

# Upcoming changes to your 401(k) plan



For more help, call **1-833-637-2379 (MER-CERW)**. Representatives are available weekdays from 8 a.m. to 10 p.m. Eastern time and Saturdays from 9 a.m. to 5:30 p.m. Eastern time.



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## Overview



### What is changing?

- Mercer Wise will be changing the Target Date options within your 401(k) plan from State Street to BlackRock.
- Target date funds are designed to simplify investing by automatically adjusting your portfolio based on your expected retirement year.

### Why is this change occurring?

- Periodically, Mercer's Investment Management team reviews the lineup of available investments in your retirement plan.
- The new options were developed in collaboration between BlackRock and Mercer. They have been customized to align more closely with the demographics of participants in the Mercer Wise plan and at a lower cost than the current options.

### Who is BlackRock?

- BlackRock is the largest customized Target Date funds provider in the U.S. with approximately \$119 billion in AUM as of 6/30/2025, with over 20 years of experience.

### When will this change be made?

- The replacement of the Target Date suite will take place on May 22, 2026. After this date, your current Target Date fund investments will be transitioned to the new BlackRock Target Date funds.

### What do I need to do?

- If you are currently invested in a target date fund, you will be automatically transferred to the new BlackRock option with a corresponding target date.
- If you are not currently invested in a Target Date fund, this will not affect where your money is invested.

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