

# PLAN UPDATE DETAILS

## **Announcing updates to the Southern Illinois University Edwardsville Tax-Deferred Annuity Plan**

Southern Illinois University Edwardsville (SIUE) is enhancing the retirement plan with new investment options and services starting in early April 2025. Carefully review this guide for details about the plan updates. You'll find information about new features, new investment choices, opportunities for investment advice and more.



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# New features to help you plan and save for retirement

SIUE is making the updates described below to the retirement plan, offering investment options, services and tools that can help you plan for your retirement savings goals. These updates begin Apr. 8, 2025.

- **RetireSecure service.** This new service automatically manages your investments, making it easier for you to stay on track with your retirement goals. As the new plan default, a model portfolio will be selected for you if you don't choose another investment option.
- **New account.** As a plan participant, you may be enrolled in a new type of plan account with TIAA.
- **New investment options.** SIUE and OneDigital, an independent registered investment advisor, carefully selected a range of investments, including many with lower costs.
- **Increased fee transparency.** A new fee structure will make it easier to view the cost of each investment option as well as fees paid for plan administration.
- **Roth option.** You can continue to make contributions with after-tax dollars. These contributions and any earnings will be tax free at withdrawal if certain conditions are met.
- **Retirement plan investment advice.** You can continue to receive advice on the investment options from a TIAA financial consultant.



## NO LONGER EMPLOYED BY SIUE?

Although you are not actively contributing to the retirement plan, you have balances in one or more accounts. While you don't have to take action at this time, you should review this information to learn how the changes may affect you.

# Key dates for retirement plan updates

DATES (2025)	EVENTS
Apr. 8	Enrollment in a new plan account with TIAA is expected to occur. You will receive an enrollment confirmation.  If you currently contribute to the plan or hold a balance in mutual funds, you will be automatically enrolled in, and future contributions will be directed to, the new RetireSecure service.
Apr. 15	New account receives the first payroll contribution.
Week of Apr. 21	Existing mutual fund balances will be transferred to the new RetireSecure service or your chosen investment options.

# The new RetireSecure service evolves with you.

The RetireSecure service makes it easier to plan and save for retirement by providing you with a professionally managed model portfolio. It's a convenient alternative to making your own choices from the retirement plan's investment lineup.

## WHAT'S A MODEL PORTFOLIO?

Each model includes a combination of investment options from the retirement plan's lineup. The mix of investments offers a specific balance of financial risk and reward, and takes into account your current age and your projected retirement date. The investment allocation adjusts to become more conservative as you near and enter retirement.

Over time, the RetireSecure service automatically rebalances your account to help keep you on track with your retirement goals.

### BENEFITS TO YOU

Simple to use

Diversified mix of investments

Professionally designed and managed model portfolios

Automatically reduces investment risk as you near retirement

Guaranteed annual returns from the TIAA Traditional Annuity allocation

Considers any non-model annuity plan balances and/or lifetime annuity income in the management of your model portfolio

Option for monthly income payments for life once you retire

## NEW DEFAULT INVESTMENT

SIUE has decided to change the default investment option for the plan. If you don't choose an investment option, a RetireSecure model portfolio will be selected for you. Each model portfolio provides a diversified retirement portfolio.

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Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

# The new RetireSecure service evolves with you. continued

## RETIRESECURE INVESTMENT OPTIONS

Some or all of the investment options listed in the chart below may be included in your RetireSecure model portfolio.

### MODEL PORTFOLIO BREAKDOWN

Years to retirement		25+
Fund/Account	Ticker	
DFA Real Estate Securities Portfolio Institutional Class	DFREX	5%
iShares MSCI EAFE International Index Fund Class K	BTMKX	30%
Nuveen Small Cap Blend Index Fund Class R6	TISBX	4%
Schwab® U.S. Mid-Cap Index Fund	SWMCX	4%
Schwab Treasury Inflation Protected Securities Index Fund	SWRSX	0%
State Street Aggregate Bond Index Fund Class K	SSFEX	0%
State Street Equity 500 Index Fund Class K	SSSYX	52%
TIAA Traditional Annuity (guaranteed annuity)	N/A	5%
		100%

Years to retirement		
Fund/Account	Ticker	
DFA Real Estate Securities Portfolio Institutional Class	DFREX	
iShares MSCI EAFE International Index Fund Class K	BTMKX	
Nuveen Small Cap Blend Index Fund Class R6	TISBX	
Schwab® U.S. Mid-Cap Index Fund	SWMCX	
Schwab Treasury Inflation Protected Securities Index Fund	SWRSX	
State Street Aggregate Bond Index Fund Class K	SSFEX	
State Street Equity 500 Index Fund Class K	SSSYX	
TIAA Traditional Annuity (guaranteed annuity)	N/A	

24 – 22	21 – 19	18 – 16	15 – 13	12 – 10
5%	5%	3%	3%	2%
28%	28%	26%	22%	19%
4%	4%	4%	3%	3%
4%	4%	4%	3%	3%
0%	0%	0%	0%	2%
0%	0%	0%	0%	3%
52%	50%	50%	50%	43%
7%	9%	13%	19%	25%
100%	100%	100%	100%	100%
9 – 7	6 – 4	3 – 1	0	
0%	0%	0%	0%	
17%	15%	12%	10%	
3%	2%	2%	2%	
3%	2%	2%	2%	
1%	1%	1%	1%	
4%	4%	4%	9%	
37%	36%	34%	31%	
35%	40%	45%	45%	
100%	100%	100%	100%	

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# The new RetireSecure service evolves with you. continued

## **Personalize your information<sup>1</sup>**

You can help determine an appropriate model portfolio by providing additional information about your financial situation and preferences.

Simply log in to your TIAA account and choose *Personalize it* below your retirement plan account. Select your retirement age and complete the brief questionnaire to initiate a model portfolio recommendation.

Once you review it, you can simply select and approve it to complete your subscription. All of your eligible plan assets and future contributions will be invested in the model portfolio you choose.

To personalize your information before the first contribution occurs, complete this by 3 p.m. CT on Apr. 11, 2025. You can change your information and the model portfolio you use anytime.

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## **Can I use the RetireSecure service and also select options from the investment lineup?**

No. You need to choose either the RetireSecure service or your own investment strategy from the investment lineup.

## **IS THERE A COST?**

If you use the RetireSecure service, or if you don't select investment options and it becomes your default investment, you will be charged \$0.50 annually for each \$1,000 in your account managed by the service. This fee will be deducted from your account each quarter and reflected on your quarterly statement.

## **LEARN MORE**

For additional details on the RetireSecure service, visit [tiaa.org/siue](https://tiaa.org/siue).

**See *Disclosures* beginning on page 22 for important details on RetireSecure service and Investment, insurance and annuity products.**

<sup>1</sup> If you have a foreign mailing address on file, you may remain in the portfolio selected for you, or you may unsubscribe and choose your own investments from those available. You will not be able to personalize your model portfolio.



# Your transition experience

## **NEW ACCOUNT**

On Apr. 8, 2025, you will be enrolled in a Retirement Choice Plus (RCP) account if you currently contribute to or hold a mutual fund balance in the plan. Once enrolled, a RetireSecure model portfolio that aligns with an anticipated retirement age of 66 will be selected for you. TIAA will send you an enrollment confirmation with additional information. Your current beneficiary designation(s) will be applied to your new account.

## **HOW YOUR FUTURE CONTRIBUTIONS WILL BE AFFECTED**

Future contributions will be directed to your new RCP account and the plan's default investment option, the RetireSecure model portfolio that aligns with an anticipated retirement age of 66.

## **HOW YOUR ACCOUNT BALANCES WILL BE AFFECTED**

During the week of Apr. 21, 2025, any mutual fund balances in your current accounts will be transferred to the RetireSecure model portfolio in the RCP account.

Any annuity account balances will remain in your current accounts, although no new contributions, rollovers or transfers in may be made to these accounts. You can continue to transfer balances among the available annuity options. You may also transfer balances to your new account and the new investment lineup. A decision to transfer is permanent, and money cannot be transferred back to a current account. To discuss these options further, call us at 800-842-2252 to speak with a TIAA financial consultant. If you are in a model portfolio, your annuity balances will be considered in your allocation to the model's target investment mix.

## **PERSONALIZE YOUR RETIRESECURE MODEL PORTFOLIO**

Beginning Apr. 8, 2025, you may log in to your account to personalize your model portfolio by answering a few questions about your investing style and updating your anticipated retirement date. You can choose the RetireSecure model portfolio suggested for you or select from the other models shown.

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# Your transition experience continued

## CHOOSE YOUR OWN INVESTMENTS

If you don't want to use a model portfolio, you can build your own portfolio from options in the new investment lineup. While logged in to your account, you can unsubscribe from the RetireSecure service and then select from the investment options available in your plan's lineup. You can update your account at any time, including changing your investment choices or resubscribing to the RetireSecure service.

**If you unsubscribe, please note:** If you make any investment elections during the week of Apr. 21, 2025, it can take up to three days for your account to accurately display your desired intentions.

## IMPACT OF PLAN CHANGES ON TRANSACTIONS

If you currently receive retirement plan distributions, have automatic account rebalancing and/or have loans, your new plan will continue to offer the same features, but your transactions could be accelerated, interrupted or canceled. You will receive additional communications if any actions are required.

Additionally, any new rollovers, transfers or loan repayments will be directed to your active account and allocations on file. Loan repayments will not be eligible to be transferred back to any current accounts. Current accounts include the existing Retirement Annuity (RA), Supplemental Retirement Annuity (SRA) and Group Supplemental Retirement Annuity (GSRA) accounts. You are not required to take any action.

## WHAT TO CONSIDER IF YOU HAVE THE TIAA TRADITIONAL ANNUITY IN YOUR ACCOUNT

Some features of TIAA Traditional vary between the current RA, SRA and GSRA accounts and the new RCP account. Before transferring a TIAA Traditional balance from a current account to your new account, consider the differences. A decision to transfer is permanent, and money cannot be moved back to a current account.

- TIAA Traditional in the current RA, SRA and GSRA accounts offers a 3% minimum rate guarantee, while the new RCP account offers a floating minimum rate guarantee between 1% and 3%.
- While current accounts may offer higher minimum guaranteed rates, the floating guaranteed rate for this annuity in the new RCP account offers the potential for a higher total crediting rate.
- Historically, TIAA Traditional in an RA account has had higher total interest rates in exchange for some restrictions on transfers and withdrawals.

Visit [tiaa.org/comparison](https://www.tiaa.org/comparison) for more information on these and other features of TIAA Traditional. If you have questions or would like to request a transfer of a TIAA Traditional balance, call 800-842-2252 to speak with a TIAA financial consultant.



## **ACTION STEPS**

### **Decide how to invest.**

Consider the RetireSecure service or choose your own investments. See pages 12 – 14 for more information.

A TIAA financial consultant is available to provide retirement investment advice and answer your questions. Schedule a session using the information on the back cover. There is *no additional cost to you* for this service.

### **Check your beneficiary.**

It's important to keep your beneficiary information current. Review your choices and make changes if needed. **Please note:** If you have a signed spousal waiver on file, you will need to request a new beneficiary form and new waiver after the new account is set up.

**See *Disclosures* beginning on page 22 for important details on *Investment, insurance and annuity products*.**

# Your investment lineup

The new lineup provides the flexibility to choose options that match your financial preferences and goals. Investment options shown in **bold** are also available in the RetireSecure service. For more detailed information on each option, visit **tiaa.org** and enter the ticker in the site's search feature.

		INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
Fund/Account	Ticker	Gross expense ratio %	Net expense ratio %	A. Revenue sharing %	B. Plan servicing fee/ (credit) %	C. Total admin. fee %
American Funds American Balanced Fund® Class R-6	RLBGX	0.25	0.25	0.00	0.11	0.11
American Funds New Perspective Fund® Class R-6	RNPGX	0.42	0.42	0.00	0.11	0.11
American Funds New World Fund® Class R-6	RNWGX	0.57	0.57	0.00	0.11	0.11
ClearBridge International Growth Fund Class IS	LMGPX	0.71	0.71	0.00	0.11	0.11
CREF Social Choice Account Class R4 (variable annuity)	QSCCFX	0.07	0.07	0.00	0.11	0.11
CREF Stock Account Class R4 (variable annuity)	QCSTFX	0.10	0.10	0.00	0.11	0.11
<b>DFA Real Estate Securities Portfolio Institutional Class</b>	<b>DFREX</b>	<b>0.20</b>	<b>0.18</b>	<b>0.00</b>	<b>0.11</b>	<b>0.11</b>
Dodge & Cox Income Fund Class X	DOXIX	0.36	0.33	0.00	0.11	0.11
Invesco Discovery Fund Class R6	ODIIX	0.66	0.66	0.00	0.11	0.11
<b>iShares MSCI EAFE International Index Fund Class K</b>	<b>BTMKX</b>	<b>0.05</b>	<b>0.05</b>	<b>0.00</b>	<b>0.11</b>	<b>0.11</b>

		INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
Fund/Account	Ticker	Gross expense ratio %	Net expense ratio %	A. Revenue sharing %	B. Plan servicing fee/ (credit) %	C. Total admin. fee %
iShares Total U.S. Stock Market Index Fund Class K	BKTSX	0.02	0.02	0.00	0.11	0.11
JPMorgan Large Cap Growth Fund Class R6	JLGMX	0.52	0.44	0.00	0.11	0.11
JPMorgan Mid Cap Growth Fund Class R6	JMGMX	0.75	0.70	0.00	0.11	0.11
MFS Mid Cap Value Fund Class R6	MVCKX	0.63	0.62	0.00	0.11	0.11
<b>Nuveen Small Cap Blend Index Fund Class R6</b>	<b>TISBX</b>	<b>0.05</b>	<b>0.05</b>	<b>0.00</b>	<b>0.11</b>	<b>0.11</b>
PIMCO Income Fund Institutional Class	PIMIX	0.83	0.83	0.00	0.11	0.11
Putnam Large Cap Value Fund Class R6	PEQSX	0.55	0.55	0.00	0.11	0.11
Schwab® U.S. Large-Cap Growth Index Fund	SWLGX	0.04	0.04	0.00	0.11	0.11
<b>Schwab® U.S. Mid-Cap Index Fund</b>	<b>SWMCX</b>	<b>0.04</b>	<b>0.04</b>	<b>0.00</b>	<b>0.11</b>	<b>0.11</b>
<b>Schwab Treasury Inflation Protected Securities Index Fund</b>	<b>SWRSX</b>	<b>0.05</b>	<b>0.05</b>	<b>0.00</b>	<b>0.11</b>	<b>0.11</b>
Schwab US Large-Cap Value Index	SWLVX	0.04	0.04	0.00	0.11	0.11

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# Your investment lineup continued

		INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
Fund/Account	Ticker	Gross expense ratio %	Net expense ratio %	A. Revenue sharing %	B. Plan servicing fee/ (credit) %	C. Total admin. fee %
State Street Aggregate Bond Index Fund Class K	SSFEX	0.14	0.03	0.00	0.11	0.11
State Street Equity 500 Index Fund Class K	SSSYX	0.10	0.02	0.00	0.11	0.11
TIAA Real Estate Account (variable annuity)	QREARX	1.02	1.02	0.24	(0.13)	0.11
TIAA Traditional Annuity (guaranteed annuity)	N/A	0.00	0.00	0.15	(0.04)	0.11
Undiscovered Managers Behavioral Value Fund Class R6	UBVFX	0.85	0.80	0.00	0.11	0.11
Vanguard Federal Money Market Fund Investor Shares	VMFXX	0.11	0.11	0.00	0.11	0.11

See *Disclosures* beginning on page 22 for important details on *RetireSecure service and Investment, insurance and annuity products.*

Investment expenses listed are as of Jan. 16, 2025. 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.

A contractual or voluntary fee waiver may apply to any investment where there is a difference between the gross and net expense ratios. For the fee waiver expiration date, see the prospectus by visiting [tiaa.org](https://www.tiaa.org) and entering the ticker in the site's search feature.

# Overview of retirement plan fees

When making decisions about your retirement account, it's important to consider any expenses associated with the plan's services and investment options.

## ADMINISTRATIVE SERVICES ASSOCIATED WITH YOUR RETIREMENT PLAN

Your retirement plan charges an annual administrative fee to cover services such as recordkeeping, legal, accounting, investment advisory, and other plan and participant services.

Effective Apr. 8, 2025, an annual plan servicing fee of up to 0.11% (\$1.10 per \$1,000 invested) will be deducted proportionally from your investments each quarter. This fee will be assessed to each investment you choose in the plan 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. Each fee or 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 quarterly statement.

Your retirement plan will assess an annual fee of 0.07% (\$0.70 per \$1,000 invested) for independent advisor services, which will be divided into quarterly payments. This fee will be deducted proportionally from each investment in your account on the last business day of each quarter and identified as a "Non-TIAA Plan Servicing Fee" on your quarterly statement.

## FEE TRANSPARENCY AND RESOURCES

While some expenses are paid by SIUE, others may be paid by you based on the services and investment options you choose. Here's where you can find more information:

- **Administrative fees:** These appear on your account statements.
- **Investment fees:** Enter an investment's ticker into the search feature at [tiaa.org](https://tiaa.org) or request a prospectus or disclosure statement from TIAA.
- **Fees for other services:** Review information on services covered in this guide or contact TIAA.

**See *Disclosures* beginning on page 22 for important details on *Fees and expenses*.**

# A Roth retirement plan option

You can continue to make Roth contributions to the retirement plan. What's the main difference between your current pretax and Roth after-tax contributions?

## **PRETAX OPTION**

Take advantage of tax-deferred benefits when you put the money in.

## **ROTH AFTER-TAX OPTION**

Take advantage of tax-free benefits when you take the money out, if certain conditions are met.

## **HOW A ROTH CONTRIBUTION OPTION WORKS**

You make Roth contributions after paying current income taxes on the money you contribute. You can withdraw the balance and any earnings tax free if certain conditions are met. To do so, however, you must generally be age 59½ or older and leave the money in your designated Roth option for at least five years.

## **NO INCOME RESTRICTIONS**

The Roth option doesn't have income restrictions, so if your income is too high to qualify for a Roth IRA, you can still make contributions to the retirement plan Roth option.

## **HIGHER CONTRIBUTION LIMITS**

Roth retirement plan contributions are capped at a higher contribution limit than Roth IRAs. Your combined (Roth and pretax) contribution limit for 2025 depends on your age:

- Under age 50: \$23,500
- Age 50 – 59: \$31,000
- Age 60 – 63: \$34,750
- Age 64 or older: \$31,000



REQUIRED DISTRIBUTIONS

Minimum distributions are no longer required for the Roth option in employer plans for taxable years beginning Jan. 1, 2024.

IS A ROTH OPTION RIGHT FOR YOU?

IF YOU EXPECT YOUR TAX RATE DURING RETIREMENT TO BE:	YOU MAY WANT TO CONSIDER:
Higher than your current rate	<b>Roth option.</b> Withdrawals of all contributions and earnings will be tax free at retirement if certain conditions are met.
Lower than your current rate	<b>Pretax option.</b> While this money is taxable at retirement, you may be in a lower tax bracket when you're no longer working.
Same as your current rate	<b>Roth and pretax options.</b> Having both can provide a hedge against the uncertainty of future tax rates.

It's easy to get started

Simply complete and submit a new salary reduction agreement form, available from the **Office of Human Resources** or by visiting [tiaa.org/siue](https://tiaa.org/siue).

See *Disclosures* beginning on page 22 for important details on *Investment, insurance and annuity products and Roth retirement plan option.*

# Retirement planning resources

## RETIREMENT PLAN INVESTMENT ADVICE

As a participant in the retirement plan, you have access to personalized advice on the plan's investment options from a TIAA financial consultant.

Whether you're just starting out or close to retirement, you can meet to discuss your specific financial goals and how to plan for them. This service is available as part of your retirement program *at no additional cost to you*.

Schedule a session by visiting [tiaa.org/schedulenow](https://tiaa.org/schedulenow) or calling 800-732-8353, weekdays, 7 a.m. to 7 p.m. CT.

## ONLINE TOOLS

Visit [tiaa.org/tools](https://tiaa.org/tools) for convenient resources that can help you on the path to retirement. You supply the information, and the tools do the rest.

CREATE YOUR OWN RETIREMENT ACTION PLAN	DISCOVER YOUR RETIREMENT INCOME NEEDS	TRACK ALL YOUR ACCOUNTS IN ONE PLACE
<p>Explore the <b>Retirement Advisor</b> tool to:</p> <ul style="list-style-type: none"><li>• Receive a custom retirement plan in five steps</li><li>• Receive savings and investment recommendations</li></ul>	<p>Use <b>Retirement Income Illustrator</b> to:</p> <ul style="list-style-type: none"><li>• Find out how much of your current income you'll need to replace to cover retirement expenses</li><li>• Explore your retirement income options</li><li>• See your estimated monthly retirement income and how to maximize it</li></ul>	<p>Use <b>360° Financial View</b> to:</p> <ul style="list-style-type: none"><li>• Consolidate your information from more than 11,000 financial institutions in one place</li><li>• Track your spending</li><li>• Set up email alerts</li><li>• Create a budget that works for you</li></ul>

See *Disclosures* beginning on page 22 for important details on *Advice (legal, tax, investment)*.

# Q&A

## 1. What is the RetireSecure service?

The RetireSecure service has been designed specifically by SIUE and its investment advisor, OneDigital, for your retirement plan using the TIAA RetirePlus Pro® service. Each model portfolio consists of a professionally selected and managed mix of investments.

## 2. Why do participants consider the RetireSecure service?

The RetireSecure service provides a simplified approach to investing. It uses information about you, your risk tolerance and financial goals to recommend a model portfolio. You can use the service as an alternative to choosing your own investments from the retirement plan's investment options.

## 3. Will my model be automatically rebalanced?

Yes. Over time, the value of each asset within your model portfolio may change due to market fluctuations and varying returns. To keep the level of investment risk in your model portfolio aligned with its intended goal, it will be rebalanced quarterly based on your date of birth. The weighting of each asset may be automatically adjusted to maintain the specified level of investment risk.

## 4. What if my goals or financial situation changes?

You can log in to your account and update the online questionnaire to provide any new information. Your responses may prompt a new model portfolio recommendation. You may also unsubscribe from the RetireSecure service and choose your own investments from the retirement plan's investment options.

## 5. How do I modify my subscription to the RetireSecure service?

Log in to your account at **tiaa.org/siue** starting on or about Apr. 8, 2025, and choose *Personalize it* below your retirement plan account. Then, you can complete the brief questionnaire to initiate a model portfolio recommendation. Once you review it, you can simply select and approve it to complete your subscription. All of your eligible plan assets and future contributions will be invested in the model portfolio you choose.

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# Q&A continued

## 6. How do I unsubscribe from the RetireSecure service?

You can log in to your account at [tiaa.org/siue](https://tiaa.org/siue) starting on or about Apr. 8, 2025, and choose *Personalize it* below your retirement plan account. Then, scroll down and select *Stop using* to choose your own investments. If you unsubscribe, please note:

- If you decide to unsubscribe and make your own investment elections during the week of Apr. 21, 2025, it can take up to three days until your account settles to accurately display your desired intentions.
- If you have a balance in the TIAA Traditional Annuity that you choose to transfer as a result of unsubscribing from the RetireSecure service, it will offer the current TIAA Traditional rate.
- TIAA Traditional in your Retirement Annuity (RA) account will have reduced liquidity options. Please contact a TIAA financial consultant for more information.

## 7. With the RetireSecure service, which assets are considered in the management of my retirement account?

To maintain the target asset mix, the RetireSecure service can take into consideration the model portfolio balance, any non-model annuities, and any lifetime annuity income you may have established using assets from the plan. This can provide a more complete picture for determining an appropriate asset allocation. While non-model annuities that are part of your plan can be considered in the asset allocation of your model portfolio, they are not actively managed by the service.

Beginning Apr. 8, 2025, you can modify your subscription to the RetireSecure service, including whether any non-model annuities are considered in your portfolio's asset allocation. To get started, log in to your account at [tiaa.org/siue](https://tiaa.org/siue) and choose *Personalize it* below your retirement plan account.

## 8. What should I expect from a one-on-one investment advice session with a TIAA financial consultant?

You can expect a thorough review of your retirement plan account and an action plan for moving forward. Advice sessions last approximately one hour. Bring all your investment account statements, including any retirement investments outside of the retirement plan and your most recent Social Security statement, if available. A TIAA financial consultant will use this information to understand your current financial situation and develop an action plan. You may bring anyone you like to the session with you. See the back cover for scheduling information.

**9. What happens to my current outstanding loan, systematic withdrawal, transfer payout annuity or required minimum distribution?**

You will receive separate communications if you need to take any action.

**10. Can I move money from TIAA Traditional in an existing TIAA account to a new account?**

Money in TIAA Traditional deserves special attention. For instance, money moved out of TIAA Traditional in the existing accounts will no longer receive the 3% minimum guaranteed rate. Any money that you move out of an existing account cannot be moved back into it. In short, the pros and cons are different for every plan participant. To learn more about TIAA Traditional, liquidity rules, and the differences between existing and Retirement Choice Plus (RCP) accounts, please see the comparison chart at [tiaa.org/comparison](https://tiaa.org/comparison) or contact TIAA at 800-842-2252.

**11. How do I know what type of account I have?**

You can log in to your account at [tiaa.org](https://tiaa.org). Your current accounts are RA, Supplemental Retirement Annuity (SRA) and Group Supplemental Retirement Annuity (GSRA) accounts. Your new account will be an RCP account. See the comparison chart at [tiaa.org/comparison](https://tiaa.org/comparison) for more information.

**12. What are annuities?**

There are different types of annuities, but they are typically designed to potentially grow your money while you're working and provide you with the option to receive income for life when you retire. In fact, annuities are the only retirement products that can guarantee to pay you (or you and a spouse or partner) income for life.

**Guaranteed annuities (also known as fixed annuities)** allow you to earn a minimum guaranteed interest rate on your contributions. Some guaranteed annuities, such as TIAA Traditional, also offer the potential for additional amounts of interest. In retirement, guaranteed annuities can offer you income for life that will never fall below a certain guaranteed level and provide income that is guaranteed to last for your lifetime. Guarantees are based on the claims-paying ability of the issuing company.

**Variable annuities** allow you to invest in a variety of asset classes, and account values will fluctuate based on the performance of the investments in the accounts. It's possible to lose money in variable annuities. In retirement, variable annuities can provide an income stream guaranteed to last for your lifetime. The amount of a variable annuity income payment, however, will rise or fall based on investment performance.

**IMPORTANT: Investment restrictions for participants with a foreign address—non-United States address.** TIAA may be restricted from processing certain mutual fund transactions (including the purchase of, and rollovers and transfers to, mutual funds) on your behalf. Your options for these types of transactions on the TIAA platform may be limited to TIAA group annuity options available under your plan on the new investment menu. If you have a legitimate U.S. mailing address, including an address in Puerto Rico, or an Army Post Office (APO), Diplomatic Post Office (DPO) or Fleet Post Office (FPO) box, these restrictions may not apply to you. Please contact TIAA for assistance: International, +001 212-490-9000; U.S., 800-842-2252.

# Disclosures

## **ADVICE (LEGAL, TAX, INVESTMENT)**

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

Advice provided by our Field Consulting Group is obtained using an advice methodology from an independent third party. Advice services provided by our Individual Advisory Services Group are provided by Advice & Planning Services, a division of TIAA-CREF Individual & Institutional Services, LLC, a registered investment adviser.

Individual Advisory Services may not be available to all participants. Advisory services through Individual Advisory Services are a fee-for-services charge to the employee. This advice service is not available if you are a participant with a foreign address.

Advice is provided on your employer-sponsored retirement plans administered by TIAA. TIAA does not monitor your retirement assets on an ongoing basis, nor does TIAA update your information on the Retirement Advisor tool to reflect changes in your personal circumstances. You should periodically monitor your retirement strategy as your needs and personal circumstances change. Results are not guaranteed and do not reflect actual returns on any investment. The TIAA Retirement Advisor is not a substitute for tax, legal or comprehensive financial planning advice. The TIAA Retirement Advisor is a brokerage service provided by TIAA-CREF Individual & Institutional Services, LLC, a registered broker-dealer, Member FINRA, SIPC.

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.

## DISTRIBUTIONS AND WITHDRAWALS

Subject to plan terms, employer contributions invested in custodial accounts (mutual funds) and elective deferrals (including designated Roth contributions) may not be paid to a participant before the participant has a severance of employment, dies, becomes disabled, attains age 59½ or experiences a hardship. Employer contributions invested in annuity contracts may generally be distributed upon severance of employment or upon occurrence of a stated event in the plan.

## 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 Retirement Annuity, Group Retirement Annuity, Supplemental Retirement Annuity and Group Supplemental Retirement Annuity contracts.

Your guaranteed option is a fixed annuity that pays you interest at competitive crediting rates that are announced in advance. There is no explicit expense ratio because this is a fixed annuity.

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 the ticker in the site's search feature for details.

Some investment options may have redemption and other fees. **See the fund's prospectus for details.**

**You could lose money by investing in the Money Market Fund. Although the Fund seeks to preserve the value of its shares at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.**

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# Disclosures continued

TIAA Traditional Annuity is a guaranteed insurance contract and not an investment for federal securities law purposes. Any guarantees under annuities issued by Teachers Insurance and Annuity Association of America (TIAA) are subject to its claims-paying ability. Interest credited includes a guaranteed rate plus additional amounts as may be established by the TIAA Board of Trustees. Such additional amounts, when declared, remain in effect for the “declaration year,” which begins each March 1 for accumulating TIAA Traditional annuities and January 1 for payout annuities.

Annuity account options are available through annuity contracts issued by TIAA or CREF. These contracts are designed for retirement or other long-term goals and offer a variety of income options, including lifetime income. Payments from the variable annuity accounts are not guaranteed and will rise or fall based on investment performance.

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

## RETIRESECURE SERVICE

The TIAA RetirePlus Pro® models are asset allocation recommendations developed in one of three ways, depending on your plan structure: i) by your plan sponsor, ii) by your plan sponsor in consultation with consultants and other investment advisors designated by the plan sponsor, or iii) exclusively by consultants and other investment advisors selected by your plan sponsor whereby assets are allocated to underlying mutual funds and annuities that are permissible investments under the plan. Model-based accounts will be managed on the basis of the plan participant's personal financial situation and investment objectives (for example, taking into account factors such as participant age and risk capacity as determined by a risk tolerance questionnaire).

This material is for informational, educational or non-fiduciary sales opportunities and/or activities only and does not constitute investment advice (e.g., fiduciary advice under ERISA or otherwise), a securities recommendation under all securities laws, or an insurance product recommendation under state insurance laws or regulations to invest through a model or to purchase any security or advice about investing or managing retirement savings. It does not take into account any specific objectives or circumstances of any particular customer, or suggest any specific course of action.

**You should consider the investment objectives, principal strategies, principal risks, portfolio turnover rate, performance data, and fee and expense information of each underlying investment carefully before directing an investment based on the model. For a free copy of the program description and the prospectus or other offering documents for each of the underlying investments (containing this and other information), call TIAA at 877-518-9161. Please read the program description and the prospectuses or other offering documents for the underlying investments carefully before investing.**

The Plan Fiduciary and the Plan Advisor may determine that an underlying investment(s) is appropriate for a model portfolio, but not appropriate as a stand-alone investment for a participant who is not participating in the program. In such case, participants who elect to unsubscribe from the program while holding an underlying investment(s) in their model-based account that has been deemed inappropriate as a stand-alone investment option by the Plan Fiduciary and/or the Plan Advisor will be prohibited from allocating future contributions to that investment option(s).

Established Restrictions: Each plan participant may, but need not, propose restrictions for his or her model-based account, which will further customize such plan participant's own portfolio of underlying investments. The Plan Fiduciary is responsible for considering any restrictions proposed by a plan participant, and for determining (together with Plan Advisor(s)) whether the proposed restriction is “reasonable” in each case.



No registration under the Investment Company Act, the Securities Act or state securities laws—The model is not a mutual fund or other type of security and will not be registered with the Securities and Exchange Commission as an investment company under the Investment Company Act of 1940, as amended, and no units or shares of the model will be registered under the Securities Act of 1933, as amended, nor will they be registered with any state securities regulator. Accordingly, the model is not subject to compliance with the requirements of such acts, nor may plan participants investing in underlying investments based on the model avail themselves of the protections thereunder, except to the extent that one or more underlying investments or interests therein are registered under such acts.

No guarantee—Investments based on the model are not deposits of, or obligations of, or guaranteed or endorsed by TIAA, the Investment Advisor, the Plan or their affiliates, and are not insured by the Federal Deposit Insurance Corporation, or any other agency. An investment based on the model is not guaranteed, and you may experience losses, including losses near, at, or after the target date. There is no guarantee that investments based on the model will provide adequate income at and through your retirement. Investors should not allocate their retirement savings based on the model unless they can readily bear the consequences of such loss.

TIAA RetirePlus Pro is administered by Teachers Insurance and Annuity Association of America (“TIAA”) as plan recordkeeper. TIAA-CREF Individual & Institutional Services LLC, Member FINRA, distributes securities products. If offered under your plan, TIAA and CREF annuity contracts and certificates are issued by Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF), New York, NY, respectively. Each is solely responsible for its own financial condition and contractual obligations. Transactions in the underlying investments invested in based on the model on behalf of the plan participants are executed through TIAA-CREF Individual & Institutional Services, LLC, Member FINRA.

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## **ROTH RETIREMENT PLAN OPTION**

The TIAA group of companies does not offer tax advice. See your tax advisor regarding your particular situation.

Withdrawals of earnings prior to age 59½ are subject to ordinary income tax, and a 10% early distribution penalty tax may apply. Earnings can be distributed tax free if distribution is no earlier than five years after contributions were first made and you meet at least one of the following conditions: age 59½ or older, or permanently disabled. Beneficiaries may receive a distribution in the event of your death.

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# Disclosures continued

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