Introducing a new retirement plan

Albright College (Albright) is introducing a new retirement plan with updated investment options and services to help you pursue your retirement goals.

The enhancements will start in early October 2026.

The what, when and how of the retirement program updates

Features of your new plan

The features are designed to help you plan and save for retirement.

PAICU MEP

Albright has chosen to participate in the Pennsylvania Association of Independent Colleges and Universities (PAICU) Multiple Employer Plan (MEP) to manage its retirement plan more efficiently and help lower plan costs.

New plan

If you are contributing to the plan, you will be enrolled in a new retirement plan: the PAICU MEP 403(b) Plan – Albright College.[1]

PAICU Lifecycle model portfolios

This new service automatically manages your investments and can help you stay on track with your retirement goals. It will also serve as the new plan's default investment option. You will be subscribed to this service until you elect a different option.

Mark your calendar.

OCT. 7, 2026

If you are actively contributing to the plan, you'll be automatically enrolled in the new retirement plan, and future contributions will be directed to the PAICU Lifecycle model portfolios. You can make changes to your account at any time.

OCT. 15, 2026

The new retirement plan will receive the first payroll contributions.

WEEK OF OCT. 19, 2026

Your eligible balances will be transferred to the new retirement plan.

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.

Make sure to review the enclosed guide and notices for important dates and information about the plan enhancements. You can make changes to your account and investment choices at any time.

No longer employed by Albright?

Although you aren't actively contributing to the retirement program, please review the enclosed information to understand what's happening and how the changes may affect your account balances.

[1] Includes any employee or employer contributions in the last 90 days.

Consider your next steps.

It's important to play an active role in planning for your retirement.[1]

- Read the enclosed information carefully to see how the changes may affect you.
- Starting Oct. 7, 2026, you can log in to your account to make any updates, including changes to your beneficiary designation(s) and investment elections.
- Review the investment lineup. If you contribute to the current plan and don't choose your own investment options, a PAICU Lifecycle model portfolio, the new plan's default investment option, will be selected for you.

Retirement planning resources

These services are available *at no additional cost to you*, and *no minimum balance is required*.

HUB INVESTMENT PARTNERS

Email **rpw.hipva.service@hubinternational.com**, call **877-435-2489**, weekdays, or scan the QR code below.

TIAA

Call **800-842-2252**, weekdays, 8 a.m. to 10 p.m. ET.

Manage your account.

ONLINE

Visit **tiaa.org/albright** and log in to your account. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the directions to access your account.

PHONE

Call TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. ET.

ALBRIGHT COLLEGE 1856 PlanPILOT HUB

[1] If you currently receive retirement plan distributions, have automatic account rebalancing and/or have loans, you may be required to take action. Please review the enclosed guide.

PLAN UPDATE DETAILS

Announcing updates to the Albright College retirement program

Albright College (Albright) is joining the Pennsylvania Association of Independent Colleges and Universities (PAICU) Multiple Employer Plan (MEP) and introducing a new retirement plan starting in early October 2026. Carefully review this guide for details about the updates. You'll find information about new features, new investment choices, opportunities for investment advice and more.

TIAA | ALBRIGHT COLLEGE 1856

Contents

New features to help you plan and save for retirement

Albright has chosen to participate in the Pennsylvania Association of Independent Colleges and Universities 403(b) Multiple Employer Plan (PAICU MEP 403(b)) and is merging the Albright College Defined Contribution Retirement Plan into the PAICU MEP 403(b) Plan. The Governing Committee of the PAICU MEP has, in turn, retained PlanPILOT to serve as a fiduciary to the plan with respect to the plan's investments. PlanPILOT regularly reviews investments in the plan with the aim of identifying opportunities to lower net costs for participants where possible. To help you plan and save for the future, Albright is pleased to announce the updates below.

- **PAICU Lifecycle model portfolios.** This new service automatically manages your investments and can help you stay on track with your retirement goals. As the new plan's default, a model portfolio will be selected for you if you don't choose another investment option.
- **New retirement plan.** If you are actively contributing to or have a balance in the current Albright retirement plan, you will be enrolled in a new retirement plan with TIAA.[1] Your new plan will be the PAICU MEP 403(b) Plan – Albright College.
- **New investment options.** The new investments, carefully selected by PlanPILOT on behalf of the PAICU MEP, may give you the ability to create a more diversified retirement portfolio.
- **Plan fees.** Increased fee transparency will make it easier to see the cost of services 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.** HUB Investment Partners will provide financial planning, investment advice services and information about the upcoming changes to all plan participants.

[1] Includes any employee or employer contributions in the last 90 days.

Key dates for retirement program changes

DATES (2026)	EVENTS
Oct. 2	Final contributions to the existing accounts and allocations on file.
Oct. 7	Enrollment in the new retirement plan is expected to occur. You will be sent an enrollment confirmation. The new features and investment lineup are expected to become available.
Oct. 15	The new retirement plan will receive the first payroll contributions.
Week of Oct. 19	Existing eligible balances will be transferred to the new retirement plan and the new investment options.

NO LONGER EMPLOYED BY ALBRIGHT?

Although you're not actively contributing to the retirement program, you have balances in one or more accounts. While you don't have to do anything right away, you should review this information to learn what the changes may mean to you.

The new PAICU Lifecycle model portfolios

The PAICU Lifecycle model portfolios can help you plan and save for retirement by providing you with a professionally managed model portfolio. They're 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. The mix of investments offers a specific balance of financial risk and reward while accounting for your current age and projected retirement date. The investment allocation adjusts to become more conservative as you near and enter retirement.

Over time, the PAICU Lifecycle model portfolios will automatically rebalance 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 allocation
Option for monthly income payments for life once you retire

NEW DEFAULT INVESTMENT

The PAICU Lifecycle model portfolios are the default investment option for the new plan. Each model provides a diversified retirement portfolio.

continued

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

The new PAICU Lifecycle model portfolios continued

PAICU LIFECYCLE MODELS INVESTMENT OPTIONS

Some or all of these investment options may be included in your PAICU Lifecycle model portfolio.

INVESTMENT OPTION	TICKER
American Funds EUPAC Fund Class R-6	RERGX
American Funds New Perspective Fund® Class R-6	RNPGX
Eaton Vance Emerging Markets Local Income Fund Class I*	EEIIX
PIMCO High Yield Fund Institutional Class*	PHIYX
PIMCO Income Fund Institutional Class	PIMIX
PIMCO International Bond Fund (U.S. Dollar-Hedged) Institutional Class	PFORX
PIMCO Total Return Fund Institutional Class*	PTTRX
TIAA Traditional Annuity (guaranteed annuity)	N/A
Vanguard Inflation-Protected Securities Fund Admiral Shares	VAIPX
Vanguard Institutional Index Fund Institutional Plus Shares	**VIIIX**
Vanguard S&P Small-Cap 600 Index Fund Institutional Shares	VSMSX

* Investment option only available through the PAICU Lifecycle model portfolios.

Please note: The investment in **bold** is new to the PAICU Lifecycle models and is not reflected in the enclosed fact sheet. You can find an updated fact sheet on **tiaa.org/albright** beginning in October 2026.

IS THERE A COST?

If you use the PAICU Lifecycle model portfolios, or if you don't select investment options and they become your default investment, you'll be charged $0.30 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 PAICU Lifecycle models, refer to the enclosed QDIA notice and fact sheet. Visit **tiaa.org/albright** for updated performance information.

Personalize your information[1]

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

Log in to your TIAA account, choose your plan, and select *Personalize*. Select your retirement age and complete the brief questionnaire to get 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 eligible balance transfer, complete this by 4 p.m. ET on Oct. 16, 2026. You can also change your information and the model portfolio you use any time after the transition is complete.

Can I use the PAICU Lifecycle models and also select options from the investment lineup?

No. You need to choose either the PAICU Lifecycle models or your own investment strategy from the investment lineup.

See *Disclosures* beginning on page 23 for important details on *PAICU Lifecycle models* and *Investment, insurance and annuity products*.

[1] 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 won't be able to select a different model portfolio.

Your transition experience

NEW PLAN AND ACCOUNT

If you are actively contributing to the current plan, you will be automatically enrolled in the new PAICU MEP 403(b) Plan – Albright College on or about Oct. 7, 2026. This will be your retirement plan moving forward.

Upon enrollment, a new Retirement Choice Plus (RCP) account will be opened on your behalf, and a PAICU Lifecycle model portfolio that aligns with an anticipated retirement age of 70 will be selected for you. Your current beneficiary designation(s) will be applied to your new account, and you will be sent an enrollment confirmation.

WHAT HAPPENS TO EXISTING BALANCES AND FUTURE CONTRIBUTIONS

Existing balances. During the week of Oct. 19, 2026, balances in Retirement Choice (RC)/RCP accounts (except for balances in TIAA Traditional) will be transferred to your new plan and the PAICU Lifecycle model selected for you if you made no changes to your account.

Annuity balances in Retirement Annuity (RA)/Supplemental Retirement Annuity (SRA)/Group Supplemental Retirement Annuity (GSRA) accounts will remain in their current investments, although no new contributions, rollovers or transfers in may be made to these accounts.

Future contributions. Beginning with the payroll of Oct. 15, 2026, contributions will be directed to your new plan and the PAICU Lifecycle model portfolio selected for you if you made no changes to your account.

PERSONALIZE YOUR PAICU LIFECYCLE MODEL PORTFOLIO

Beginning Oct. 7, 2026, 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 PAICU Lifecycle model portfolio suggested for you or select from the other models shown.

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 PAICU Lifecycle model portfolios, then select from the investment options available in your plan's lineup. You can make updates to your account at any time, including changing your investment choices or resubscribing to the PAICU Lifecycle model portfolios.

If you unsubscribe, please note:

- Future contributions that were directed to a model portfolio (as well as balances that were managed by a model portfolio) will be transferred to a new RC account and the investments you select. An RC account will be issued for this purpose, and you will be sent an enrollment confirmation. You will need to designate a beneficiary for this new RC account—your existing beneficiary will not transfer.
- If you decide to unsubscribe from the PAICU Lifecycle model portfolios and make your own investment elections during the week of Oct. 19, 2026, it can take up to three days for your account to accurately display your desired intentions.
- Any balances you choose to transfer to TIAA Traditional as a result of unsubscribing from the PAICU Lifecycle model portfolios will be credited with the current TIAA Traditional rate.

See the *What to consider if you have TIAA Traditional in your account* section on page 10 for more information about TIAA Traditional.

IMPACT OF PLAN CHANGES ON TRANSACTIONS

If you currently receive retirement plan distributions, have automatic account rebalancing and/or have loans, your new TIAA account will continue to offer the same features, but your transactions could be accelerated, interrupted or canceled. Additionally, any new rollovers or transfers will be directed to your active account and allocations on file. You'll receive additional communications if there is anything you need to do.

continued

Your transition experience continued

WHAT TO CONSIDER IF YOU HAVE TIAA TRADITIONAL IN YOUR ACCOUNT

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

- TIAA Traditional offers a 3% minimum rate guarantee in the legacy RA/SRA/GSRA accounts, while the RC/RCP accounts offer an adjustable rate between 1% and 3%.
- TIAA Traditional in the legacy RA/SRA/GSRA accounts may offer higher guaranteed rates; however, the adjustable rate in TIAA Traditional in the RC/RCP accounts offers the potential for higher total credited rates.
- Time frames to liquidate your account balance vary between accounts.

Visit **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.
Use the PAICU Lifecycle model portfolios or choose your own investments.

A HUB Investment Partners financial advisor is available to provide retirement information 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 information.
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'll need to request a new beneficiary form and a new waiver after the new account is set up.

See *Disclosures* beginning on page 23 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 through the PAICU Lifecycle model portfolios. For more detailed information on each option, visit **tiaa.org** and enter the ticker in the site's search feature.

INVESTMENT OPTION	TICKER
AB Large Cap Growth Fund Advisor Class	APGYX
Allspring Special Mid Cap Value Fund – Class Institutional	WFMIX
American Funds EUPAC Fund Class R-6	**RERGX**
American Funds New Perspective Fund® Class R-6	**RNPGX**
Baird Aggregate Bond Fund Class Institutional	BAGIX
CREF Money Market Account Class R4 (variable annuity)	QCMMFX
Invesco Discovery Fund Class Y	ODIYX
Nomura Small Cap Value Fund Institutional	DEVIX
Nuveen Core Impact Bond Fund Class R6	TSBIX
PIMCO Income Fund Institutional Class	**PIMIX**
PIMCO International Bond Fund (U.S. Dollar-Hedged) Institutional Class	**PFORX**
Principal MidCap Fund Class R-6	PMAQX

continued

Your investment lineup continued

INVESTMENT OPTION	TICKER
Principal Real Estate Securities Fund Institutional Class	PIREX
Putnam Large Cap Value Fund Class Y	PEIYX
TIAA Traditional Annuity (guaranteed annuity)	**N/A**
Vanguard Inflation-Protected Securities Fund Admiral Shares	**VAIPX**
Vanguard Institutional Index Fund Institutional Plus Shares	**VIIIX**
Vanguard Intermediate-Term Bond Index Fund Institutional Shares	VBIMX
Vanguard S&P Mid-Cap 400 Index Fund Institutional Shares	VSPMX
Vanguard S&P Small-Cap 600 Index Fund Institutional Shares	**VSMSX**
Vanguard Total International Stock Index Fund Institutional Shares	VTSNX

See *Disclosures* beginning on page 23 for important details on *PAICU Lifecycle models* and *Investment, insurance and annuity products*.

Overview of retirement plan fees

As you make decisions about your retirement account, be sure to consider any expenses associated with the plan's services and investment options.

ADMINISTRATIVE SERVICES ASSOCIATED WITH YOUR RETIREMENT PLAN

Your plan charges annual administrative fees to cover recordkeeping, legal, accounting, investment advisory, and other plan and participant services.

While retirement plan fees are not new, they are changing with the plan updates, including how they are calculated and communicated.

Effective on or about Oct. 7, 2026, your plan will assess the following fees, which will be deducted proportionally from your investments each quarter. Please review this information to learn how your account may be affected. No action is required.

FEE	ANNUAL AMOUNT	DESCRIPTION
TIAA Plan Servicing Fee	4 basis points (0.04%) *$0.40 per $1,000 invested*	Plan services provided by TIAA
Non-TIAA Plan Servicing Fee	1.2 basis points (0.012%) *$0.12 per $1,000 invested*	Investment advisory services provided by PlanPILOT, the independent advisor for the plan
PAICU Lifecycle Model Management Fee	3 basis points (0.03%) *$0.30 per $1,000 invested*	Investment advisory services provided by the independent advisor for the plan *This fee will not be charged if you choose to no longer participate in the PAICU Lifecycle models.*
Non-TIAA Plan Servicing Fee	$90 per participant	Plan administration services

continued

Overview of retirement plan fees

continued

FEE TRANSPARENCY AND RESOURCES

Certain fees may be your responsibility, depending 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** 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 23 for important details on *Fees and expenses*.

Roth retirement plan option

You can make Roth contributions to the PAICU MEP 403(b) Plan – Albright College beginning Oct. 7, 2026. What's the main difference between pretax and Roth after-tax contributions?

PRETAX OPTION	ROTH AFTER-TAX OPTION
Take advantage of tax-deferred benefits when you put the money in.	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. Withdrawals of earnings after age 59 ½ are tax free if the distributions are taken at least five years after the first Roth contributions were made.

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

The contribution limit for Roth contributions in the plan is higher than for a Roth IRA. Your combined (pretax and Roth) contribution limit for 2026 depends on your age:

- Under age 50: $24,500
- Age 50 – 59: $32,500
- Age 60 – 63: $35,750
- Age 64 or older: $32,500

continued

Roth retirement plan option

continued

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	**Roth option.** Withdrawals of all contributions and earnings will be tax free at retirement if certain conditions are met.
Lower than your current rate	**Pretax option.** 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	**Roth and pretax options.** 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 Albright College Benefits Office.

See *Disclosures* beginning on page 23 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 PAICU MEP 403(b) Plan – Albright College, you have two choices for support on the plan's investment choices: HUB Investment Partners and TIAA.

HUB Investment Partners

HUB Investment Partners, an independent advisor, provides on-campus education and advice services for plan participants. You can meet with a financial advisor to help you understand the new retirement plan, including enhanced options available and important decisions you need to make. All employees are also offered the opportunity to complete HUB Investment Partners' goal-based financial planning process and receive a personalized financial plan that includes asset allocation recommendations. Private on-campus meetings as well as virtual meetings are available, and spouses/significant others are encouraged to attend.

HUB Investment Partners also offers an option for fee-based professional management of retirement accounts and other investment accounts for employees who would like to choose that ongoing service.

To schedule an appointment with a HUB Investment Partners financial advisor, please email **rpw.hipva.service@hubinternational.com**, call **877-435-2489**, weekdays, or scan the QR code below.

AN ADVICE SESSION IS DESIGNED TO HELP YOU ANSWER KEY QUESTIONS, INCLUDING:

- **Am I on track to reach my retirement savings goals?** We'll help you analyze how your investments are performing and determine if you're saving enough to help meet your needs.
- **Which combination of retirement plan investments is right for me?** Get assistance picking the right investments, based on your plan's investment options, diversifying properly and allocating contributions to balance your need for growth potential with your tolerance for risk.
- **How can I meet my income needs in retirement?** Get help determining the amount you'll need to meet your retirement income goals by using the plan.

continued

Retirement planning resources
continued

TIAA

For more than 100 years, TIAA has helped millions of participants prepare for retirement. For help with your plan account, call **800-842-2252**, weekdays, 8 a.m. to 10 p.m. ET.

Visit **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
Explore the **Retirement Journey Planner** tool to: • Receive a custom retirement plan in five steps • Receive savings and investment recommendations	Use **Retirement Income Illustrator** to: • Find out how much of your current income you'll need to replace to cover retirement expenses • Explore your retirement income options • See your estimated monthly retirement income and how to maximize it	Use **360° Financial View** to: • Consolidate your information from more than 11,000 financial institutions in one place • Track your spending • Set up email alerts • Create a budget that works for you

See *Disclosures* beginning on page 23 for important details on *Advice (legal, tax, investment) or education*.

Q&A

1. **What is a multiple employer plan?**

   A multiple employer plan (MEP) is a single retirement plan adopted by two or more employers that pools their assets together. The MEP assumes many administrative tasks and fiduciary responsibilities for all participating employers.

2. **Why is Albright joining a MEP?**

   Joining a MEP may lower some plan costs, allow access to investment options typically reserved for larger retirement plans, provide more efficient pricing for the plan and reduce administrative tasks.

3. **What are the PAICU Lifecycle model portfolios?**

   The service has been designed specifically by PlanPILOT, the investment advisor for the PAICU MEP, using the TIAA RetirePlus Pro® service. Each model portfolio consists of a professionally selected and managed mix of investments that considers your anticipated retirement date.

4. **Why do participants consider the PAICU Lifecycle model portfolios?**

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

5. **How do I modify my PAICU Lifecycle model?**

   Log in to your account at **tiaa.org/albright** starting on or about Oct. 7, 2026, choose your plan, and select *Personalize*. 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.

continued

Q&A continued

6. How do I unsubscribe from the PAICU Lifecycle models?

You can log in to your account at **tiaa.org/albright** starting on or about Oct. 7, 2026, choose your plan, and select *Personalize*. Then, scroll down and select *Stop using* to choose your own investments. If you unsubscribe, please note:

- Future contributions that were directed to a model portfolio (as well as balances that were managed by a model portfolio) will be transferred to a new Retirement Choice (RC) account and the investments you select, as discussed on page 9.
- An RC account will be issued for this purpose, and you will be sent an enrollment confirmation. You will need to designate a beneficiary for this new RC account—your existing beneficiary will not transfer.
- If you have a balance in TIAA Traditional that you choose to transfer as a result of unsubscribing from the PAICU Lifecycle models, it will offer the current TIAA Traditional rate.
- TIAA Traditional in your RC account will have reduced liquidity options. Please contact a TIAA financial consultant for more information.

7. Will my model be automatically rebalanced?

Yes. Each day, the PAICU Lifecycle models will automatically look at your balance and rebalance your model portfolio if one or more of the investment options used is more than 3 percentage points from the model's recommended target allocation. For example, if Fund A has a target allocation of 10%, a rebalance will occur when the current allocation to Fund A is less than 7% or greater than 13%. If you have an active account balance of less than $10,000, it will be excluded from the rebalancing process. Additionally, the investment allocation adjusts over time to become more conservative as you near and enter retirement.

Please note: Rebalancing and age-based adjustments do not protect against loss or guarantee that an investor's goal will be met.

8. What if my financial situation or goals change?

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 service and choose your own investments from the retirement plan's investment options.

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

Money in TIAA Traditional deserves special attention. Any money moved out of TIAA Traditional in an existing account 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 RC and Retirement Choice Plus (RCP) accounts, please visit **tiaa.org/comparison** or call TIAA at **800-842-2252**.

10. What are annuities?

There are different types of annuities, but they're 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. 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.

continued

Q&A continued

11. **What should I expect from a one-on-one investment advice session?**

    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 HUB Investment Partners financial advisor 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.

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

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

IMPORTANT: Investment restrictions for participants with a foreign address—non-United States address. TIAA may be restricted from processing certain 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) OR EDUCATION

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

Retirement plan asset allocation advice or education provided by TIAA Financial Consultants is obtained using a methodology from an independent third party. Advice services are not available if you are a participant with a foreign address.

TIAA and HUB Investment Partners, and any of their affiliates or subsidiaries, are not affiliated with or in any way related to each other. TIAA acts as recordkeeper for the plan and, in that capacity, is not a fiduciary to the plan. TIAA and HUB Investment Partners may also provide advice and education to plan participants. When TIAA provides advice on how to allocate investments, it takes fiduciary responsibility for that advice. TIAA is not responsible for the advice and education provided by HUB Investment Partners. HUB Investment Partners is not responsible for the advice and education provided by TIAA.

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 Journey Planner 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 Journey Planner is not a substitute for tax, legal or comprehensive financial planning advice. The TIAA Retirement Journey Planner 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.

continued

Disclosures continued

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.

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** 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 CREF Money Market Account. Because the accumulation unit value of the Account will fluctuate, the value of your investment may increase or decrease. An investment in the Account is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Account's sponsor has no legal obligation to provide support to the Account, and you should not expect that the sponsor will provide financial support to the Account at any time.

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. Additional amounts are not guaranteed for periods other than the period for which they were declared.

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**.

PAICU LIFECYCLE MODELS

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.

continued

Disclosures continued

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.

TIAA RetirePlus Pro® is a registered trademark of Teachers Insurance and Annuity Association of America.

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 59 ½ 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 59 ½ or older, or permanently disabled. Beneficiaries may receive a distribution in the event of your death.

This material is for informational or educational purposes only and is not fiduciary investment advice, or a securities, investment strategy, or insurance product recommendation. This material does not consider an individual's own objectives or circumstances which should be the basis of any investment decision.

This transition guide updates the information provided to you in the most recent annual participant notice and does not replace the plan document. If there is any ambiguity between this transition guide and the plan document, the terms of the plan document will prevail. Please keep a copy of this guide for your records.

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/albright for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

TIAA-CREF Individual & Institutional Services, LLC, Member FINRA, distributes securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF), New York, NY. Each is solely responsible for its own financial condition and contractual obligations.

Manage your account

Online

Visit **tiaa.org/albright** and log in. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the 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 WITH HUB INVESTMENT PARTNERS.

Online

Email the HUB scheduling team at **rpw.hipva.service@hubinternational.com**.

Phone

Call **877-435-2489**, weekdays.

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September 2026

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE (QDIA) INITIAL NOTICE

Important information

You are receiving this notice to inform you how your contributions under the plan for Albright College will be invested and how such contributions will continue to be invested if you do not provide or update your investment instructions.

How your contributions will be invested

The plan lets you invest your account in a number of different investment choices. If you do not choose a different investment option or options, your future contributions will be invested in the default investment option, as listed below. If the default investment option changes at any time in the future, you will be notified.

PLAN NAME	DEFAULT INVESTMENT OPTION
PAICU MEP 403(b) Plan – Albright College	Age-related PAICU Lifecycle model portfolios

How you can change the way your contributions are being invested

You have the right to change the investment allocation of your account at any time. You can elect to direct the investment of your existing balances and future contributions to any of the plan's available investment options. This includes being able to transfer out of the plan's default option to another investment option available in the plan.

To change how your account is invested among the plan's offered investment choices, log in to your account at **tiaa.org/albright** or contact TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. ET.

Please note

The enclosed fact sheet provides additional information about the default investment option, including the investment objectives and strategy, fund/account performance, risk and return characteristics, and fees and expenses. A list of the plan's available investment options and a copy of the prospectus or information statement for each fund are available at **tiaa.org/albright**.

Distributions from tax-deferred plans before age 59 ½, severance from employment, death, or disability may be prohibited, limited, and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.

How to contact us

If you have questions or would like to obtain updated information on fee expenses, a more detailed explanation of the default option, or more information about the other investment options available under the plan, please visit **tiaa.org/albright** or contact TIAA at **800-842-2252**. Financial consultants are available weekdays, 8 a.m. to 10 p.m. ET.

PAICU Lifecycle Model Series

Target Date AS OF 6/30/2026

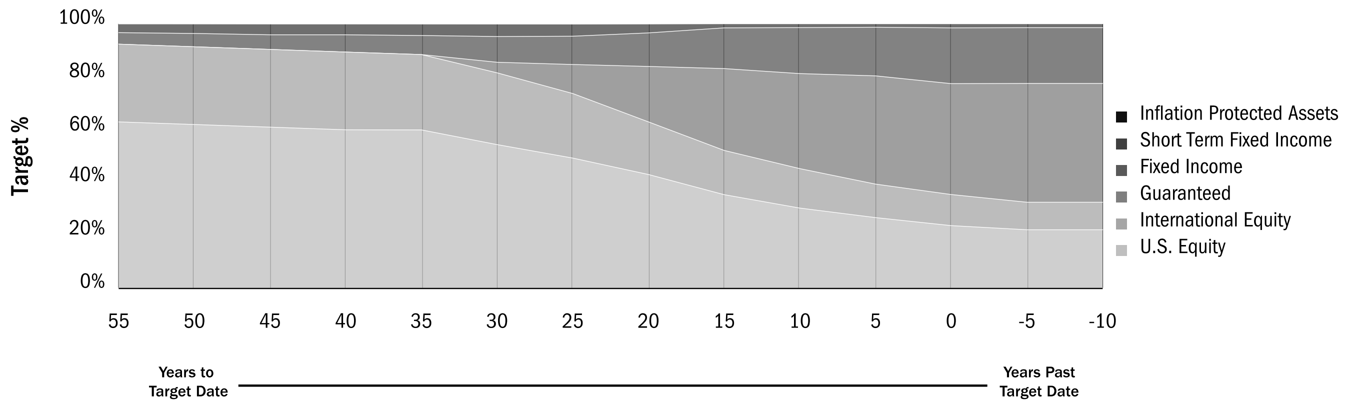
Glidepath Strategy

Target-date models employ glidepaths, which are the planned progression of asset allocation changes (e.g., mix of equity and fixed-income investments) along specific points in time. A model's glidepath generally shows how its asset allocation shifts from a more aggressive to a more conservative investment approach as the model moves toward and beyond its target date.

For more information please contact:

For more information please contact:
800-842-2888
Weekdays, ***8 a.m. to 10 p.m. (ET),***
or visit TIAA.org

Investment Glidepath [1]



[1] *Glidepath data is presented based on the most current prospectus, which uses projected target allocations.*

What are Target-Date Models?

Target-date models (also commonly referred to as "lifecycle models," "retirement models " and "age-based models ") are investment allocation strategies managed based on the specific retirement year (target date) included in its name and assumes an estimated retirement age of approximately 65. In addition to age or retirement date, investors should consider factors such as their risk tolerance, personal circumstance and complete financial situation before choosing to invest in accordance with a target-date model. These models are generally designed for investors who expect to invest in a model until they retire (the target date), and then begin making gradual systematic withdrawals afterward. There is no guarantee that an investment in accordance with a model will provide adequate retirement income, and investors can lose money at any stage of investment, even near or after the target date.

Birth Year	1998-2100	1993-1997	1988-1992	1983-1987	1978-1982	1973-1977	1968-1972	1963-1967	1958-1962	1953-1957	1948-1952	1943-1947	1938-1942	1900-1937
Target Model	PAICU Lifecycle 2070	PAICU Lifecycle 2065	PAICU Lifecycle 2060	PAICU Lifecycle 2055	PAICU Lifecycle 2050	PAICU Lifecycle 2045	PAICU Lifecycle 2040	PAICU Lifecycle 2035	PAICU Lifecycle 2030	PAICU Lifecycle 2025	PAICU Lifecycle 2020	PAICU Lifecycle 2015	PAICU Lifecycle 2010	PAICU Lifecycle Income

PAICU Lifecycle Model Series

Target Date **AS OF 6/30/2026**

Investment Objective and Strategy

The PAICU Lifecycle Model Series seeks high total returns over time through a combination of capital appreciation and income. The models are designed to provide diversified portfolios managed with a target retirement date in mind. The target date is the approximate date when investors expect to begin withdrawing money from the model. Each portfolio invests in several underlying equity and fixed income funds as well as a guaranteed option, TIAA Traditional. The models allocation mix will change over time in relation to its target retirement date.

Performance

The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate and you may experience gain or loss. For RetirePlus Pro Models, the performance shown is of the underlying funds and that of a hypothetical account invested in accordance with the Model during the relevant time periods and reflects the weighted average return of the underlying investments based on the plan's rebalance frequency (quarter, semi-annual or annual) from the model inception date. The net asset values used to calculate the hypothetical account performance are compiled using values for underlying funds as of the prior business day and current business day for fixed annuities. Actual and current performance may be higher or lower. For current performance information, including performance to the most recent month-end, call 800-842-2888. Performance may reflect waivers or reimbursements of certain expenses at both the model and underlying investment level. Absent these waivers or reimbursement arrangements, performance may be lower. Performance shown is cumulative for periods under one year.

	PAICU Lifecycle 2070	PAICU Lifecycle 2065	PAICU Lifecycle 2060	PAICU Lifecycle 2055	PAICU Lifecycle 2050	PAICU Lifecycle 2045	PAICU Lifecycle 2040
Birth Year	**1998-2100**	**1993-1997**	**1988-1992**	**1983-1987**	**1978-1982**	**1973-1977**	**1968-1972**
Inception Date#	05/01/2020	05/01/2020	05/01/2020	05/01/2020	05/01/2020	05/01/2020	05/01/2020
Total Returns							
3-Month	14.26%	14.07%	13.93%	13.79%	13.66%	12.75%	11.59%
YTD	10.37%	10.22%	10.06%	9.97%	9.88%	9.34%	8.62%
Average Annual Total Returns							
1 Year	21.87%	21.70%	21.31%	21.21%	21.04%	20.10%	18.67%
3-Year	18.28%	18.22%	18.11%	17.87%	17.74%	17.31%	16.38%
5-Year	10.35%	10.32%	10.24%	10.06%	9.97%	9.68%	9.36%
10-Year	-	-	-	-	-	-	-
Since Inception	16.51%	16.48%	16.41%	16.07%	15.99%	15.73%	14.84%
Expenses							
Total Operating Expense Ratio (including fees)*	0.27%	0.28%	0.28%	0.29%	0.29%	0.30%	0.29%
Fees and Expenses Related to the Model Services							
Record Keeping Fees** ^	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Program Sponsor Fee*** ^	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan Advisor Fees† ^	0.045%	0.045%	0.045%	0.045%	0.045%	0.045%	0.045%
Other Expenses‡	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Expense Example††	$2.84	$2.94	$2.94	$3.05	$3.05	$3.15	$3.05

Where the model inception date isn't displayed, the date will be populated and performance data available after the models are live and available to participants.

PAICU Lifecycle Model Series

Target Date AS OF 6/30/2026

	PAICU Lifecycle 2035	PAICU Lifecycle 2030	PAICU Lifecycle 2025	PAICU Lifecycle 2020	PAICU Lifecycle 2015	PAICU Lifecycle 2010	PAICU Lifecycle Income
Birth Year	1963-1967	1958-1962	1953-1957	1948-1952	1943-1947	1938-1942	1900-1937
Inception Date#	05/01/2020	05/01/2020	05/01/2020	05/01/2020	05/01/2020	05/01/2020	05/01/2020
Total Returns							
3-Month	10.07%	8.56%	7.62%	6.73%	6.28%	5.80%	5.91%
YTD	7.68%	6.68%	6.12%	5.39%	5.11%	4.74%	4.94%
Average Annual Total Returns							
1 Year	16.54%	14.63%	13.34%	11.84%	11.13%	10.40%	10.84%
3-Year	14.76%	13.08%	12.10%	10.89%	10.23%	9.64%	9.82%
5-Year	8.50%	7.70%	7.19%	6.58%	6.21%	5.89%	6.00%
10-Year	-	-	-	-	-	-	-
Since Inception	13.50%	12.00%	10.96%	9.79%	9.06%	8.41%	8.44%
Expenses							
Total Operating Expense Ratio (including fees)*	0.27%	0.26%	0.26%	0.25%	0.27%	0.26%	0.26%
Fees and Expenses Related to the Model Services							
Record Keeping Fees** ^	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Program Sponsor Fee*** ^	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Plan Advisor Fees† ^	0.045%	0.045%	0.045%	0.045%	0.045%	0.045%	0.045%
Other Expenses‡	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Expense Example††	$2.84	$2.73	$2.73	$2.63	$2.84	$2.73	$2.73

* The Total Operating Expense Ratio of a plan participant's model-based account is based on the total expense ratio (including fees) of each underlying investment blended in accordance with the Target Allocations for the Model, plus the amount of Program-related fees and other expenses allocated to each model-based account by the Plan Fiduciary. For information concerning each underlying investment's fees and expenses, see its most current prospectus, the Underlying Investments' Performance section below, or similar offering document.

** TIAA and the Plan Fiduciary have agreed to an Employer Plan Pricing Model in connection with the agreement for TIAA to provide recordkeeping services separate from the model-based account services, and there is currently no additional fee for the model-based account service. Fees paid to TIAA for recordkeeping services are allocated to the plan participants in the Employer Plan based on their pro rata percentage of the assets in the Employer Plan, unless the Plan Fiduciary, in its sole discretion, determines to pay such fees directly.

*** TIAA and its affiliates are not currently charging any separate or additional fee for the services provided by TIAA as the Program Sponsor, although TIAA may charge a fee for services provided in its capacity as Program Sponsor in the future.

† Fees charged to the Employer Plan by the Plan Advisor in connection with the Model will be allocated to the model-based accounts invested based on the Model, unless the Plan Fiduciary, in its sole discretion, determines to pay such advisory fees directly.

‡ Other expenses include expenses related to any auditor or other service provider engaged by the Plan Fiduciary in connection with the Model Service, extraordinary expenses incurred by the Program Sponsor in administering the Program, and such other expenses as the Plan Fiduciary, in its sole discretion, determines to allocate to the Plan Participants. Such expenses are allocated to the model-based accounts invested based on the Model, unless the Plan Fiduciary, in its sole discretion, determines to pay such advisory fees directly. (QDIA MP)

†† This is an example to help you compare the cost of investing in underlying investments based on the Model with the cost of investing in other investment options. The example assumes that you invest $1,000 in underlying investments based on the Model for a one year period and then redeem all your investments in the underlying investments at the end of the one year period. The example also assumes that your investment has a 5% return during the year and that the expenses of each underlying investment, before expense reimbursements, remain the same. However, your actual costs may be higher or lower.

^ Where fees aren't displayed, the amounts, if any, will be populated after the models are live and available to participants.

Where the model inception date isn't displayed, the date will be populated and performance data available after the models are live and available to participants.

Important Information

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).

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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.

TIAA RetirePlus Pro® is a registered trademark of Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017.

Data Provider Disclosure

Investment Objective and Strategy and Model Fees and Expenses information provided by PAICU. Neither TIAA nor its affiliates has independently verified the accuracy or completeness of this information.

Illustrative RetirePlus Model Performance Data Provider Disclosure

Illustrative RetirePlus Model Performance results are generated by FactSet Research Systems Inc. © FactSet Research Systems Inc. All Rights Reserved.

For plans and models established prior to Q1 2026, performance results have been recalculated based on the plan's model inception date (the date when models are live and first available to participants). Performance differentials may be observed when comparing updated performance data with previously generated performance data.

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A Note About Model Risks

Assets allocated to underlying investments based on the Model will be invested in underlying affiliated or unaffiliated mutual funds and annuities that are permissible investments under the plan. In general, the value of model-based accounts will fluctuate based on the share or unit prices of the underlying investments in which they invest. Assets in model-based accounts are subject to various types of risks, which may include but are not limited to:

Underlying Investment Risk, the assets invested based on a Model will be invested directly in underlying mutual funds and annuities that are permissible investments under the plan and are subject to asset allocation risk. Additionally, the assets are proportionally subject to the risks of those investment instruments' portfolio securities. Such risks may, among other things, include asset allocation risk, market risk, company risk, foreign investment risks, interest rate risk, credit risk, illiquid security risk, prepayment risk and extension risk as described more fully below.

Active Management Risk, the risk that a fund may underperform because of the allocation decisions or individual security selections of its portfolio manager; **Asset Allocation Risk,** the risk that the selection of investments and the allocation among them will result in the fund's underperformance versus similar funds or will cause an investor to lose money; **Call Risk,** the risk that, during periods of declining interest rates, an issuer of a bond may "call" (i.e., redeem) a bond prior to maturity, and the associated risk that bondholders will be reinvesting the proceeds at a lower interest rate; **Company Risk,** the risk that the financial condition of a company may deteriorate, causing a decline in the value of the securities it issues; **Credit Risk,** the risk that an issuer of bonds may default; **Current Income Risk,** the risk that the income a fund receives may unexpectedly fall as a result of a decline in interest rates; **Emerging Markets Risk,** the risk that securities issued in developing markets, where there is greater potential for political, currency and economic volatility, may be less liquid than those issued in more developed countries and foreign investors in these markets may be subject to special restrictions which could have an adverse impact on performance; **Extension Risk,** the risk that a security's duration will lengthen, due to a decrease in prepayments caused by rising interest rates; **Foreign Investment Risk,** the risk that securities of foreign issuers may lose value because of erratic market conditions, economic and political instability or fluctuations in currency exchange rates, which may be magnified in emerging markets; **Growth Investing Risk,** the risk that, due to their relatively high valuations which are generally a function of expected earnings growth, growth stocks will be more volatile than value stocks and such earnings growth may not occur or be sustained; I**ncome Volatility Risk,** the risk that the income from a portfolio of securities may decline in certain interest rate environments; **Index Risk,** the risk that a fund's performance may not match that of its benchmark index; **Interest Rate Risk,** the risk that interest payments of debt securities may become less competitive during periods of rising interest rates and declining bond prices; **Large-Cap Risk,** the risk that large companies may grow more slowly than the overall market; **Liquidity Risk,** the risk that illiquid securities may be difficult to sell at their fair market value; **Market Risk,** the risk that the price of securities may fall in response to economic conditions; **Mid-Cap Risk,** the risk that stocks of mid-capitalization companies may have greater price volatility, lower trading volume and less liquidity than the stocks of larger, more established companies; **Prepayment Risk,** the risk associated with the early unscheduled return of principal on fixed-income investments, such as mortgage-backed securities; **Risks of inflation-indexed bonds,** the risks that interest payments on inflation-indexed bonds may decline because of a change in inflation (or deflation) expectations; **Small-Cap Risk,** the risk that the securities of small companies may be more volatile than those of larger ones, and they are also often less liquid than those of larger companies because there is a limited market for small-cap securities; **Style Risk,** the risk that a fund's investing style may lose favor in the marketplace. **Technology Risk,** the risk that the various systems and technologies that the Model Service relies on for its operation and oversight may be subject to certain defects, failures or interruptions, including, but not limited to, those caused by malware, viruses and power failures. **For a detailed discussion of risk, please consult the individual models' fact sheets.**

Underlying Investments' Performance

The performance data quoted represents past performance, and is no guarantee of future results. Your returns and the principal value of your investment will fluctuate so that your mutual fund shares and annuity account accumulation units, and shares or units of the investment vehicles in your model-based accounts, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than the performance quoted. For performance current to the most recent month-end, call 800-842-2252 or visit TIAA.org/planinvestmentoptions and enter your plan ID. Performance may reflect waivers or reimbursements of certain expenses. Absent these waivers or reimbursement arrangements, performance results would have been lower. Since Inception performance shown is cumulative for periods less than one year.

			Total Returns		Average Annual Total Returns				Total Annual Operating Expenses (%/per $1000)			
Variable Return Investments	Morningstar Category	Inception Date	3 Month	YTD	1 Year	3 Year	5 Year	10 Year/ Since Incept	Gross	Net	Fee Waiver Expiration	Fees/ Restrictions
Vanguard Institutional Index Fund Institutional Class (VINIX)[1]	Large Blend	7/31/90	15.19%	10.19%	22.28%	20.57%	13.36%	15.47%	0.04%/ $0.40	0.04%/ $0.40	-	No
Benchmark: S&P 500 TR USD	-		15.20%	10.21%	22.32%	20.61%	13.41%	-				
Vanguard S&PSmall-Cap 600 Index Fund Institutional Class (VSMSX)[1]	Small Blend	4/1/11	19.68%	23.91%	37.52%	16.02%	7.32%	11.51%	0.03%/ $0.30	0.03%/ $0.30	-	No
Benchmark: Dow Jones US Total Stock Market TR USD	-		15.72%	11.11%	23.07%	20.44%	12.24%	-				
Eaton Vance Emerging Markets Local Income Fund I Class (EEIIX)[1,2]	Emerging-Markets Local-Currency Bond	11/30/09	6.52%	5.25%	15.38%	10.72%	4.96%	5.21%	0.95%/ $9.50	0.93%/ $9.30	3/1/27	Yes*
Benchmark: JPM GBI-EM Global Diversified TR USD	-		3.85%	1.52%	7.85%	7.31%	2.13%	-				
PIMCO High Yield Fund Institutional Class (PHIYX)[1]	High Yield Bond	12/16/92	2.00%	1.21%	5.38%	7.98%	3.67%	5.12%	0.63%/ $6.30	0.62%/ $6.20	7/31/26	Yes*
Benchmark: Bloomberg US Aggregate Bond TR USD	-		0.67%	0.62%	3.79%	4.16%	0.08%	-				
PIMCO Income Fund Institutional Class (PIMIX)[1]	Multisector Bond	3/30/07	2.09%	1.53%	6.78%	7.77%	3.83%	4.81%	0.54%/ $5.40	0.54%/ $5.40	-	No
Benchmark: Bloomberg US Aggregate Bond TR USD	-		0.67%	0.62%	3.79%	4.16%	0.08%	-				
PIMCO International Bond Fund (US Dollar Hedged) Institutional Class (PFORX)[1]	Global Bond-USD Hedged	12/2/92	2.56%	0.96%	2.93%	5.57%	1.81%	2.81%	0.57%/ $5.70	0.57%/ $5.70	-	No
Benchmark: Bloomberg Global Aggregate Ex USD TR Hdg USD	-		1.77%	1.57%	2.60%	4.64%	1.42%	-				
PIMCO Total Return Fund Institutional Class (PTTRX)[1]	Intermediate Core-Plus Bond	5/11/87	1.33%	1.04%	5.50%	5.62%	0.74%	2.28%	0.53%/ $5.30	0.53%/ $5.30	-	Yes*
Benchmark: Bloomberg US Aggregate Bond TR USD	-		0.67%	0.62%	3.79%	4.16%	0.08%	-				
American Funds EUPAC Fund R6 Class (RERGX)[1]	Foreign Large Growth	5/1/09	14.53%	11.28%	23.72%	16.01%	5.51%	9.91%	0.47%/ $4.70	0.47%/ $4.70	-	No
Benchmark: MSCI ACWI Ex USA NR USD	-		14.49%	13.68%	27.66%	18.82%	8.79%	-				
American Funds New Perspective Fund R6 Class (RNPGX)[1]	Global Large-Stock Growth	5/1/09	13.05%	7.15%	15.81%	17.62%	8.65%	14.01%	0.40%/ $4.00	0.40%/ $4.00	-	No
Benchmark: MSCI ACWI NR USD	-		14.93%	11.25%	23.67%	19.70%	10.98%	-				

PAICU Lifecycle Model Series

Models' Underlying Investment Performance and Expenses **AS OF 6/30/2026**

***The Plan Fiduciary and/or the Plan Advisor have determined this investment is appropriate for a Model when combined with other underlying investments, but are not appropriate as a stand-alone investment option not participating in the TIAA RetirePlus Pro Model Service. Participants who elect to unsubscribe from the Service while holding this investment will be prohibited from allocating future contributions to the investment option. With regard to existing accumulations, depending on the type of contract, Participants may be required to transfer completely out of the investment option(s) deemed inappropriate as a stand-alone investment option.**

		Total Returns		Average Annual Total Returns						
Fixed Return Investments	Inception Date	3 Month	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception	Rate	Guaranteed Minimum Rate
PAICU Lifecycle 2070 407939										
TIAA Traditional[3]		-	-	-	-	-	-	-	-	-
PAICU Lifecycle 2065 407939										
TIAA Traditional[3]		-	-	-	-	-	-	-	-	-
PAICU Lifecycle 2060 407939										
TIAA Traditional[3]		-	-	-	-	-	-	-	-	-
PAICU Lifecycle 2055 407939										
TIAA Traditional[3]		-	-	-	-	-	-	-	-	-
PAICU Lifecycle 2050 407939										
TIAA Traditional[3]		-	-	-	-	-	-	-	-	-
PAICU Lifecycle 2045 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	1/24/25[5]	1.11%	2.24%	4.65%	-	-	-	4.65%	4.50%	2.55%
PAICU Lifecycle 2040 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	5/1/20[5]	1.08%	2.17%	4.47%	4.33%	3.81%	-	3.50%	4.50%	2.55%

The current rate shown applies to premiums remitted during the month of July 2026 and will be credited through 2/28/2027. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.

TIAA Traditional guarantees your principal and a minimum annual interest rate. The current guaranteed minimum interest rate is 2.55% for premiums remitted in March 2026 through February 2027, and is effective through February 2027. The account also offers the opportunity for additional amounts in excess of the minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.

For Retirement Choice Plus (RCP) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any surrender charges. For certain RCP contracts, any transfer from TIAA Traditional to a competing fund must first be directed to a non-competing fund for a period of 90 days. After 90 days, transfers may be made to a competing fund, including transferring back to TIAA Traditional. (TIAA Contract form IGRSP-02-ACC/TIAA Certificate form IGRSP-CERT3-ACC). After termination of employment additional income options may be available including income for life and IRS required minimum distribution payments.

The Contractholder (typically your employer as the sponsor of your plan) has the right to remove TIAA Traditional as a plan option. If elected, the contract's entire TIAA Traditional accumulation will be paid out in 60 monthly installments, without any surrender charge and will be reinvested at the direction of your plan sponsor. Please refer to your contract certificate for additional details.

PAICU Lifecycle Model Series

Models' Underlying Investment Performance and Expenses **AS OF 6/30/2026**

Fixed Return Investments	Inception Date	Total Returns		Average Annual Total Returns					Rate	Guaranteed Minimum Rate
		3 Month	YTD	1 Year	3 Year	5 Year	10 Year	Since Inception		
PAICU Lifecycle 2035 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	5/1/20[5]	1.10%	2.20%	4.51%	4.37%	3.83%	-	3.51%	4.50%	2.55%
PAICU Lifecycle 2030 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	5/1/20[5]	1.07%	2.14%	4.40%	4.22%	3.72%	-	3.42%	4.50%	2.55%
PAICU Lifecycle 2025 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	5/1/20[5]	1.12%	2.25%	4.63%	4.52%	3.90%	-	3.58%	4.50%	2.55%
PAICU Lifecycle 2020 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	5/1/20[5]	0.99%	1.97%	4.01%	3.87%	3.49%	-	3.24%	4.50%	2.55%
PAICU Lifecycle 2015 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	5/1/20[5]	1.04%	2.06%	4.03%	3.73%	3.41%	-	3.18%	4.50%	2.55%
PAICU Lifecycle 2010 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	5/1/20[5]	0.86%	1.73%	3.52%	3.59%	3.33%	-	3.11%	4.50%	2.55%
PAICU Lifecycle Income 407939										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) [4]	5/1/20[5]	1.09%	2.17%	4.48%	3.98%	3.57%	-	3.31%	4.50%	2.55%

The current rate shown applies to premiums remitted during the month of July 2026 and will be credited through 2/28/2027. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.

TIAA Traditional guarantees your principal and a minimum annual interest rate. The current guaranteed minimum interest rate is 2.55% for premiums remitted in March 2026 through February 2027, and is effective through February 2027. The account also offers the opportunity for additional amounts in excess of the minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.

For Retirement Choice Plus (RCP) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any surrender charges. For certain RCP contracts, any transfer from TIAA Traditional to a competing fund must first be directed to a non-competing fund for a period of 90 days. After 90 days, transfers may be made to a competing fund, including transferring back to TIAA Traditional. (TIAA Contract form IGRSP-02-ACC/TIAA Certificate form IGRSP-CERT3-ACC). After termination of employment additional income options may be available including income for life and IRS required minimum distribution payments.

The Contractholder (typically your employer as the sponsor of your plan) has the right to remove TIAA Traditional as a plan option. If elected, the contract's entire TIAA Traditional accumulation will be paid out in 60 monthly installments, without any surrender charge and will be reinvested at the direction of your plan sponsor. Please refer to your contract certificate for additional details.

Underlying Investments Important Information

1 Accumulations in funds not managed by TIAA may be subject to administrative charges. These charges are subject to change. Please review current documents related to your plan.

2 The net annual expense reflects a voluntary reimbursement of various expenses, which will remain in effect until terminated. Had fees not been waived and/or expenses reimbursed currently or in the past, returns would have been lower. Please see the prospectus or other disclosure document for details.

3 TIAA Traditional does not have a target allocation for this model; performance calculations are not applicable.

4 The performance of TIAA Traditional displayed on this document is representative of how TIAA Traditional is performing inside this specific model. It is not representative of how TIAA Traditional performs as a stand-alone option outside of a custom model portfolio.

5 The date displayed is the date TIAA Traditional was added to this particular model's asset allocation.

Underlying Investments Fees and Expenses

Some Plans may allocate plan costs to participants to offset the cost of recordkeeping and other plan services. When the Plan allocates these costs at the investment-level there may be a plan services fee or credit displayed in the "Shareholder fees & restrictions" column. If the costs are allocated at the plan-level (regardless of investment) it is not displayed here. Fee and expense information for the variable return investment options include the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a $1,000 accumulation both as net (after) and gross (before) of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return. Expense information shown is based on the most recent information available, but may not reflect all updates and may differ slightly from the prospectus due to rounding. Please consult the most recent prospectus or offering document for more detailed information.
For more information on the impact of fees and expenses associated with your plan, please visit TIAA.org. Fees are only one of many factors to consider when making an investment decision.

Models' Underlying Investments	PAICU Lifecycle 2070	PAICU Lifecycle 2065	PAICU Lifecycle 2060	PAICU Lifecycle 2055	PAICU Lifecycle 2050	PAICU Lifecycle 2045	PAICU Lifecycle 2040	PAICU Lifecycle 2035	PAICU Lifecycle 2030	PAICU Lifecycle 2025	PAICU Lifecycle 2020	PAICU Lifecycle 2015	PAICU Lifecycle 2010	PAICU Lifecycle Income
American Funds EUPAC Fund	28.0%	28.0%	28.0%	28.0%	27.0%	26.0%	23.0%	19.0%	16.0%	14.0%	12.0%	11.0%	10.0%	10.0%
American Funds New Perspective Fund	9.0%	9.0%	9.0%	9.0%	9.0%	8.0%	8.0%	6.0%	5.0%	5.0%	4.0%	4.0%	3.0%	3.0%
Eaton Vance Emerging Markets Local Income Fund						1.0%	1.0%	1.0%	2.0%	2.0%	2.0%	3.0%	3.0%	3.0%
PIMCO High Yield Fund	1.0%	1.0%	1.0%	2.0%	2.0%	3.0%	4.0%	6.0%	8.0%	9.0%	10.0%	11.0%	11.0%	11.0%
PIMCO Income Fund	2.0%	2.0%	3.0%	3.0%	3.0%	4.0%	6.0%	4.0%						
PIMCO International Bond Fund (US Dollar Hedged)	1.0%	1.0%	1.0%	1.0%	1.0%	2.0%	3.0%	4.0%	6.0%	7.0%	7.0%	8.0%	8.0%	8.0%
PIMCO Total Return Fund	2.0%	3.0%	3.0%	3.0%	4.0%	3.0%								
TIAA Traditional - Retirement Choice Plus Annuity (RCP)						4.0%	11.0%	21.0%	31.0%	36.0%	41.0%	42.0%	45.0%	45.0%
Vanguard Institutional Index Fund	51.0%	51.0%	50.0%	49.0%	49.0%	44.0%	40.0%	35.0%	29.0%	24.0%	22.0%	19.0%	18.0%	18.0%
Vanguard S&P Small-Cap 600 Index Fund	6.0%	5.0%	5.0%	5.0%	5.0%	5.0%	4.0%	4.0%	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

About the Underlying Investments Benchmark

A benchmark provides an investor with a point of reference to evaluate an investment's performance. One common type of benchmark used to compare investment performance is called an index. Indexes are unmanaged portfolios of securities designed to track the performance of a particular segment of the market. For example, a large-cap stock fund or account will usually be compared to an index that tracks a portfolio of large-cap stocks. Conversely, a bond fund or account is typically compared to an index that tracks a portfolio of bonds that is comparable to the fund or account's portfolio in terms of credit quality, maturity and liquidity. Each mutual fund or account shown in the chart includes performance information for an index that the advisor determined provides a fair comparison of the fund or account's investment performance. Indexes are for comparison purposes only. You cannot invest directly in any index. Index returns do not reflect a deduction for fees or expenses.

Underlying Funds' Data Provider Disclosure

Unless otherwise noted, data on nonproprietary investment products, including performance, Morningstar Category and expenses, is provided by Morningstar, Inc. All other data provided by Teachers Insurance and Annuity Association of America - College Retirement Equities Fund. Benchmark performance shown across proprietary and nonproprietary funds/accounts is provided by TIAA with the exception of Since Inception periods calculated using a nonproprietary fund's inception date. TIAA reserves the rights to all proprietary data herein, and is not responsible for any damages or losses arising from any use of this information.

The Morningstar Category classifies a fund based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the fund is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.