



Introducing a new retirement plan

Effective Jul. 7, 2026, The Harbor School is introducing a new retirement plan with updated investment options and services to help you pursue your retirement goals.



The what, when and how of the new retirement plan

Features of your new plan.

Mark your calendar.

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



AIMS/AISGW MEP

The Harbor School has chosen to participate in the Association of Independent Maryland and DC Schools and Association of Independent Schools of Greater Washington Multiple Employer Plan (AIMS/AISGW MEP) to manage its retirement plans more efficiently and help lower costs for participants.



New plan

If you are actively contributing to the plan, you will be enrolled in a new retirement plan—the AIMS/AISGW MEP 403(b) Plan – The Harbor School.¹



AIMS/AISGW Retirement Income 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 choose a different option.

JUN. 30, 2026

Final contributions to the existing plan and allocations on file.

JUL. 7, 2026

You'll be automatically enrolled in the new retirement plan, and future contributions will be directed to the AIMS/AISGW Retirement Income Portfolios. You can make changes to your account at any time.

JUL. 15, 2026

The new retirement plan will receive the first payroll contributions.

Roth option

You can choose to make contributions with after-tax dollars. These contributions and any earnings will be tax free at withdrawal if certain conditions are met.

You can also choose to convert some (or all) of your pretax retirement plan savings to Roth 403(b) savings.



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

No longer employed by The Harbor School?

Although you aren't actively contributing to the retirement plan, 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.
- Check your beneficiary designation(s). Log in to your account to make any updates.
- Meet with a OneDigital advisor or TIAA financial consultant to discuss your personal situation and possible options.

Schedule an investment advice session.

This service is available at *no additional cost to you*, and *no minimum balance is required*.

ONEDIGITAL

Contact Kyle Bourke at kyle.bourke@onedigital.com or **443-578-3211**.

TIAA

Visit tiaa.org/schedulenow, or call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. ET.

Manage your account.

ONLINE

Visit tiaa.org/aims-aisgw 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.



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 Harbor School retirement plan

The Harbor School is joining the Association of Independent Maryland and DC Schools and Association of Independent Schools of Greater Washington Multiple Employer Plan (AIMS/AISGW MEP) and is introducing a new retirement plan starting in early July 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.



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New features to help you plan and save for retirement

The Harbor School routinely looks for ways to improve the operation of the retirement plan offered to employees. As a member of the Association of Independent Maryland and DC Schools and Association of Independent Schools of Greater Washington (AIMS/AISGW), The Harbor School is eligible to participate in the AIMS/AISGW Multiple Employer Plan (MEP). Joining the MEP will allow The Harbor School to offer additional resources and manage the retirement program more efficiently, which can help lower costs to plan participants. These updates begin Jul. 7, 2026.

- **AIMS/AISGW Retirement Income Portfolios.** This new service automatically manages your investments and helps you stay on track with your retirement goals. As the plan's default investment, 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 the plan, you will be enrolled in a new retirement plan with TIAA.¹ Your new plan will be the AIMS/AISGW MEP 403(b) Plan – The Harbor School.
- **New investment options.** The Harbor School and OneDigital, an independent investment advisor, carefully selected a range of investments, including some with lower costs. The new options may allow you to create a diversified retirement portfolio to match your investment goals and preferences.
- **Roth option.** You can choose to make contributions with after-tax dollars. These contributions and any earnings will be tax free at withdrawal if certain conditions are met. You can also choose to convert some (or all) of your pretax retirement plan savings to Roth 403(b) savings.
- **Plan fees.** Increased fee transparency will make it easier to see the cost of services as well as fees paid for plan administration.
- **Retirement plan investment advice.** OneDigital will provide financial planning, investment advice services and information about the upcoming changes to all plan participants. You can also receive advice on the investment options from a TIAA financial consultant.

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

Key dates for retirement plan updates

DATES (2026)	EVENTS
Jun. 30	Final contributions to the existing plan and allocations on file.
Jul. 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.
Jul. 15	The new plan, the AIMS/AISGW MEP 403(b) Plan – The Harbor School, will receive the first payroll contributions, invested in either: <ul style="list-style-type: none"> • The plan's default investment—an AIMS/AISGW Retirement Income Portfolio that corresponds to the year you will turn age 67—in your new Retirement Choice Plus (RCP) account; or • Your personalized model portfolio in your new RCP account; or • Your chosen investment option(s) in your new Retirement Choice (RC) account, if you updated your investment choices.



NO LONGER EMPLOYED BY THE HARBOR SCHOOL?

Although you're not actively contributing to the retirement plan, 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 AIMS/AISGW Retirement Income Portfolios

The AIMS/AISGW Retirement Income 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 from the retirement plan's lineup. 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 AIMS/AISGW Retirement Income Portfolios 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

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

continued

The new AIMS/AISGW Retirement Income Portfolios

continued

AIMS/AISGW RETIREMENT INCOME PORTFOLIOS INVESTMENT OPTIONS

These investment options may be included in your AIMS/AISGW Retirement Income Portfolio.

INVESTMENT OPTION	TICKER
DFA Real Estate Securities Portfolio Institutional Class	DFREX
State Street Equity 500 Index Fund Class K	SSSYX
State Street Global All Cap Equity ex-U.S. Index Fund Class K	SSGLX
TIAA Traditional Annuity (guaranteed annuity)	N/A
Vanguard Mid-Cap Index Fund Admiral Shares	VIMAX
Vanguard Small-Cap Index Fund Admiral Shares	VSMAX

NEW DEFAULT INVESTMENT

The Harbor School has decided to update the default investment option for the plan. If you don't choose an investment option, an AIMS/AISGW Retirement Income Portfolio will be selected for you. Each model portfolio provides a diversified retirement portfolio.

LEARN MORE

For additional details on the AIMS/AISGW Retirement Income Portfolios, refer to the enclosed QDIA notice and fact sheet.

Personalize your information¹

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.

Can I use the AIMS/AISGW Retirement Income Portfolios and also select options from the investment lineup?

No. You need to choose either the AIMS/AISGW Retirement Income Portfolios or your own investment strategy from the investment lineup.

See Disclosures beginning on page 20 for important details on AIMS/AISGW Retirement Income Portfolios 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

On Jul. 7, 2026, if you are actively contributing to the current plan, you will be automatically enrolled in the new AIMS/AISGW MEP 403(b) Plan – The Harbor School and issued a Retirement Choice Plus (RCP) account.¹ An AIMS/AISGW Retirement Income Portfolio that aligns with an anticipated retirement age of 67 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.²

If you're not currently contributing to the plan but would like to subscribe to the AIMS/AISGW Retirement Income Portfolios, contact OneDigital at **443-578-3211** or call TIAA at **800-842-2252**.

WHAT HAPPENS TO FUTURE CONTRIBUTIONS AND EXISTING BALANCES

Future contributions. On or about Jul. 15, 2026, the first contribution will be directed to your new plan and the AIMS/AISGW Retirement Income Portfolio selected for you if you made no changes to your account.

Existing balances. Balances will remain in your current plan, although no new contributions, rollovers or transfers in may be made to this plan. You can continue to transfer balances among the available annuity options in the plan. You may also transfer balances to your new plan and the new investment lineup. A decision to transfer is permanent, and money cannot be transferred back to your legacy accounts in the current plan. To discuss these options further, call **800-842-2252** to speak with a TIAA financial consultant.

PERSONALIZE YOUR AIMS/AISGW RETIREMENT INCOME PORTFOLIO

Beginning Jul. 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 AIMS/AISGW Retirement Income 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 AIMS/AISGW Retirement Income Portfolios, 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 AIMS/AISGW Retirement Income Portfolios.

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

² For married participants: Under many retirement plans, spouses are entitled to receive at least 50% of the participant's retirement plan death benefits. If you would like to direct less than 50% to your spouse, you and your spouse will need to complete a spousal waiver form for each affected account. If such a spousal consent is not executed, your spouse will be entitled to receive at least 50% of your preretirement survivor benefits (or more if required under your employer's plan), regardless of your beneficiary designation.

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. You may be prompted to provide or confirm your beneficiary information during this process. You will be sent an enrollment confirmation.
- Any balances that you transfer to TIAA Traditional when you unsubscribe will be credited with the current TIAA Traditional rate.
- See Q&A 11 on page 18, *What should I consider if I have TIAA Traditional in my account?*, 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 plan will continue to offer the same features. Any new rollovers or transfers will be directed to your active account and allocations on file, and you will be allowed a maximum of three outstanding loans at any given time. You will receive additional communications if any actions are required.



ACTION STEPS

Decide how to invest.

Use the AIMS/AISGW Retirement Income Portfolios or choose your own investments.

A OneDigital advisor or 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 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 20 for important details on Investment, insurance and annuity products.

Your investment lineup

The new lineup provides the flexibility to choose options from TIAA and other investment providers that match your financial preferences and goals. For more detailed information on each option, visit [tiaa.org](https://www.tiaa.org) and enter the ticker in the site's search feature.

Fund/Account	Ticker
GUARANTEED	
TIAA Traditional Annuity (guaranteed annuity)	N/A
MONEY MARKET	
Nuveen Money Market Fund Class R6	TCIXX
FIXED INCOME (BONDS)	
American Funds Capital World Bond Fund® Class R-6	RCWGX
BlackRock High Yield Portfolio Fund Class K	BRHYX
Dodge & Cox Income Fund Class X	DOXIX
PIMCO Income Fund Institutional Class	PIMIX
Schwab Treasury Inflation Protected Securities Index Fund	SWRSX
State Street Aggregate Bond Index Fund Class K	SSFEX
T. Rowe Price Floating Rate Fund I Class	TFAIX
Vanguard Short-Term Treasury Index Fund Admiral Shares	VSBSX
EQUITIES (STOCKS)	
American Century Ultra® Fund R6 Class	AULDX
American Funds New World Fund® Class R-6	RNWXG
Avantis U.S. Small Cap Value Fund Institutional Class	AVUVX
Carillon Eagle Mid Cap Growth Fund Class R6	HRAUX
DFA International Small Company Portfolio Institutional Class	DFISX
DFA Real Estate Securities Portfolio Institutional Class	DFREX
Goldman Sachs GQG Partners International Opportunities Fund Class R6	GSIXY
John Hancock Funds Disciplined Value Mid Cap Fund Class R6	JVMRX

Fund/Account	Ticker
EQUITIES (STOCKS)	
Macquarie Small Cap Core Fund Class R6	DCZRX
Putnam Large Cap Value Fund Class R6	PEQX
State Street Equity 500 Index Fund Class K	SSSYX
State Street Global All Cap Equity ex-U.S. Index Fund Class K	SSGLX
Vanguard Emerging Markets Stock Index Fund Admiral Shares	VEMAX
Vanguard FTSE Social Index Fund Admiral Shares	VFTAX
Vanguard Mid-Cap Growth Index Fund Admiral Shares	VMGMX
Vanguard Mid-Cap Index Fund Admiral Shares	VIMAX
Vanguard Mid-Cap Value Index Fund Admiral Shares	VMVAX
Vanguard Small-Cap Growth Index Fund Admiral Shares	VSGAX
Vanguard Small-Cap Index Fund Admiral Shares	VSMAX
Vanguard Small-Cap Value Index Fund Admiral Shares	VSIAX
Vanguard Value Index Fund Admiral Shares	VVIAX

See Disclosures beginning on page 20 for important details on Investment, insurance and annuity products.

A Roth contribution option

You can make Roth contributions to the AIMS/AISGW MEP 403(b) Plan – The Harbor School beginning Jul. 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

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 benefits office.

Converting to Roth 403(b) savings

Beginning Jul. 7, 2026, you have the opportunity to move some (or all) of your pretax retirement account savings to Roth 403(b) savings.

Speak with a tax advisor before you make the decision to convert to a Roth 403(b) option, as there are important tax implications.

See Disclosures beginning on page 20 for important details on Investment, insurance and annuity products and Roth retirement plan option.

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 PROGRAM

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

The fees detailed below are deducted proportionally from each investment in your account on the last business day of each quarter.

FEE	ANNUAL AMOUNT	DESCRIPTION
TIAA Plan Servicing Fee	9.5 basis points (0.095%) \$0.95 per \$1,000 invested	Plan services provided by TIAA
Non-TIAA Plan Servicing Fee	8 basis points (0.08%) \$0.80 per \$1,000 invested	Investment advisory services provided by OneDigital
Non-TIAA Plan Servicing Fee	\$54 per participant	Plan administration services provided by Pentegra
Non-TIAA Plan Servicing Fee	1 basis point (0.01%) \$0.10 per \$1,000 invested and \$30 per participant	AIMS/AISGW fee

FEE TRANSPARENCY AND RESOURCES

While some expenses are paid by The Harbor School, others 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](https://www.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 20 for important details on *Fees and expenses*.

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 OneDigital and TIAA.

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 plan *at no additional cost to you*.

How to access OneDigital's advice

Kyle Bourke
Email: kyle.bourke@onedigital.com
Phone: 443-578-3211

How to access TIAA's advice

By phone or virtual session. Receive personalized retirement plan investment advice either over the phone or in a virtual session. Schedule your advice session by visiting [tiaa.org/schedulenow](https://www.tiaa.org/schedulenow) or calling 800-732-8353, weekdays, 8 a.m. to 8 p.m. ET.

ONLINE TOOLS

Visit [tiaa.org/tools](https://www.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

Explore the **Retirement Journey Planner** tool to:

- Receive a custom retirement plan in five steps
- Receive savings and investment recommendations

DISCOVER YOUR RETIREMENT INCOME NEEDS

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

See *Disclosures* beginning on page 20 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 The Harbor School 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.

In addition, participants can get personalized investment advice to help them plan and save for their future.

3. What are the AIMS/AISGW Retirement Income Portfolios?

The service has been designed specifically by The Harbor School and OneDigital, the investment advisor for the AIMS/AISGW MEP, for your retirement plan 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 AIMS/AISGW Retirement Income 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. 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.

6. 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.

7. How do I modify my AIMS/AISGW Retirement Income Portfolio?

Log in to your account at tiaa.org/aims-aisgw starting on or about Jul. 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.

8. How do I unsubscribe from the AIMS/AISGW Retirement Income Portfolios?

You can log in to your account at tiaa.org/aims-aisgw starting on or about Jul. 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. You may be prompted to provide or confirm your beneficiary information during this process. You will be sent an enrollment confirmation.
- Any balances that you transfer to TIAA Traditional when you unsubscribe will be credited with the current TIAA Traditional rate.
- See Q&A 11 on page 18, *What should I consider if I have TIAA Traditional in my account?*, for more information about TIAA Traditional.

continued

Q&A continued

9. With the AIMS/AISGW Retirement Income Portfolios, which assets are considered in the management of my retirement account?

To maintain the target asset mix, the AIMS/AISGW Retirement Income Portfolios can take into consideration the model portfolio balances, 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 (or any related plans) can be considered in the asset allocation of your model portfolio, they're not actively managed by the service.

Beginning Jul. 7, 2026, you can modify your AIMS/AISGW Retirement Income Portfolio, 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/aims-aisgw, choose your plan, and select *Personalize*.

10. 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.

11. What should I consider if I have TIAA Traditional in my account?

Some features of TIAA Traditional vary between the current Retirement Annuity (RA) and Group Supplemental Retirement Annuity (GSRA) accounts and the new RC and Retirement Choice Plus (RCP) accounts. Before transferring a TIAA Traditional balance from a current account to a 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 and GSRA accounts offers a 3% minimum rate guarantee, while the new RC and RCP accounts offer a floating minimum rate guarantee between 1% and 3%.
- While the current RA and GSRA accounts may offer higher minimum guaranteed rates, the floating guaranteed rate for this annuity in the new RC and RCP accounts offers the potential for a higher total crediting rate.
- Historically, TIAA Traditional in RA and RC accounts has had higher total interest rates in exchange for some restrictions on transfers and withdrawals.

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.

12. How do I know what type of account I have?

Your current accounts are Retirement Annuity (RA) and Group Supplemental Retirement Annuity (GSRA) accounts. Your new account will be a Retirement Choice (RC) or Retirement Choice Plus (RCP) account. Visit tiaa.org/comparison for more information.

13. 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.

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 OneDigital, 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 OneDigital 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 OneDigital. OneDigital 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.

AIMS/AISGW RETIREMENT INCOME PORTFOLIOS

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.

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 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.

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**.

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/aims-aisgw 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.

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Manage your account

Online

Visit tiaa.org/aims-aisgw 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.

TIAA

Visit tiaa.org/schedulenow

Call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. ET.

OneDigital

Contact Kyle Bourke at kyle.bourke@onedigital.com or **443-578-3211**.



TAKE YOUR PLANNING WITH YOU USING THE TIAA MOBILE APP.

Download the TIAA mobile app from the App Store or Google Play.



May 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 The Harbor School 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
AIMS/AISGW MEP 403(b) Plan – The Harbor School	AIMS/AISGW Retirement Income Portfolio that aligns with an anticipated retirement age of 67

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 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/aims-aisgw 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/aims-aisgw.

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/aims-aisgw or contact TIAA at **800-842-2252**. Financial consultants are available weekdays, 8 a.m. to 10 p.m. ET.

AIMS & AISGW Retirement Income Portfolios

Years-to-Retirement

AS OF 3/31/2026

Glidepath Strategy

Target-date funds 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 fund's glidepath generally shows how its asset allocation shifts from a more aggressive to a more conservative investment approach as the fund moves toward and beyond its target date.

For more information please contact:

800-842-2888
Weekdays, 8 a.m. to 10 p.m. (ET),
or visit TIAA.org

What are Years-to-Retirement Models?

Years-to-Retirement models are investment allocation strategies based on the specific number of years until or after the year an investor expects to retire. They generally progress from more aggressive to more conservative asset allocations as the retirement date approaches. Your investments will be allocated in accordance with a model intended for your defined retirement date for purposes of the models. The plans define your retirement date based on your birth year plus the default retirement age of 67, less the current calendar year; this is illustrated in the table below. In addition to the retirement date, investors should consider factors such as risk tolerance, personal circumstances and complete financial situation before choosing to invest in accordance with a specific Years-to-Retirement model. These models are generally designed for investors who expect to utilize a model until they retire, and then begin making gradual systematic withdrawals or commencing lifetime income payments, if available, 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 retirement age is attained.

Years to Retirement	25+	22 - 24	19 - 21	16 - 18	13 - 15	10 - 12	7 - 9	4 - 6	1 - 3	0
Birth Year	1984-2100	1981-1983	1978-1980	1975-1977	1972-1974	1969-1971	1966-1968	1963-1965	1960-1962	1900-1959
Target Model	AIMS - AISGW Retirement Income Portfolios 25 Years Out	AIMS - AISGW Retirement Income Portfolios 22-24 Years	AIMS - AISGW Retirement Income Portfolios 19-21 Years	AIMS - AISGW Retirement Income Portfolios 16-18 Years	AIMS - AISGW Retirement Income Portfolios 13-15 Years	AIMS - AISGW Retirement Income Portfolios 10-12 Years	AIMS - AISGW Retirement Income Portfolios 7-9 Years	AIMS - AISGW Retirement Income Portfolios 4-6 Years	AIMS - AISGW Retirement Income Portfolios 1-3 Years	AIMS - AISGW Retirement Income Portfolios - At Retirement

Investment Objective and Strategy

The AIMS/AISGW Retirement Income Portfolios are comprised of selected investments in the AIMS/AISGW Multiple Employer Plan retirement savings program and is designed for investors based on their desired target retirement year. The AIMS/AISGW Retirement Income Portfolios are designed for investors who want their investment allocation managed and rebalanced quarterly while adjusting their level of risk as they approach their target retirement year. Investors defaulted into this investment model are encouraged to personalize their portfolio by answering questions about expected retirement age and investing style.



AIMS & AISGW Retirement Income Portfolios

Years-to-Retirement

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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.

	AIMS - AISGW Retirement Income Portfolios 25 Years Out	AIMS - AISGW Retirement Income Portfolios 22-24 Years	AIMS - AISGW Retirement Income Portfolios 19-21 Years	AIMS - AISGW Retirement Income Portfolios 16-18 Years	AIMS - AISGW Retirement Income Portfolios 13-15 Years	AIMS - AISGW Retirement Income Portfolios 10-12 Years	AIMS - AISGW Retirement Income Portfolios 7-9 Years
Birth Year	1984-2100	1981-1983	1978-1980	1975-1977	1972-1974	1969-1971	1966-1968
Years to Retirement	25+	22 - 24	19 - 21	16 - 18	13 - 15	10 - 12	7 - 9
Inception Date#	11/05/2024	11/05/2024	11/05/2024	11/05/2024	11/05/2024	11/05/2024	11/05/2024
Total Returns							
3-Month	-1.62%	-1.63%	-1.52%	-1.56%	-1.56%	-1.03%	-0.75%
YTD	-1.62%	-1.63%	-1.52%	-1.56%	-1.56%	-1.03%	-0.75%
Average Annual Total Returns							
1 Year	18.62%	18.15%	17.88%	17.43%	16.27%	14.93%	13.75%
3-Year	-	-	-	-	-	-	-
5-Year	-	-	-	-	-	-	-
10-Year	-	-	-	-	-	-	-
Since Inception	11.89%	11.59%	11.47%	11.19%	10.53%	9.96%	9.38%
Expenses							
Total Operating Expense Ratio (including fees)*	0.05%	0.05%	0.05%	0.04%	0.04%	0.03%	0.03%
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†	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Expenses‡	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Expense Example††	\$0.53	\$0.53	\$0.53	\$0.42	\$0.42	\$0.32	\$0.32

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.

AIMS & AISGW Retirement Income Portfolios

Years-to-Retirement

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	AIMS - AISGW Retirement Income Portfolios 4-6 Years	AIMS - AISGW Retirement Income Portfolios 1-3 Years	AIMS - AISGW Retirement Income Portfolios - At Retirement
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	AIMS - AISGW Retirement Income Portfolios 4-6 Years	AIMS - AISGW Retirement Income Portfolios 1-3 Years	AIMS - AISGW Retirement Income Portfolios - At Retirement
Birth Year	1963-1965	1960-1962	1900-1959
Years to Retirement	4 - 6	1 - 3	0
Inception Date#	11/05/2024	11/05/2024	11/05/2024
Total Returns			
3-Month	-0.71%	-0.72%	-0.55%
YTD	-0.71%	-0.72%	-0.55%
Average Annual Total Returns			
1 Year	13.19%	12.28%	11.45%
3-Year	-	-	-
5-Year	-	-	-
10-Year	-	-	-
Since Inception	9.22%	8.71%	8.25%
Expenses			
Total Operating Expense Ratio (including fees)*	0.02%	0.02%	0.02%
Fees and Expenses Related to the Model Services			
Record Keeping Fees**	0.00%	0.00%	0.00%
Program Sponsor Fee***	0.00%	0.00%	0.00%
Plan Advisor Fees†	0.00%	0.00%	0.00%
Other Expenses‡	0.00%	0.00%	0.00%
Expense Example††	\$0.21	\$0.21	\$0.21

* 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 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.

AIMS & AISGW Retirement Income Portfolios

Years-to-Retirement

AS OF 3/31/2026

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).

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.

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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 AIMS & AISGW MEP. 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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AIMS & AISGW Retirement Income Portfolios

Years-to-Retirement

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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; **Income 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.**

AIMS & AISGW Retirement Income Portfolios

Models' Underlying Investment Performance and Expenses

AS OF 3/31/2026

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.

Variable Return Investments	Morningstar Category	Inception Date	Total Returns		Average Annual Total Returns				Total Annual Operating Expenses (%/per \$1000)		Fee Waiver Expiration	Fees/Restrictions
			3 Month	YTD	1 Year	3 Year	5 Year	10 Year/ Since Incept	Gross	Net		
DFA Real Estate Securities Portfolio Institutional Class (DFREX) ^{1,2}	Real Estate	1/5/93	3.33%	3.33%	2.48%	6.53%	3.87%	5.25%	0.21%/ \$2.10	0.18%/ \$1.80	2/28/27	No
Benchmark: Russell 3000 TR USD			-	-3.96%	18.09%	17.86%	10.87%	-				
State Street Equity 500 Index Fund K Class (SSSYX) ^{1,2}	Large Blend	9/17/14	-4.34%	-4.34%	17.74%	18.28%	12.01%	14.08%	0.10%/ \$1.00	0.02%/ \$0.20	4/30/26	No
Benchmark: S&P 500 TR USD			-	-4.33%	17.80%	18.32%	12.06%	-				
Vanguard Mid-Cap Index Fund Admiral Class (VIMAX) ¹	Mid-Cap Blend	11/12/01	-0.63%	-0.63%	12.75%	12.60%	6.97%	10.71%	0.05%/ \$0.50	0.05%/ \$0.50	-	No
Benchmark: Dow Jones US Total Stock Market TR USD			-	-3.99%	18.14%	17.84%	10.76%	-				
Vanguard Small-Cap Index Fund Admiral Class (VSMAX) ¹	Small Blend	11/13/00	1.91%	1.91%	19.73%	13.02%	5.67%	10.53%	0.05%/ \$0.50	0.05%/ \$0.50	-	No
Benchmark: Dow Jones US Total Stock Market TR USD			-	-3.99%	18.14%	17.84%	10.76%	-				
State Street Global All Cap Equity Ex US Index Fund K Class (SSGLX) ^{1,2}	Foreign Large Blend	9/17/14	1.29%	1.29%	27.29%	15.13%	7.33%	8.60%	0.24%/ \$2.40	0.07%/ \$0.70	4/30/26	No
Benchmark: MSCI ACWI Ex USA IMI NR USD			-	-0.68%	25.32%	14.38%	6.83%	-				

Investment products, insurance and annuity products and investments based on Models: 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.

AIMS & AISGW Retirement Income Portfolios

Models' Underlying Investment Performance and Expenses

AS OF 3/31/2026

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		
<i>AIMS - AISGW Retirement Income Portfolios 25 Years Out 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.12%	1.12%	4.70%	-	-	-	4.67%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios 22-24 Years 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.13%	1.13%	4.70%	-	-	-	4.67%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios 19-21 Years 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.13%	1.13%	4.71%	-	-	-	4.66%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios 16-18 Years 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.12%	1.12%	4.69%	-	-	-	4.66%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios 13-15 Years 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.12%	1.12%	4.69%	-	-	-	4.66%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios 10-12 Years 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.12%	1.12%	4.69%	-	-	-	4.66%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios 7-9 Years 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.12%	1.12%	4.70%	-	-	-	4.67%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios 4-6 Years 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.12%	1.12%	4.69%	-	-	-	4.65%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios 1-3 Years 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.12%	1.12%	4.69%	-	-	-	4.66%	4.25%	2.55%
<i>AIMS - AISGW Retirement Income Portfolios - At Retirement 408679</i>										
TIAA Traditional - Retirement Choice Plus Annuity (RCP) ³	11/5/24 ⁴	1.13%	1.13%	4.70%	-	-	-	4.68%	4.25%	2.55%

The current rate shown applies to premiums remitted during the month of May 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.

AIMS & AISGW Retirement Income Portfolios

Underlying Investments Information

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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.

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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.