



Announcing important updates to the Commonwealth of Massachusetts Optional Retirement Program

Massachusetts Department of Higher Education - DHE is committed to providing you with competitive retirement benefits. As part of this commitment, they recently reviewed the retirement program and are making some important changes, which TIAA will implement on or about March 22, 2024.

You are receiving this letter because you have a balance in the Commonwealth of Massachusetts Optional Retirement Program. While you are not required to take action at this time, you should review this information to learn how the changes may affect your account(s).

Share class change

A fund in the investment lineup will move to a lower-cost share class. Your existing balances in, and future contributions to, the investment option in the left column will be directed to the new share class of the same fund shown below. There is no investment strategy difference between different share classes of the same fund. Investing in a lower-cost share class means that less of your money goes toward fees. As a result, you keep more of the potential return generated by an investment. While returns cannot be guaranteed, paying lower fees may help you reach your retirement goals faster. You can change your investment option at any time.

Current share class option	Ticker	New share class option	Ticker
Vanguard Inflation-Protected Securities Fund Admiral Shares	VAIPX	> Vanguard Inflation-Protected Securities Fund Institutional Shares	VIPIX

To learn more about the investment option, go to [TIAA.org](https://www.tiaa.org). You can then enter the name or ticker symbol of the investment option in the search field.

An investment option is being replaced

An investment in the current lineup will be replaced to better align choices to the investment strategies of the plans. Your future contributions and existing balances will be directed to the replacement investment option as noted below.

Current investment option	Ticker	Replacement investment option	Ticker
TIAA-CREF Lifecycle Retirement Income Fund Institutional Class	TLRIX	> Age-based TIAA-CREF Lifecycle – Institutional	Various*

*Reference the table on the following page for more information.

Age-based TIAA-CREF Lifecycle-Institutional Fund Series birthdate chart

The age-based lifecycle fund will be selected for you based on your projected retirement date (assuming a retirement age of 65). To see which lifecycle fund will be selected for you, please reference your year of birth found in the middle column of the chart below.

Default investment option	Birth years	Ticker
TIAA-CREF Lifecycle 2010 Fund Institutional Class	Before 1949	TCTIX
TIAA-CREF Lifecycle 2015 Fund Institutional Class	1949 – 1953	TCNIX
TIAA-CREF Lifecycle 2020 Fund Institutional Class	1954 – 1958	TCWIX
TIAA-CREF Lifecycle 2025 Fund Institutional Class	1959 – 1963	TCYIX
TIAA-CREF Lifecycle 2030 Fund Institutional Class	1964 – 1968	TCRIX
TIAA-CREF Lifecycle 2035 Fund Institutional Class	1969 – 1973	TCIIX
TIAA-CREF Lifecycle 2040 Fund Institutional Class	1974 – 1978	TCOIX
TIAA-CREF Lifecycle 2045 Fund Institutional Class	1979 – 1983	TTFIX
TIAA-CREF Lifecycle 2050 Fund Institutional Class	1984 – 1988	TFTIX
TIAA-CREF Lifecycle 2055 Fund Institutional Class	1989 – 1993	TTRIX
TIAA-CREF Lifecycle 2060 Fund Institutional Class	1994 – 1998	TLXNX
TIAA-CREF Lifecycle 2065 Fund Institutional Class	1999 to present	TSFTX

What are lifecycle funds

A lifecycle fund is a “fund of funds,” primarily invested in shares of other mutual funds. The fund’s investments are adjusted gradually from more aggressive to more conservative as the target retirement date approaches. The principal value of a lifecycle fund isn’t guaranteed at any time, including at the target date, and will fluctuate with market changes. Lifecycle funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. The target date represents an approximate date when investors may plan to begin withdrawing from the fund. However, you are not required to withdraw the funds at the target date. After the target date has been reached, some of your money may be merged into a fund with a more stable asset allocation. Also, please note that the lifecycle fund is selected for you based on your projected retirement date (assuming a retirement age of 65). In addition to the fees and expenses associated with the lifecycle funds, there is exposure to the fees and expenses associated with the underlying mutual funds, as well.

New investment option and fees

As with the existing investments, effective March 22, 2024, the new investment in your plans will be assessed an annual plan servicing fee of up to 0.068% (\$0.68 per \$1,000 invested), which will be divided into quarterly payments and deducted from your account. This fee will be assessed to each investment you choose within the plans and will vary if a portion of the administrative fee is funded by revenue sharing, a practice where investment providers share in the cost of administration. If the revenue sharing amount of the investment option you select exceeds the total administration cost, a credit is applied to the investment option. If the revenue sharing amount is less than the total administration cost, then a fee is applied. The plan servicing fee/credit will be applied to your account on the last business day of each quarter and will be identified as a “TIAA Plan Servicing Fee” or a “Plan Servicing Credit” on your statements.

The following table lists the new investment option in the plans and any associated TIAA plan servicing fee. The total administrative fee equals the revenue share plus the TIAA plan servicing fee.

Investment option	Ticker	Investment expenses		Plan servicing fee calculations (A+B=C)		
		Gross expense ratio (%)	Net expense ratio (%)	A. Revenue sharing (%)	B. Plan servicing fee (%)	C. Total admin. Fee (%)
Vanguard Inflation-Protected Securities Fund Institutional Shares	VIPIX	0.070	0.070	0.000	0.068	0.068

Investment expenses listed are as of 01/17/2024. To view the current expenses, see the prospectus by visiting [TIAA.org](https://www.tiaa.org) and entering the ticker in the site's search feature.

To learn more about the investment options, investment-specific expenses and fees, visit [TIAA.org](https://www.tiaa.org) (enter the names or ticker symbols of the investment options in the search field) or review the prospectuses at [TIAA.org/performance](https://www.tiaa.org/performance).

See disclosures at the end of this letter for important details on fees and expenses.

Retirement Plan Portfolio Manager service

Your plans offer a managed account solution to assist in your retirement plan preparation. TIAA's Retirement Plan Portfolio Manager is a fee-based advisory service that offers professional management of your retirement account. With this service, your account will be reviewed quarterly and automatically adjusted to help keep it on track with your retirement goals.

If you enroll in the service, an annual fee of 0.30% will be deducted from your account on a quarterly basis. The fee is based on an average daily balance of your account during the quarter. For example, if your average daily account balance is \$10,000, then the annual fee is: $\$10,000 \times 0.003 = \30 or \$7.50 per quarter. The fee will continue on a quarterly basis as long as the account is active. You may terminate your participation in the program at any time upon written or verbal notice to TIAA.

To learn more, contact a TIAA financial consultant by calling **855-728-8422**, weekdays, 8 a.m. to 7 p.m. If you prefer to enroll online, visit [TIAA.org/managemyretirement](https://www.tiaa.org/managemyretirement) for more information on how to get started.

See disclosures at the end of this letter for important details on Retirement Plan Portfolio Manager.

Manage your account

Not sure where to begin? These plan changes are an excellent opportunity to revisit your retirement planning strategy. We can help you take the next step in your financial plan.

- **Online:** Visit [TIAA.org/massorp](https://www.tiaa.org/massorp) and log in. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the on-screen directions to access your account.
- **Phone:** Call TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. (ET).
- **Schedule an investment advice session:** To schedule a one-on-one session, call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. You can also schedule a meeting online at [TIAA.org/schedulenow](https://www.tiaa.org/schedulenow).

Important note: If you have a foreign mailing address on file, there may be restrictions due to international securities laws on investing in the new option, and TIAA may be restricted from processing certain mutual fund transactions on your behalf. If you have a legitimate U.S. mailing address in Puerto Rico, or an Army Post Office (APO), Diplomatic Post Office (DPO) or Fleet Post Office (FPO) box, the restrictions may not apply to you. Please call TIAA for more information at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. (ET).

Disclosures

Advice (legal, tax, investment)

The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

Retirement plan asset allocation advice is provided through TIAA reps and is sourced from an independent third party, not affiliated with TIAA. Such advice is a brokerage service provided by TIAA-CREF Individual & Institutional Services, LLC, a registered broker-dealer, Member FINRA, SIPC. Planning Services are provided by Advice and Planning Services, a division of TIAA-CREF Individual & Institutional Services, LLC as a registered investment adviser. This advice service is not available if you are a participant with a foreign address.

The projections or other information generated by TIAA's online tools regarding the likelihood of various investment outcomes, investment allocations and retirement income are hypothetical in nature, do not reflect actual results and are not guarantees of future results. Results may vary with each use and over time.

Fees and expenses

Plan servicing fees can be deducted from investment options in Retirement Choice and Retirement Choice Plus contracts. However, plan servicing fees cannot be deducted from annuities in legacy accounts (Retirement Annuity, Group Retirement Annuity, Supplemental Retirement Annuity and Group Supplemental Retirement Annuity contracts).

Gross expense ratio includes all of an investment's expenses. Net expense ratio takes into account any investment fee waivers and expense reductions, giving an indication of what is currently being charged.

"Revenue sharing" describes the practice when investment providers share in the cost of plan administration. Please note that TIAA Traditional, TIAA Real Estate, TIAA Stable Value and all CREF Annuity accounts do not have an explicit revenue share. Rather, they have a "plan services offset" that is applied to your plan's administrative and recordkeeping costs.

Investment, insurance and annuity products

Investment products may be subject to market and other risk factors. See the applicable product literature or visit [TIAA.org](https://www.tiaa.org) and enter a ticker symbol in the site's search feature for details. Some investment options may have redemption and other fees. See the fund's prospectus for details.

Annuity contracts may contain terms for keeping them in force. For full details, including costs, call TIAA at **877-518-9161**.

Retirement Plan Portfolio Manager

Retirement Plan Portfolio Manager Program (the “Program”) is a discretionary fee-based asset allocation advisory program provided by TIAA Trust, N.A. TIAA Trust, N.A. is an affiliate to TIAA-CREF Individual & Institutional Services, LLC (“Services, LLC”). The Program invests and manages eligible retirement plan assets (“Retirement Assets”) on a discretionary basis. Retirement Assets are managed according to the advice provided by Morningstar Investment Management, LLC (Morningstar). Morningstar is an unaffiliated investment advisor that provides TIAA with independent, third-party asset allocation models and specific investment recommendations for purposes of the Retirement Plan Portfolio Manager program. Program recommendations are generated by Morningstar as an independent authority, retained by TIAA to provide objective advice.

Projections and other information generated through the Morningstar tool regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not a guarantee of future results. The projections are dependent in part on subjective assumptions, including the rate of inflation and the rate of return for different asset classes. These rates are difficult to accurately predict. Changes to the law, financial markets, or individual personal circumstances can cause substantial deviation from the estimates. This could result in declines in an account’s value over short or even extended periods of time.

This material is for informational or educational purposes only and does not constitute fiduciary investment advice under ERISA, a securities recommendation under all securities laws or an insurance product recommendation under state insurance laws or regulations. This material does not take into account any specific objectives or circumstances of any particular investor, or suggest any specific course of action. Investment decisions should be made based on the investor’s own objectives and circumstances.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call 877-518-9161 or go to [TIAA.org/massorp](https://www.tiaa.org/massorp) for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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