



# Your future is our focus.

Announcing enhancements to the  
Metairie Park Country Day School  
retirement program



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# Enhanced features to help you plan and save for retirement

Metairie Park Country Day School routinely looks for ways to improve the operation of the retirement plan offered to employees. As a member of the Independent School Collaborative (ISC), Metairie Park Country Day School is eligible to participate in the ISC Multiple Employer Plan (MEP). Joining the ISC MEP will allow Metairie Park Country Day School to offer additional resources and manage the retirement plan more efficiently, which can help lower costs to plan participants. These enhancements begin Apr. 9, 2025.

**TIAA RetirePlus Select® program.** This new program automatically manages your investments, making it easier for you to stay on track with your retirement goals. As the new plan default, a moderate model portfolio that corresponds to the year you turn age 65 will be selected for you if you don't choose another investment option.

**New account.** As a plan participant, you will be enrolled in a new type of plan account with TIAA. Your new plan account will be the ISC MEP 403(b) Plan – Metairie Park Country Day School.

**New investment options.** Metairie Park Country Day School and Marsh McLennan Agency, on behalf of the ISC MEP, carefully selected a range of investments.

**New 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.

**Retirement plan loans.** Your plan will offer retirement plan loans.

**Retirement plan investment advice.** You can receive advice on the investment options from a TIAA financial consultant. You can also choose Retirement Plan Portfolio Manager, a fee-based service that provides a personalized savings and investment plan along with ongoing management of your account.

## Key dates for retirement plan changes

DATES (2025)	EVENTS
Last payroll on or before Apr. 4	Final contributions to the existing accounts and allocations on file.
Apr. 9	Enrollment in a new plan account with TIAA is expected to occur, and you will receive an enrollment confirmation. You may personalize your TIAA RetirePlus Select® model portfolio or unsubscribe and choose your own investments before the first contribution to your new account. After enrollment, you can make changes to your account at any time.
First payroll on or after Apr. 18	Your new account receives the first payroll contribution.



### NO LONGER EMPLOYED BY METAIRIE PARK COUNTRY DAY SCHOOL?

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

# The new TIAA RetirePlus Select® program evolves with you.



## ACTION STEPS

### Decide how to invest.

Stay in the TIAA RetirePlus Select program or choose your own investments from the new core lineup.

A TIAA financial consultant or a financial advisor from Marsh McLennan Agency 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.

You may transfer any current account balances to the new account through a process known as a “Cross-Contract Transfer.” For assistance, contact a TIAA financial consultant at 800-842-2252, weekdays, 7 a.m. to 9 p.m. CT.

**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 will need to request a new beneficiary form and new waiver after the new account is set up.

The TIAA RetirePlus Select® program makes it easier to plan and save for retirement by providing you with a professionally managed model portfolio. It’s a convenient alternative to making your own choices from the retirement plan’s investment lineup.

### What’s a model portfolio?

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

Over time, the TIAA RetirePlus Select program automatically rebalances your account to help keep you on track with your retirement goals.

### Benefits to you

- ✓ Simple to use
- ✓ Diversified mix of investments
- ✓ Professionally designed and managed model portfolios
- ✓ Automatically reduces investment risk as you near retirement
- ✓ Guaranteed annual returns from the TIAA Traditional Annuity allocation
- ✓ Option for monthly income payments for life once you retire

### New default investment

The ISC MEP has decided to change the default investment option for the plan. If you don’t choose an investment option, a TIAA RetirePlus Select moderate model portfolio that corresponds to the year you turn age 65 will be selected for you. Each TIAA RetirePlus Select model portfolio provides a diversified retirement portfolio.

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



### TIAA RetirePlus Select program investment options

These investment options may be included in your TIAA RetirePlus Select model portfolio. For information on expenses associated with these options, see pages 6 – 7.

INVESTMENT OPTION	TICKER
TIAA Traditional Annuity (guaranteed annuity)	N/A
Vanguard 500 Index Fund Admiral Shares	VFIAX
Vanguard Federal Money Market Fund Investor Shares	VMFXX
Vanguard Inflation-Protected Securities Fund Admiral Shares	VAIPX
Vanguard Real Estate Index Fund Admiral Shares	VGSLX
Vanguard Small-Cap Index Fund Admiral Shares	VSMAX
Vanguard Total Bond Market Index Fund Admiral Shares	VBTLX
Vanguard Total International Stock Index Fund Admiral Shares	VTIAX

#### Learn more

For additional details on the TIAA RetirePlus Select program, refer to the enclosed QDIA notice and fact sheet.

See **Disclosures** beginning on page 15 for important details on **TIAA RetirePlus Select®** and **Investment, insurance and annuity products**.



### CAN I USE THE TIAA RETIREPLUS SELECT PROGRAM AND ALSO SELECT OPTIONS FROM THE INVESTMENT LINEUP OR ENROLL IN RETIREMENT PLAN PORTFOLIO MANAGER?

No. You will need to choose either a TIAA RetirePlus Select model portfolio, your own investment strategy from the investment lineup, or Retirement Plan Portfolio Manager.

# Your transition experience

## New account

On Apr. 9, 2025, you will be automatically enrolled in a new Retirement Choice Plus (RCP) account under the ISC MEP 403(b) Plan – Metairie Park Country Day School. When the RCP account is issued, a TIAA RetirePlus Select® moderate model portfolio that corresponds to the year you turn age 65 will be selected for you.

TIAA will send you an enrollment confirmation that includes your new account information. Your current beneficiary information will be applied to your new account. Please be sure to review and update your beneficiary information to ensure it reflects your intentions.

## What happens to existing balances and future contributions

Existing balances	>	Balances will remain in your current accounts, although no new contributions, rollovers or transfers in may be made to these accounts. You can continue to transfer balances among the available annuity options. You may also transfer balances to your new account and the new investment lineup. A decision to transfer is permanent, and money cannot be transferred back to a current account. To discuss these options further, call 800-842-2252 to speak with a TIAA financial consultant.
Future contributions: If you make no changes to your account	>	If you make no changes to your account, your contributions will be directed to your new RCP account and the plan's default investment option, which is the TIAA RetirePlus Select moderate model portfolio that corresponds to the year you turn age 65.
Future contributions: If you update your investment choices	>	If you personalize your TIAA RetirePlus Select model portfolio, contributions will be directed to that model portfolio in your RCP account. If you unsubscribe from the TIAA RetirePlus Select program, contributions will be directed to a new Retirement Choice (RC) account and the investment option(s) you select.

## What to consider if you have the TIAA Traditional Annuity in your account

Some features of TIAA Traditional vary between the current Retirement Annuity (RA), Supplemental Retirement Annuity (SRA) and Group Supplemental Retirement Annuity (GSRA) accounts and the new RC and 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, SRA 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, SRA 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](https://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.

## How to personalize your model portfolio or choose your own investments

Beginning Apr. 9, 2025, you may log in to your new 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 TIAA RetirePlus Select moderate model portfolio suggested for you or select from the other models shown.

If you don't want to use a model portfolio, you have the option to build your own portfolio from the options in the new investment lineup. While logged in to your account, you can unsubscribe from the TIAA RetirePlus Select program, then select from the investment options available in your plan's lineup.

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 an RC account and the investments you select.
- If you do not already have an RC account, one 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 information will not transfer.
- If you have a balance in TIAA Traditional that you choose to transfer as a result of unsubscribing from the TIAA RetirePlus Select program, it will offer the current TIAA Traditional rate.
- In addition, TIAA Traditional in your RC account will have reduced liquidity options. Please contact a TIAA financial consultant for more information.

If you unsubscribe from the program, you can resubscribe at any time.



### PERSONALIZE YOUR INFORMATION

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

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

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

You can change your information and the model portfolio you use anytime.

See **Disclosures** beginning on page 15 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. Investment options shown in **bold** are also offered in the TIAA RetirePlus Select® program. For more detailed information on each option, visit **tiaa.org** and enter the ticker in the site's search feature.

Fund/Account	Ticker	Annual fund operating expenses		Plan servicing fee calculations (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
AB Large Cap Growth Fund Class Z	APGZX	0.530	0.520	0.000	0.095	0.095
Allspring Special Small Cap Value Fund – Class R6	ESPRX	0.990	0.990	0.000	0.095	0.095
American Century Sustainable Equity Fund R6 Class	AFEDX	0.440	0.440	0.000	0.095	0.095
BlackRock Mid-Cap Growth Equity Portfolio Class K	BMGKX	0.710	0.710	0.000	0.095	0.095
BlackRock Total Return Fund Class K Shares	MPHQX	0.380	0.380	0.000	0.095	0.095
MFS International Diversification Fund Class R6	MDIZX	0.740	0.730	0.000	0.095	0.095
MFS Mid Cap Value Fund Class R6	MVCKX	0.630	0.620	0.000	0.095	0.095
Neuberger Berman Small Cap Growth Fund Class R6	NSRSX	1.040	0.810	0.000	0.095	0.095
Nuveen Core Impact Bond Fund Class R6	TSBIX	0.360	0.360	0.000	0.095	0.095
TIAA Real Estate Account (variable annuity)	QREARX	1.015	1.015	0.240	(0.145)	0.095
<b>TIAA Traditional Annuity (guaranteed annuity)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0.150</b>	<b>(0.055)</b>	<b>0.095</b>
<b>Vanguard 500 Index Fund Admiral Shares</b>	<b>VFIAX</b>	<b>0.040</b>	<b>0.040</b>	<b>0.000</b>	<b>0.095</b>	<b>0.095</b>
Vanguard Equity-Income Fund Admiral Shares	VEIRX	0.180	0.180	0.000	0.095	0.095
<b>Vanguard Federal Money Market Fund Investor Shares</b>	<b>VMFXX</b>	<b>0.110</b>	<b>0.110</b>	<b>0.000</b>	<b>0.095</b>	<b>0.095</b>
<b>Vanguard Inflation-Protected Securities Fund Admiral Shares</b>	<b>VAIPX</b>	<b>0.100</b>	<b>0.100</b>	<b>0.000</b>	<b>0.095</b>	<b>0.095</b>
Vanguard Mid-Cap Index Fund Admiral Shares	VIMAX	0.050	0.050	0.000	0.095	0.095
<b>Vanguard Real Estate Index Fund Admiral Shares</b>	<b>VGSLX</b>	<b>0.130</b>	<b>0.130</b>	<b>0.000</b>	<b>0.095</b>	<b>0.095</b>
<b>Vanguard Small-Cap Index Fund Admiral Shares</b>	<b>VSMAX</b>	<b>0.050</b>	<b>0.050</b>	<b>0.000</b>	<b>0.095</b>	<b>0.095</b>
<b>Vanguard Total Bond Market Index Fund Admiral Shares</b>	<b>VBTLX</b>	<b>0.050</b>	<b>0.050</b>	<b>0.000</b>	<b>0.095</b>	<b>0.095</b>
<b>Vanguard Total International Stock Index Fund Admiral Shares</b>	<b>VTIAX</b>	<b>0.120</b>	<b>0.120</b>	<b>0.000</b>	<b>0.095</b>	<b>0.095</b>

See **Disclosures** beginning on page 15 for important details on **Investment, insurance and annuity products** and **TIAA RetirePlus Select®**.

Investment expenses listed are as of Jan. 16, 2025. To view the current expenses, see the prospectus by visiting **tiaa.org** and entering the ticker in the site's search feature.

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



# Overview of retirement plan fees

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

## Administrative services associated with your retirement plan

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

Effective Apr. 9, 2025, the following plan servicing fees will apply to your plan:

Fee	Amount	Description
TIAA Plan Servicing Fee	9.5 basis points (0.095%) <i>\$0.95 per \$1,000 invested annually</i>	Plan services provided by TIAA.
Non-TIAA Plan Servicing Fee	5 basis points (0.05%) <i>\$0.50 per \$1,000 invested annually</i>	Investment advisory services provided by Marsh McLennan Agency for the plan.
Non-TIAA Plan Servicing Fee	\$49 per participant per year <i>\$12.25 per quarter</i>	Plan administration services provided by Pentegra for the plan.
Non-TIAA Plan Servicing Fee	4 basis points (0.04%) <i>\$0.40 per \$1,000 invested annually</i>	Non-TIAA annual administrative fee covering general administrative expenses for the plan.

**TIAA Plan Servicing Fee:** An annual plan servicing fee of up to 0.095% (\$0.95 per \$1,000 invested) will be deducted from your investments each quarter. This amount will be realized by assessing a fee or applying a credit to each investment you choose within the retirement program. The investment lineup chart on page 6 details each investment option in the plan and any associated TIAA plan servicing fee or credit. The total administrative fee equals the revenue share plus or minus the TIAA plan servicing fee or credit. Each fee or credit will be applied to your account on the last business day of each quarter and identified as a "TIAA Plan Servicing Fee" or a "Plan Servicing Credit" on your quarterly statement (see the *Investment-specific services* section of your statement for more details).

## Investment-specific services

Each of the plan's investment options has a fee for investment management and associated services that you generally pay through an expense ratio. Expense ratios are displayed as a percentage of assets. For example, an expense ratio of 0.50% means a plan participant pays \$5 annually for every \$1,000 in assets. Taking the expense ratio into consideration allows you to compare investment fees.

In some cases, investment providers share in the cost of plan administration. An investment manager, distribution company or transfer agent may pay a portion of a mutual fund's expense ratio from their revenues to a plan recordkeeper, such as TIAA, for keeping track of the ownership of the mutual fund's shares and other shareholder services. Any revenue shared by an investment provider is included as part of each investment's expense ratio (it is not in addition to the published expense ratio). Please note that the TIAA annuities do not have revenue sharing. Rather, a "plan services offset" may be applied to the plan's administrative and recordkeeping costs for these investment options.

For information on investment-specific expenses and fees, please refer to the investment lineup chart on page 6. You can also find the expense ratios and other fees and expenses at [tiaa.org/iscmep](https://tiaa.org/iscmep) or in the prospectuses at [tiaa.org/performance](https://tiaa.org/performance).



### PLEASE NOTE:

As ISC MEP assets continue to grow, the cost of TIAA plan services may be reduced.

See [Disclosures](#) beginning on page 15 for important details on [Fees and expenses](#).

# A new Roth retirement plan option

You can make Roth contributions to the ISC MEP 403(b) Plan – Metairie Park Country Day School beginning Apr. 9, 2025. What’s the main difference between your current pretax and Roth after-tax contributions?



## CURRENT PRETAX OPTION

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



## ROTH AFTER-TAX OPTION

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

### How a Roth contribution option works

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

### No income restrictions

The new 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.

### Required distributions

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

### Is a Roth option right for you?

If you expect your tax rate during retirement to be:	You may want to consider:
Higher than your current rate	<b>Roth option.</b> Withdrawals of all contributions and earnings will be tax free at retirement if certain conditions are met.
Lower than your current rate	<b>Pretax option.</b> While this money is taxable at retirement, you may be in a lower tax bracket when you’re no longer working.
Same as your current rate	<b>Roth and pretax options.</b> Having both can provide a hedge against the uncertainty of future tax rates.



### IT’S EASY TO GET STARTED

Simply complete and submit a new salary reduction agreement form, available from the benefits office.

See **Disclosures** beginning on page 15 for important details on **Roth retirement plan option** and **Investment, insurance and annuity products**.

# Retirement planning resources

## Retirement plan investment advice

As a participant in the ISC MEP 403(b) Plan – Metairie Park Country Day School, you have access to personalized advice and guidance on the plan's investment options from TIAA and Marsh McLennan Agency.

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

Schedule an advice session with TIAA by visiting [tiaa.org/schedulenow](https://tiaa.org/schedulenow) or calling 800-732-8353, weekdays, 7 a.m. to 7 p.m. CT. To schedule a guidance session with Marsh McLennan Agency, an independent investment advisor, email [ISCMEPParticipants@MarshMMA.com](mailto:ISCMEPParticipants@MarshMMA.com).



### CREATE YOUR OWN RETIREMENT ACTION PLAN

Explore the **Retirement Advisor** 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



### TRACK ALL YOUR ACCOUNTS IN ONE PLACE

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 15 for important details on [Advice \(legal, tax, investment\)](#).



# Retirement Plan Portfolio Manager service

TIAA's Retirement Plan Portfolio Manager can help you take the guesswork out of retirement plan investing. This fee-based service provides a personalized savings and investment plan along with ongoing management of your ISC MEP 403(b) Plan – Metairie Park Country Day School account. Your account will be reviewed quarterly and automatically adjusted to help keep it on track with your retirement goals.

## WHAT ARE THE BENEFITS?



A personalized investment plan to help you pursue your retirement goals.



Investment professionals who help you manage your retirement savings.



A quarterly snapshot so you can monitor how your portfolio is doing.

## How much does it cost?

If you enroll in this service, an annual fee of 0.30% will be deducted from your account each quarter. The fee is based on an average daily balance of your account during the quarter.



### EXAMPLE OF COST USING AN AVERAGE DAILY ACCOUNT BALANCE OF \$10,000

**Annual fee:**  $\$10,000 \times 0.003 = \$30$

**Quarterly fee:**  $\$30 \div 4 = \$7.50$

To learn more, call 855-728-8422, weekdays, 7 a.m. to 6 p.m. CT. If you prefer to enroll online, visit [tiaa.org/managemyretirement](https://tiaa.org/managemyretirement) for more information on how to get started.

See [Disclosures](#) beginning on page 15 for important details on [Retirement Plan Portfolio Manager](#).

# Retirement plan loan changes

Your plan will offer retirement plan loans. When you take out a new loan, you will be:

- Offered a fixed rate of interest, and the loan will be funded directly from your retirement account. The loan amount will be deducted from your account, and payments, including interest, will be credited back to your account.
- Charged a one-time origination fee. The fee is \$75 for general purpose loans and \$125 for primary residence loans. Additionally, there's an annual loan maintenance fee of \$25.
- Allowed a maximum of 3 outstanding loans at any one time. Former employees are not eligible to request new loans.

If you currently have an outstanding loan, there will be no interruption to your repayment schedule, and the terms of your loan will continue as issued. You can access your retirement account to view your loan information at [tiaa.org/iscmep](https://tiaa.org/iscmep).

## Summary of loan features

LOAN FEATURES	NEW LOANS
Eligibility	Active employees
Number of outstanding loans	3 <sup>1</sup>
Loan origination fee	General purpose: \$75 Primary residence: \$125
Annual administration fee	\$25
Account funding the loan	Eligible accumulations in your retirement account <sup>2</sup>
Maximum loan amount	\$50,000 <sup>3</sup>
Interest rate	Wall Street Journal Prime Rate + 1%
Online application	Yes
Collateral	No
Loan terms	General purpose: 1 – 5 years Primary residence: up to 10 years
Loan disbursement	Check or electronic funds transfer
Loan repayment	ACH bank transfers
Loan payoff	Certified check or online single deduction

<sup>1</sup> An institution has the right to further restrict the allowable number of outstanding loans.

<sup>2</sup> Includes balances in annuities and mutual funds, excluding TIAA Traditional Annuity non-liquid assets.

<sup>3</sup> Other restrictions and calculations may affect the amount available.



## Q&A

### 1. What is the TIAA RetirePlus Select® program?

The program has been designed specifically by the ISC MEP and its investment advisor, Marsh McLennan Agency, for your retirement plan. Each model portfolio consists of a professionally selected and managed mix of investments that aligns with a specific risk profile, ranging from conservative to aggressive, and takes into account your anticipated retirement date.

### 2. Why do participants consider the TIAA RetirePlus Select program?

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

### 3. How do I modify my subscription to the TIAA RetirePlus Select program?

Log in to your account at [tiaa.org/iscmep](https://tiaa.org/iscmep) starting on or about Apr. 9, 2025, and choose *Personalize it* below your retirement plan account. Then, you can complete the brief questionnaire to initiate a model portfolio recommendation. Once you review it, you can simply select and approve it to complete your subscription. Your future contributions will be invested in the model portfolio you choose.

### 4. How do I unsubscribe from the TIAA RetirePlus Select program?

You can log in to your account at [tiaa.org/iscmep](https://tiaa.org/iscmep) starting on or about Apr. 9, 2025, and choose *Personalize it* below your retirement plan account. Then, scroll down and select *Stop using* to choose your own investments. If you unsubscribe, please note:

- Future contributions that were directed to a model portfolio (as well as balances that were managed by a model portfolio) will be transferred to your Retirement Choice (RC) account and the investments you select, as discussed on page 5.
- If you do not already have an RC account, a new one will be issued for this purpose, and you will be sent an enrollment confirmation. You will need to designate a beneficiary for this new account—your beneficiary information will not transfer.
- If you have a balance in the TIAA Traditional Annuity that you choose to transfer as a result of unsubscribing from the TIAA RetirePlus Select program, 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.





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

You can log in to your account at **tiaa.org** and select the plan under *Accounts*. The account type will be listed below the plan name. Your current accounts are Retirement Annuity (RA), Supplemental Retirement Annuity (SRA) and Group Supplemental Retirement Annuity (GSRA) accounts. Your new account will be an RC or Retirement Choice Plus (RCP) account. See the comparison chart at **tiaa.org/comparison** for more information.

**7. What are annuities?**

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

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

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

*continued*

**8. Can I move money from TIAA Traditional in a current TIAA account to a new account?**

Money in TIAA Traditional deserves special attention. For instance, money moved out of TIAA Traditional in the current accounts will no longer receive the 3% minimum guaranteed rate. 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, RCP and current accounts, please see the comparison chart at [tiaa.org/comparison](https://www.tiaa.org/comparison) or contact TIAA at 800-842-2252.

**9. Can I move other balances in a current TIAA account to a new account?**

Yes. You may transfer any current account balances to your new RC or RCP account through a process known as a Cross-Contract Transfer. However, you should carefully review your decision before proceeding. Please contact a TIAA financial consultant or a Marsh McLennan Agency financial advisor for assistance, using the information on the back cover of this guide.

**10. Does it make sense to consolidate retirement accounts?**

You might find it easier to manage your retirement money by working with one provider. That said, transferring balances can sometimes trigger costs.

Before consolidating outside retirement balances, check with your employee benefits office to see if you can transfer those balances directly to your plan account at TIAA. For example, you may be able to leave money with a prior provider, roll over money to an IRA, or cash out all or part of the account value.

Consider the advantages and disadvantages of each option carefully, including investment options and services, fees and expenses, withdrawal options, required minimum distributions, tax treatment, and your financial needs. You should seek the guidance of your financial professional and tax advisor before consolidating balances.

# Disclosures

## Advice (legal, tax, investment)

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

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

Individual Advisory Services may not be available to all participants. Advisory services through Individual Advisory Services are a fee-for-services charge to the employee.

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

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

TIAA and Marsh McLennan Agency, 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 Marsh McLennan Agency 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 Marsh McLennan Agency. Marsh McLennan Agency is not responsible for the advice and education provided by TIAA.

## Distributions and withdrawals

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

## Fees and expenses

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

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

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

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

## Investment, insurance and annuity products

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit [tiaa.org](https://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.

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.

*continued*



# Disclosures continued

## Retirement Plan Portfolio Manager

The Retirement Plan Portfolio Manager Program (Program) is a discretionary fee-based asset allocation advisory program provided by TIAA Trust, N.A. Morningstar Investment Management, LLC (Morningstar) is an unaffiliated investment advisor that provides TIAA with independent, third-party asset allocation models and specific investment recommendations for purposes of the Program. Program recommendations are generated by Morningstar as an independent investment authority, retained by TIAA to provide independent advice. The Morningstar tool's advice is based on statistical projections of the likelihood that an individual will achieve their retirement goals. The projections rely on financial and economic assumptions of historical rates of return of various asset classes that may not reoccur in the future, volatility measures and other facts, as well as information the individual provides.

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

## Roth retirement plan option

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

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

## TIAA RetirePlus Select®

TIAA RetirePlus Select® (the "Program") is an asset allocation program that includes formulaic asset allocation models that a plan participant may choose to guide the investment of his or her account into underlying mutual funds and annuities (the "underlying investments"). The plan fiduciary selects the specific underlying investments available under its plan to represent the various asset classes in the models. An independent third-party advisor engaged (and paid) by Teachers Insurance and Annuity Association of America ("TIAA") developed the target asset class allocations for the models and the Program is administered by TIAA as plan recordkeeper. In making the Program available to plans, neither TIAA nor Mesirow is providing investment advice to the plans or plan participants.

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.

**Plan participants 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.**

Investment decisions should be made in consultation with a plan participant's personal advisor based on his or her own objectives and circumstances. The models are not "investment companies" within the meaning of the Investment Company Act of 1940, as amended, and the models do not issue securities within the meaning of the Securities Act of 1933, as amended, but may be chosen by a plan participant to guide his or her investment decisions. The target allocations for a model-based account will change over time as the number of years to the target retirement date decrease. For information regarding the changes to the target allocations, please contact TIAA. An account's actual allocation percentage to an underlying investment may vary from the target allocations due to the performance of the underlying investments or other factors. Accounts invested in accordance with the model will be rebalanced to the applicable target allocations periodically. The underlying investments included in a model are subject to change and may not be representative of the current or future underlying investments for the model.

No guarantee—Neither the models nor any investment made pursuant to the models are deposits of, or obligations of, or guaranteed or endorsed by TIAA or their affiliates, or insured by the Federal Deposit Insurance Corporation, or any other agency. There is no guarantee that the underlying investments will provide adequate income at and through retirement and investors may experience losses. Investors should not allocate their retirement savings to the underlying investments unless they can readily bear the consequences of such loss.

Assets allocated to the underlying investments based on the model will be invested in underlying mutual funds and annuities that are permissible investments under the plan. Some or all of the underlying investments included in the model may be sponsored or managed by TIAA or its affiliates and pay fees to TIAA and its affiliates. In general, the value of a model-based account will fluctuate based on the performance of the underlying investments in which the account invests. For a detailed discussion of the risks applicable to an underlying investment, please see the prospectus or disclosure document for such underlying investment.

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

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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/iscmep](https://tiaa.org/iscmep) 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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# We're here to help

Not sure where to begin? Let us help you take the next step!

## Manage your account

### Online

Visit [tiaa.org/iscmep](https://tiaa.org/iscmep) and log in. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the on-screen directions to access your account.

### Phone

Call TIAA at 800-842-2252, weekdays, 7 a.m. to 9 p.m. CT. Please follow the initial prompts to ensure your call is answered by a representative familiar with the plan changes.

## Schedule an investment advice or guidance session

### Online

Visit [tiaa.org/schedulenow](https://tiaa.org/schedulenow).

Email [ISCMEPParticipants@MarshMMA.com](mailto:ISCMEPParticipants@MarshMMA.com).

### Phone

Call TIAA at 800-732-8353, weekdays, 7 a.m. to 7 p.m. CT.

Take your planning with you using the TIAA mobile app. Download the TIAA mobile app from the App Store or Google Play.

