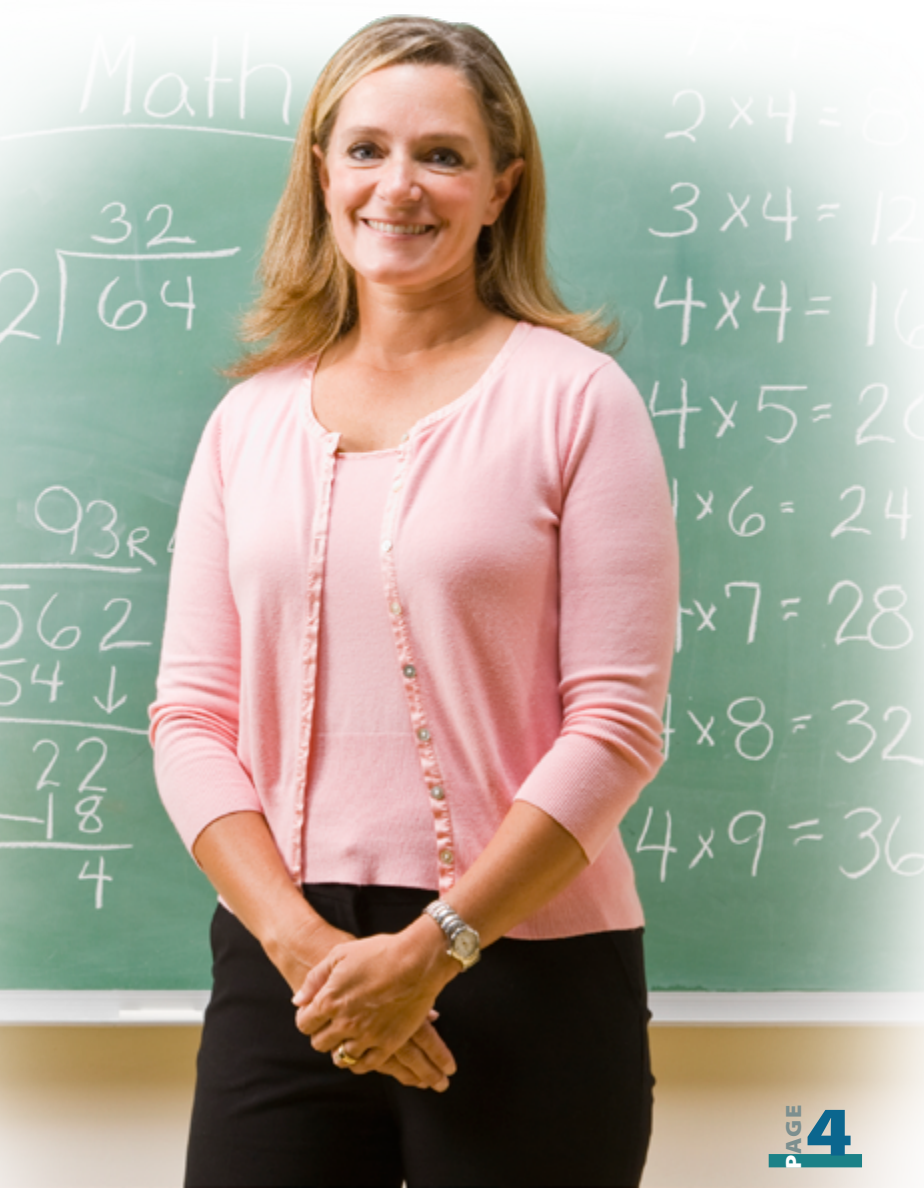
Consider remaining in the [Long Horizon Fund](#). Remember, your time frame is based on when you plan to withdraw the money, not necessarily when you retire.

**Within 10-20 Years****» Are you on track to a comfortable retirement?**

Find out by using our [retirement calculators](#) to estimate your pension benefit and project the growth of your URS Savings Plans.

**» Start thinking more seriously about your retirement planning.**

Attending a free [Personal Planning Seminar](#) would be a great start.

**» As your tax obligations grow,**  
consider re-allocating some of your [Roth IRA](#) contributions to your [401\(k\)](#) or [457](#).**» Consider setting aside more**  
to your URS Savings Plans. You're likely earning more than you did early in your career. And this may be the time that many of your expenses may be lower (for example, as your children grow and your mortgage gets paid).

## Planning for Your Retirement at Every Stage

# THE LATTER STAGE

### After 20 Years

- » **Sharpen your plan.** Attend our free [Pre-Retirement Seminar](#).
- » **Look into getting personal counseling.** See Page 2 for details.
- » **Consider moving your Savings Plans** balances into more conservative funds, such as the [Medium Horizon Fund](#), as your time frame shortens.

### Three Years Before Retirement

- » **Call us** at 801-366-7770 or 800-695-4877 three years before your planned retirement date to get a retirement estimate and review your service credit.
- » **You may pay** reinstatements of previous refunds and purchases (except future service credit) at any time before the effective date of your retirement. To reinstate a previous refund of your member contributions if it represents eligible service, or to [purchase eligible service](#), call for the cost. [Learn more](#)

### When You Decide to Retire

**Make an appointment** with a retirement advisor or request an application by phone or mail. Your application setting your retirement date must be filed with our office not more than 90 days before or after your retirement date. You must retire on the first or 16th day of the month. [Know the rules about post-retirement employment.](#)

### One Year Before Retirement

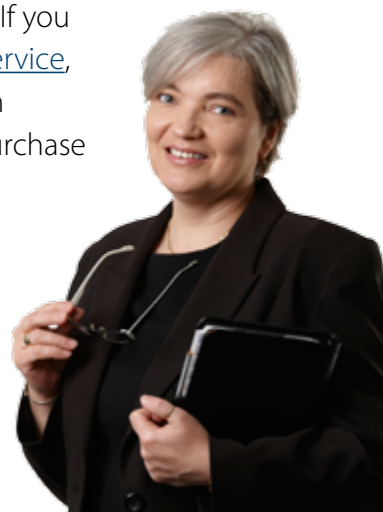
- » **Read [Steps to Retirement](#).**
- » **Check on benefits** that may be available through your employer (payment for unused vacation, sick leave, and healthcare).
- » **Consider [PEHP Medicare Supplement](#)** to get added protection from things Medicare doesn't cover. All URS members and spouses are eligible.
- » **Plan your [distribution strategy](#)** — how to maximize income from your retirement savings.

### Six Months Before Retirement

- » **Check that you have** proof-of-age documents for yourself and your spouse. You will also need to provide a copy of your marriage certificate (if you are married).

### Three Months Before Retirement

- » **Contact our office for a retirement application.** You must file your application no more than 90 days before, or 90 days after, your retirement date. If you plan to [purchase eligible service](#), your retirement application cannot be filed until the purchase is complete. [Learn more](#)



Beneficiaries *ViewPoint*Understand  
the two types  
of beneficiaries

Primary beneficiary(ies) gets all the money in your account. Contingent beneficiaries get money if all the primary beneficiaries die. You may list more than one of either type of beneficiary.

When assigning URS benefits, our office evenly divides benefits among all the primary beneficiaries unless you designate a specific percentage be given to each listed beneficiary.

If all primary beneficiaries die, only then are contingent beneficiaries eligible to get benefits. And, just as with primary beneficiaries, the amount is divided equally between all listed contingent beneficiaries unless you designate it otherwise on your account. ■



# Pick Beneficiaries or the Law Might for You

## If you haven't reviewed your beneficiaries within the last year, it's been too long.

We pay benefits based on our most recent record. If you have not initially set up your beneficiary designations, or if your listed primary beneficiary dies with no contingent (backup) in place, the law decides who gets your nest egg.

### Notify Us of Changes

A lot can happen in a year. If one of your children listed as a beneficiary marries or divorces and changes her name, you should change that on your account.

The same rule applies to beneficiaries who have moved. We need a current address.

If one of your listed beneficiaries has died, you may need to reassess your list of beneficiaries.

Always double-check. Incorrect information could delay your wishes or leave your loved-ones without any money or recourse.

### GET HELP

- » See [this brochure](#) for more tips on naming beneficiaries
- » Call URS at 801-366-7700 or 800-695-4877

### Managing Beneficiaries

See your beneficiaries and make changes at [myURS](#). Or, download [this form](#). A few days after your changes, we'll send you an email or letter notification as confirmation. You can also screen print the information immediately after you've finished, or return to [myURS](#) the following day to confirm your changes.

### Whom to Name

Name anyone as a beneficiary for insurance payments and, if applicable, for vested retirement contributions. It's best to review your beneficiaries at least annually, maybe around your birthday or at the first of each calendar year to make sure all your plans and accounts have the appropriate people listed. ■

# Before You Refinance, Consider These 'Points'

**With interest rates incredibly low, you may be considering refinancing your home.**

No matter how tempting it is, you still need to consider "loan points," and how they affect taxes, when deciding to refinance.

Loan points are a charge to the borrower in connection with getting a real estate loan. In theory, the more loan points paid up front, the lower the interest will be over the life of the loan. The term "points" is short for "percentage points." If you're charged 1 point, it equates to 1% of the loan amount. For example, on a \$150,000 loan, 1 point = 1% of \$150,000, or \$1,500.

In general, points that qualify as interest are deductible in the year paid only if they meet [certain qualifications](#).

Refinancing adds a new dimension to deducting points.

If the points meet the usual qualifications for being deductible, they are usually deducted over the life of the loan. Generally, they may be

## SHOULD YOU REFINANCE?



- » [This calculator](#) can help you estimate if you'd save.
- » [This IRS publication](#) gives more details about home mortgage interest deduction.

deducted fully in the year of payment only if the loan was used for the improvement of your main home.

Another issue arises when you refinance for a second time, if there were points from the original mortgage being deducted over the life of the loan. When you refinance — whether a first, second or third time — the previous loan is paid off. The life of the loan ends at that point, so any remaining points that were being spread over the life of the loan may be deducted on the income tax return for that year.

The new points charged for refinancing again are subject to the same rules that apply to a first refinancing. ■

## Where's my URS DB Statement?

If you're a Tier 2 employee (hired on or after July 1, 2011), don't be surprised if you didn't get our annual defined benefit (pension) statement your coworkers may have recently received.

If you've chosen the Tier 2 DC Plan, instead of the Tier 2 Hybrid Retirement System, you won't get a pension statement. Your service credit information appears on your quarterly savings plan statements (Page 2, upper-right corner, below the quarter's beginning-ending dates). ■



## Tired of Telemarketers?

[Enroll at the National Do-Not-Call Registry](#) to stop the annoying phone calls.

Retirement Savings Plans *ViewPoint*

Confused by unit values, fees, and rates of return?  
Here's a primer on what they mean and how they're calculated.

# Method Behind the Math

**When you invest money into one of the core investment options in your URS Savings Plans, you buy shares, or "units," of that fund.**

The market value of the fund fluctuates with its underlying investments each business day.

At the end of each business day, the fund is updated with the new market value of the underlying assets, and this creates a new "unit value."

Your account value on any business day is determined by multiplying the number of units you own by the unit value determined at the end of that day (see example).

## How Are Unit Values Calculated?

Unit values are computed at the end of each business day by determining the total value of stocks or bonds held in the fund, adding any interest or dividends, and subtracting any investment and administrative fees.

### CURRENT HOLDINGS by FUND

| % of Total Bal. | Fund Name       | Number of Units | Unit Value | Fund Balance |
|-----------------|-----------------|-----------------|------------|--------------|
| 10%             | Income          | 80.203          | 16.941699  | \$1,358.78   |
| 34%             | Balanced        | 139.511         | 33.825041  | \$4,718.97   |
| 33%             | Large Cap Index | 54.075          | 82.426797  | \$4,457.23   |
| 23%             | International   | 97.790          | 31.880965  | \$3,117.64   |
| 100%            | Account Total   |                 |            | \$13,652.62  |

*This is a snapshot of your current account holdings as of the quarter-end date. The percentages are rounded to the nearest whole percent.*

This is an example of what you will see on your savings plan statement. Under the heading "Current Core Holdings by Fund," each fund holding consists of a "Number of Units" with a corresponding "Unit Value." In the example above the account balance for the Income Fund is calculated by multiplying 80.203 units owned, times the unit value of 16.941699, for a fund value of \$1,358.78.

A simple formula is:  
(stock and bond closing market value) + (dividends and interest)  
– (administrative and investment fees) = new unit value.

After the close of each business day, we make the new values available at [www.urs.org](http://www.urs.org), [here](#).

You can also see your personal holdings each day by logging into your Savings Plans account within [myURS](#).

## What Are Investment and Administrative Fees?

Investment and administrative fees are charged to pay the costs of investment management, recordkeeping, customer service, statements, etc.

These fees are calculated as a small percentage of the assets in the fund.

See **METHOD**, Page 9

Retirement Planning *ViewPoint*

# METHOD for savings plans values

Continued from Page 8

Rates of return displayed on your statement, [online](#), and on the [Investment Fund Fact Sheets](#), are after these costs have been deducted (i.e., net of fees).

For example, for the year ended Dec. 31, 2012, the Balanced Fund returned 14.70% after administrative and investment costs had already been deducted.

Get a complete overview of our quarterly rates of return and the associated fee structure [here](#). ■

## LOW FEES ADD VALUE

We strive to give you quality service and investment management at record low costs. Effective January 2013, our administrative fee was cut from 0.23% to 0.20% (20 cents per \$100 invested).

| Fund                 | Annual Investment Fees | Annual Administrative Fees | Total Annual Fees |
|----------------------|------------------------|----------------------------|-------------------|
| Income               | 0.30%                  | 0.20%                      | 0.50%             |
| Bond                 | 0.12%                  | 0.20%                      | 0.32%             |
| Balanced             | 0.26%                  | 0.20%                      | 0.46%             |
| Lg. Cap Stock Value  | 0.42%                  | 0.20%                      | 0.62%             |
| Lg. Cap Stock Index  | 0.03%                  | 0.20%                      | 0.23%             |
| Lg. Cap Stock Growth | 0.29%                  | 0.20%                      | 0.49%             |
| International        | 0.07%                  | 0.20%                      | 0.27%             |
| Small Cap Stock      | 0.37%                  | 0.20%                      | 0.57%             |
| Short Horizon        | 0.21%                  | 0.20%                      | 0.41%             |
| Medium Horizon       | 0.22%                  | 0.20%                      | 0.42%             |
| Long Horizon         | 0.24%                  | 0.20%                      | 0.44%             |

## Free URS Seminars

[Learn more](#)

### 2013 SCHEDULE

#### PERSONAL PLANNING SEMINARS

Seminars begin at 9 a.m. and end at 1 p.m.

Ogden.....Friday, June 7  
Salt Lake City.....Friday, Aug. 2  
Provo.....Friday, Sept. 27

#### Ogden

Weber Center  
2380 Washington Blvd.  
Commission Chambers

#### Salt Lake City

Granite School District Offices  
2500 South State Street  
Auditoriums A, B, and C

#### Provo

Provo School District Offices  
Professional Development Center  
280 West 940 North

#### PRE-RETIREMENT SEMINARS

Seminars begin at 9 a.m. and end at 4 p.m.

West Valley.....Thur., April 11 SLC – Central.....Fri., July 12  
SLC – North.....Fri., April 19 SLC – North.....Wed., July 31  
Ogden.....Fri., May 31 Cedar City.....Fri., Aug. 9  
Highland.....Fri., June 14 Provo.....Fri., Sept. 6  
Farmington.....Thur., June 20 SLC – Central.....Fri., Oct. 4  
Ephraim.....Fri., June 28

#### Cedar City

Southern Utah University  
560 West University Blvd.  
Physical Education Bldg.  
Room 101

#### Provo

Utah County Health  
& Justice Building  
151 S. University Avenue  
Conference Room 1600

#### Ephraim

Snow College  
141 East Center Street  
Huntsman Library Auditorium

#### Salt Lake City – Central

Salt Lake County  
Government Center  
2001 S. State Street  
Commission Chambers  
Room N1100

#### Farmington

Davis School District Offices  
70 East 100 North  
Kendell Building, 2nd Floor

#### Salt Lake City – North

State Office Building  
(Behind Capitol)  
1st Floor, Auditorium

#### Highland

Highland City Offices  
5400 Civic Center Drive  
Council Chambers

#### West Valley City

Utah Cultural  
Celebration Center  
1355 West 3100 South  
The Great Hall

#### Ogden

Weber Center  
2380 Washington Blvd.  
Commission Chambers

**Register early** | Seminars fill up quickly.

**801-366-7750 or 800-753-7750**

Wellness *ViewPoint*

No time to exercise?  
Look a little closer

For a week, record the  
time you spend on:

- » personal phone calls
- » personal emails
- » watching television
- » playing on the computer
- » eating out

Add them up, then look  
at the top three, and plan  
to reduce each by 30  
minutes. Use this time  
to get in three 30-minute  
workouts. [More ideas](#) ■



## Ready to be a Quitter?

The [Utah Tobacco Prevention and Control Program](#) can help. Sponsored by the [Utah Department of Health](#), it offers free resources to help you quit and cope with life without nicotine.

# Pets Shown to Provide Positive Health Effects

**The idea that domestic animals have a positive effect on your health is gaining acceptance in mainstream medicine.**

It's still a mystery exactly how it works, but it may be due to the uncomplicated nature of animal companionship.

Animals don't talk back, criticize, or give orders. They provide sick people with something to be responsible for and offer a non-threatening outlet for physical contact.

Animals also seem to draw people out of their shells. Researchers have found nursing home residents respond more to visitors when they're accompanied by pets. And physically aggressive patients seem to become more tolerant of others when an animal is present.

Animals provide more than a psychological benefit. They affect the body's physiology as well. Scientists have found evidence that contact with animals can lower your heart rates.

## LOOKING FOR A PET DOG OR CAT?

Try the [Utah Animal Adoption Center](#).

The nonprofit animal adoption center matches rescued dogs and cats with loving homes.



In fact, studies have found higher survival rates for heart patients with pets in their homes than for those without. Another study found that pet owners make fewer visits to the doctor.

Perhaps pet ownership can provide us with a new form of low-cost health intervention. (See Page 12.) ■

# Cholesterol: Know Your Numbers, Risk

**About 600,000 people die of heart disease in the United States every year – that's one in every four deaths.**

Also, nearly 3,500 heart attacks occur every day in the U.S. Many heart attacks and strokes could be prevented by lowering cholesterol.

Do you know your cholesterol numbers?

They may be discussed in three parts: your “total” cholesterol, your LDL (bad cholesterol), and your HDL (good) cholesterol.

Your total should be under 200, with your LDL making up less than two-thirds of your total, and your HDL making up more than a third of the total.

If your cholesterol is higher than 200, you can do several things to lower it. First, consult your doctor to see if



he or she recommends a medication to help lower your cholesterol.

If you are so advised, and prescribed a cholesterol-lowering medication, be sure to take it exactly as prescribed, keeping to the same schedule every day.

Second, lifestyle changes can really help. You can't change certain things, like family history or your age, to lower your cholesterol, but exercising more often and wisely choosing what you eat can help bring your LDL down. ■

— Source: Centers for Disease Control

## Need to lower cholesterol? Try these tips

» Eat an extra portion of vegetables each day, and one less item that's high in fat and/or sugar.

» Take the stairs, walk with friends at work or at home. Consciously be more active every day.

» Find things you like to eat that are low in calories, low in fat, low in sugar, and keep them available to you.

» Drink more water.

» If your workplace has an exercise incentive policy, use it.

» If your workplace participates in [PEHP Healthy Utah](#), take advantage of the rebate programs for added (cash) incentive.

» Motivate your friends and family to participate in being more active and eating more sensibly; we all do better with support and involvement.

» Set goals for long-term success; think of this as changing your way of life for the better and forever! ■

## GOOD, BAD, AND BORDERLINE

|            | Total Cholesterol | LDL         | HDL        |
|------------|-------------------|-------------|------------|
| Bad        | 240 or more       | 160 or over | Under 40   |
| Borderline | 200-239           | 130-159     | 40-59      |
| Good       | Under 200         | Under 130   | 60 or more |

*Your Health* By Tiffany Anderson

# Connect to Better Health

**Studies show that maintaining positive relationships may lead to long-term physical and emotional health benefits.**

We're typically encouraged to improve our health by increasing physical activity and eating a healthy diet. Spending quality time with friends and family is less common, but no less important, advice.

For mature adults especially, a social network can ease depression, provide comfort in times of grief, and ease the burdens of caretaking or illness.

## **Social Media**

According to a recent survey, 73% of adults over 50 are connected to friends and relatives with media such as Facebook, myspace, and Linked-In. This type of interaction is convenient and can be especially useful when loved-ones are far away. Libraries usually offer classes on how to use social media (or see [this article](#)).

## **Four-Legged Friends**

Pals of the furry variety provide companionship and



**STRENGTHEN YOUR TIES** [Learn more about health and social connections.](#)

unconditional love. Health benefits of having a pet include a decrease in blood pressure, improved mood, and a boost in immunity. Consider also that a pet can be an exercise buddy since a walk in the park benefits both of you! (See Page 10.)

## **Solitude**

Enjoying your own company is a self-esteem boost, and having time to yourself is valuable to de-stress and relax. Being alone doesn't mean loneliness – quiet time spent reading, taking a morning stroll, or practicing a favorite hobby rejuvenates the spirit.

## **Social Butterflies**

The number of people in your life isn't as important as the quality of the relationships. A sense of connectedness can be met whether your circle of friends and family is large or small.

## **Keep it Positive**

Relationships that are negative or draining can be detrimental to your health. If a friendship has outgrown itself or is no longer satisfying, it may be time to reevaluate and move on. ■

*Tiffany Anderson, CHES, is a wellness specialist for PEHP, the health benefits division of URS.*