

# Retirement plan updates

The University of Akron (UA) is enhancing the UA retirement plans with a new service to help you pursue your retirement goals.

**The updates start May 14, 2026.**



The what, when and how of the retirement plan updates

# Updates to your plans

# Mark your calendar

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

Changes will affect The University of Akron Alternative Retirement Plan (ARP), 403(b) plan and 457(b) plan.



### UA Target Date Retirement model portfolios

This new service automatically manages your investments and can help you stay on track with your retirement goals. It will also serve as the plans' new default investment option.



### Lower investment-level fees

Costs for some investments will be lower, which may reduce the amount you pay in fees.



### New account in the ARP

If you currently have a balance and qualify for subscription to the new UA Target Date Retirement models in the ARP, you will be automatically enrolled in a new type of plan account. There will be no interruption to your contributions.

### MAY 14, 2026

If either of the categories below applies to you, you'll be subscribed to a UA Target Date Retirement model portfolio that aligns with your anticipated retirement age.

- You have a balance in the Nuveen Lifecycle Index Funds
- You have not updated your investment choices since May 13, 2024

If you qualify for subscription to the new UA Target Date Retirement models *and* have a balance in the ARP, you will be enrolled in a new type of plan account and will be sent a confirmation.

### WEEK OF MAY 18, 2026

***If you are subscribed to a UA Target Date Retirement model portfolio in the ARP***, existing eligible balances will be transferred to your new account and the model portfolio selected for you, unless you make changes to your account.

### ONGOING

You have access to personalized advice on the retirement plans' investment options from TIAA.

## Attend the webinar.

Learn more about the upcoming changes. Register by scanning the QR code below or visiting **webinars.on24.com/client/uakron2026changes**.



If you are unable to attend, you may watch the recording at any time using the same link.



Make sure to review the enclosed guide 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 UA?

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



# Consider your next steps

It's important to play an active role in planning for your retirement.<sup>1</sup>

- 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.
- Review the investment lineup and your investment choices. Make any changes needed.

## Schedule an investment advice session.

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

### TIAA

Visit [tiaa.org/schedulenow](https://tiaa.org/schedulenow), or call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. ET.

## Manage your account.

### ONLINE

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



<sup>1</sup> If you currently receive retirement plan distributions, have automatic account rebalancing, use Retirement Plan Portfolio Manager and/or have loans, you may be required to take action. Please review the enclosed guide.

# PLAN UPDATE DETAILS

## Announcing updates to The University of Akron retirement plans

The University of Akron (UA) is enhancing The University of Akron Alternative Retirement Plan (ARP), 403(b) plan and 457(b) plan with a new service starting in mid-May 2026. Carefully review this guide for details about the plan updates. You'll find information about new features, opportunities for investment advice and more.



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## Enhanced features to help you plan and save for retirement

UA is making the changes described below to the ARP, 403(b) plan and 457(b) plan, offering investment options, services and tools that can help you plan for your retirement savings goals. These updates begin May 14, 2026.

- **UA Target Date Retirement model portfolios.** This new service automatically manages your investments and helps you stay on track with your retirement goals. It will also serve as the plans' new default investment.  
You may be automatically subscribed to this service, depending on how you are currently invested or how active you are in your account.
- **Lower investment-level fees.** Fees are being reduced to help manage the overall cost of participation in your retirement plan.
- **New account and balance transfer for some participants in the ARP.** You may be enrolled in a new type of TIAA plan account in the ARP, depending on how you are currently invested or how active you are in your account.
- **Retirement plan investment advice.** You can continue to receive advice on the investment options from a TIAA financial consultant. You can also choose to use Retirement Plan Portfolio Manager (RPPM), a fee-based service that offers personalized investment advice and professional management of your account.



### NO LONGER EMPLOYED BY UA?

Although you're not actively contributing to the retirement plans, 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.

# Key dates for retirement plan changes

DATES (2026)	EVENTS
May 14	<p><b>If you are currently invested in the Nuveen Lifecycle Index Funds, or if you have not updated your investment choices since May 13, 2024,</b> you'll be subscribed to a UA Target Date Retirement model portfolio that aligns with your anticipated retirement age. See pages 14 – 15 for more information.</p> <p><b>For those in the ARP who also qualify for a model portfolio as described above,</b> enrollment in a new plan account is expected to occur, and an enrollment confirmation will be sent.</p>
Week of May 18	<p><b>If you are subscribed to a UA Target Date Retirement model portfolio in the ARP,</b> existing eligible balances will be transferred to your new account and the model portfolio selected for you, unless you make changes to your account.</p>

## TRANSITION EXPERIENCE SUMMARY: HOW THE CHANGES MAY IMPACT YOU

	Will be subscribed to a UA Target Date Retirement model portfolio (see pages 14 – 15)	Will remain in current investments in existing account(s) (see page 16)
Invested in a Nuveen Lifecycle Index Fund	✓	
Have <i>not</i> updated your future contributions/existing balances since May 13, 2024	✓	
Currently using the RPPM service		✓
Currently invested in TIAA Brokerage and do not have a balance in Nuveen Lifecycle investments		✓
Updated your future contributions/existing balances since May 13, 2024		✓
Not invested in the Nuveen Lifecycle Index Funds		✓

## ACTION STEPS FOR THE CHANGES

- 1 Before the changes begin**
  - Review the investment options, including the new UA Target Date Retirement model portfolios.
- 2 As changes are taking place**
  - Access your new account (if applicable) online at [tiaa.org/uakron](https://tiaa.org/uakron) to review and update your beneficiary information.
  - Select new investment options (if needed) starting May 14, 2026.
  - Decide if you want to:
    - Keep it simple**  
If you take no action, future contributions in all plans and any existing mutual fund balances in the ARP will automatically transfer to the UA Target Date Retirement model portfolio selected for you.
    - Manage your own investment strategy**  
Choose from the options in the investment lineup.
    - Consider a self-directed brokerage account**  
You can open a self-directed brokerage account for access to thousands of additional funds. UA doesn't select or monitor funds available through a brokerage account, and TIAA doesn't offer investment advice for assets in a brokerage account. Fees may apply.

# The new UA Target Date Retirement models

The UA Target Date Retirement models 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 plans' investment lineup.

## WHAT'S A MODEL PORTFOLIO?

Each model includes a combination of investment options from the retirement plans' 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 UA Target Date Retirement models 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

## IS THERE A COST?

If you use the UA Target Date Retirement models, you'll be charged \$1.50 annually for each \$1,000 in your account managed by the service. This fee will be deducted from your account each quarter and reflected on your quarterly statement.

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

## NEW DEFAULT INVESTMENT

UA has decided to change the default investment option for the plans. If you don't choose an investment option, a UA Target Date Retirement model portfolio will be selected for you. Each UA Target Date Retirement model provides a diversified retirement portfolio.

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

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 UA Target Date Retirement models and also select options from the investment lineup?

No. For each eligible TIAA account, you need to choose either the UA Target Date Retirement models or your own investment strategy from the investment lineup.

*continued*

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

# The new UA Target Date Retirement models continued

## MODEL PORTFOLIO UNDERLYING INVESTMENT ALLOCATIONS

Model portfolio		Retirement income	2010
Birth years		Before 1943	1943 – 1947
Fund/Account	Ticker		
Vanguard Institutional Index Fund Institutional Shares	VINIX	19%	19%
Vanguard Extended Market Index Fund Admiral Shares	VEXAX	8%	9%
Vanguard Total International Stock Index Fund Admiral Shares	VTIAX	9%	10%
Vanguard Total Bond Market Index Fund Admiral Shares	VBTLX	15%	15%
TIAA Traditional Annuity (guaranteed annuity)	N/A	49%	47%
<b>Total</b>		<b>100%</b>	<b>100%</b>

Model portfolio		2040	2045
Birth years		1973 – 1977	1978 – 1982
Fund/Account	Ticker		
Vanguard Institutional Index Fund Institutional Shares	VINIX	30%	34%
Vanguard Extended Market Index Fund Admiral Shares	VEXAX	17%	19%
Vanguard Total International Stock Index Fund Admiral Shares	VTIAX	24%	28%
Vanguard Total Bond Market Index Fund Admiral Shares	VBTLX	13%	9%
TIAA Traditional Annuity (guaranteed annuity)	N/A	16%	10%
<b>Total</b>		<b>100%</b>	<b>100%</b>

2015	2020	2025	2030	2035
1948 – 1952	1953 – 1957	1958 – 1962	1963 – 1967	1968 – 1972
20%	21%	21%	24%	27%
10%	10%	11%	13%	14%
12%	12%	14%	16%	20%
17%	20%	20%	19%	16%
41%	37%	34%	28%	23%
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

2050	2055	2060	2065	2070
1983 – 1987	1988 – 1992	1993 – 1997	1998 – 2002	2003 to present
37%	37%	37%	36%	36%
21%	22%	22%	23%	23%
32%	34%	36%	38%	38%
5%	4%	3%	2%	2%
5%	3%	2%	1%	1%
<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

See Disclosures beginning on page 22 for important details on UA Target Date Retirement model portfolios and Investment, insurance and annuity products.

# Your investment lineup

The investment 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 available in the new UA Target Date Retirement model portfolios. For more detailed information on each option, visit [tiaa.org](https://tiaa.org) and enter the ticker in the site's search feature.

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing %	B. Plan servicing fee %	C. Total admin. fee %
<b>GUARANTEED</b>						
TIAA Stable Value* (guaranteed annuity)	N/A	N/A	N/A	0.000	0.093	0.093
<b>TIAA Traditional Annuity (guaranteed annuity)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0.150</b>	<b>0.000</b>	<b>0.150</b>
<b>MONEY MARKET</b>						
Vanguard Federal Money Market Fund Investor Shares	VMFXX	0.110	0.110	0.000	0.093	0.093
<b>FIXED INCOME (BONDS)</b>						
PGIM High Yield Fund – Class R6	PHYQX	0.380	0.380	0.000	0.093	0.093
PGIM Total Return Bond Fund – Class R6	PTRQX	0.400	0.390	0.000	0.093	0.093
Vanguard Inflation-Protected Securities Fund Admiral Shares	VAIPX	0.100	0.100	0.000	0.093	0.093
<b>Vanguard Total Bond Market Index Fund Admiral Shares</b>	<b>VBTLX</b>	<b>0.040</b>	<b>0.040</b>	<b>0.000</b>	<b>0.093</b>	<b>0.093</b>

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing %	B. Plan servicing fee %	C. Total admin. fee %
<b>MULTI-ASSET</b>						
CREF Responsible Balanced Account Class R4 (variable annuity)	QSCCFX	0.070	0.070	0.000	0.093	0.093
<b>REAL ESTATE</b>						
TIAA Real Estate Account (variable annuity)	QREARX	0.895	0.895	0.240	0.000	0.240
<b>EQUITIES (STOCKS)</b>						
Allspring Special Mid Cap Value Fund – Class R6	WFPRX	0.700	0.700	0.000	0.093	0.093
Allspring Special Small Cap Value Fund – Class R6	ESPRX	0.820	0.820	0.000	0.093	0.093
American Funds New World Fund® Class R-6	RNWGX	0.570	0.570	0.000	0.093	0.093
ClearBridge International Growth Fund Class IS	LMGPX	0.700	0.700	0.000	0.093	0.093
Columbia Dividend Income Fund Institutional 3 Class	CDDYX	0.540	0.540	0.000	0.093	0.093
CREF Total Global Stock Account Class R4 (variable annuity)	QCSTFX	0.110	0.110	0.000	0.093	0.093
Harbor Small Cap Growth Fund Retirement Class	HNSGX	0.800	0.800	0.000	0.093	0.093
MFS Growth Fund Class R6	MFEKX	0.500	0.490	0.000	0.093	0.093
MFS Mid Cap Growth Fund Class R6	OTCKX	0.670	0.660	0.000	0.093	0.093
<b>Vanguard Extended Market Index Fund Admiral Shares</b>	<b>VEXAX</b>	<b>0.050</b>	<b>0.050</b>	<b>0.000</b>	<b>0.093</b>	<b>0.093</b>

continued

## Your investment lineup continued

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing %	B. Plan servicing fee %	C. Total admin. fee %
<b>Vanguard Institutional Index Fund Institutional Shares</b>	<b>VINIX</b>	<b>0.035</b>	<b>0.035</b>	<b>0.000</b>	<b>0.093</b>	<b>0.093</b>
Vanguard Real Estate Index Fund Admiral Shares	VGSLX	0.130	0.130	0.000	0.093	0.093
<b>Vanguard Total International Stock Index Fund Admiral Shares</b>	<b>VTIAX</b>	<b>0.090</b>	<b>0.090</b>	<b>0.000</b>	<b>0.093</b>	<b>0.093</b>
<b>TIAA BROKERAGE ACCOUNT</b>						

\* Available only in the ARP.

See **Disclosures** beginning on page 22 for important details on **Investment, insurance and annuity products** and **UA Target Date Retirement model portfolios**.

Investment expenses listed are as of Feb. 27, 2026. To view the current expenses, see the prospectus by visiting [tiaa.org](https://www.tiaa.org) and entering the ticker in the site's search feature.

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

## Overview of retirement plan fees

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

### ADMINISTRATIVE SERVICES ASSOCIATED WITH YOUR RETIREMENT PLANS

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

Effective May 14, 2026, your current annual plan servicing fee of up to 0.10% (\$1.00 per \$1,000 invested) is being reduced to 0.093% (\$0.93 per \$1,000 invested), which will be deducted proportionally from your investments each quarter. This fee will be assessed to each investment you choose in the plans and will vary if a portion of the administrative fee is funded by revenue sharing, a practice in which investment providers share in the cost of administration. If the revenue-sharing amount of the investment option you select exceeds the total administration cost, no fee will be assessed. If the revenue-sharing amount is less than the total administration cost, a fee will be applied. Each fee will be applied to your account on the last business day of each quarter and will be identified as a "TIAA Plan Servicing Fee" on your quarterly statement.

### FEE TRANSPARENCY AND RESOURCES

While some expenses are paid by UA, 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 22 for important details on **Fees and expenses**.

# Your transition experience

## **SUBSCRIPTION TO THE NEW UA TARGET DATE RETIREMENT MODEL PORTFOLIOS**

If either of the categories below applies to you, you will be subscribed to a UA Target Date Retirement model portfolio that aligns with your anticipated retirement age.

- You have a balance in the Nuveen Lifecycle Index Funds
- You have not updated your investment choices since May 13, 2024

## **NEW ACCOUNT IN THE ARP**

If you qualify for subscription to the new UA Target Date Retirement models and don't already have a Retirement Choice Plus (RCP) account in the ARP, on or about May 14, 2026, you will be enrolled in one. If you are enrolled in a new account, TIAA will send you an enrollment confirmation with additional information. Your current beneficiary designation(s) will be applied to any new account.

## **HOW YOUR FUTURE CONTRIBUTIONS WILL BE AFFECTED STARTING MAY 14, 2026**

Future contributions will be directed to your RCP account(s) and the plans' default investment option, the UA Target Date Retirement model portfolio that aligns with your anticipated retirement age.

## **HOW YOUR ACCOUNT BALANCES IN THE ARP WILL BE AFFECTED DURING THE WEEK OF MAY 18, 2026**

Any balances in your current account(s) (except for those mentioned below) will be transferred to the UA Target Date Retirement model portfolio in the RCP account.

TIAA Traditional and/or TIAA Stable Value annuity account balances will remain in your current account(s). If you are in a model portfolio, your annuity balances will be considered in your allocation to the model's target investment mix.

## **PERSONALIZE YOUR UA TARGET DATE RETIREMENT MODEL PORTFOLIO**

Beginning May 14, 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 UA Target Date Retirement model portfolio suggested for you or select from the other models shown.

## **CHOOSE YOUR OWN INVESTMENTS**

If you don't want to use a model portfolio, you can build your own portfolio from options in the investment lineup. While logged in to your account, you can unsubscribe from the UA Target Date Retirement models, then select from the investment options available in your plans' lineup. You can update your account at any time, including changing your investment choices or resubscribing to the UA Target Date Retirement models.

### **If you unsubscribe, please note:**

- It can take up to three days for your account to accurately display your desired intentions.

### **Additionally, in the ARP:**

- 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. If you do not already have an RC account, one will be issued for this purpose. Your existing beneficiary will be transferred to the new account, and an enrollment confirmation will be sent.
- Any balances that you transfer to TIAA Traditional when you unsubscribe will be credited with the current TIAA Traditional rate.
- See the *What to consider if you have TIAA Traditional in your account* section for more information about TIAA Traditional.
- Once you unsubscribe and select your own investments, you will need to wait 120 days if you decide to resubscribe to the UA Target Date Retirement models.

## **WHAT TO CONSIDER IF YOU HAVE A SELF-DIRECTED BROKERAGE ACCOUNT**

If you have a self-directed brokerage account, it will automatically move to your new plan account if you are issued one. There will be no change to how your existing brokerage balance is invested. If, however, you have both a brokerage account **and** investments in the Nuveen Lifecycle Index Funds, you will be subscribed to the UA Target Date Retirement models, and all future contributions will be directed to the models. Your brokerage balance will remain where it is.

*continued*

# Your transition experience continued

## IF YOU *DO NOT* HAVE A BALANCE IN THE NUVEEN LIFECYCLE INDEX FUNDS, HAVE A BALANCE IN A SELF-DIRECTED BROKERAGE ACCOUNT OR USE THE RPPM SERVICE

You will not be issued a new account, and your current balances and future contributions will not be transferred to a model portfolio.

If you would like to subscribe to the UA Target Date Retirement models, you can log in to your account or call TIAA at **800-842-2252**.

## IMPACT OF PLAN CHANGES ON TRANSACTIONS

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

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

Some features of TIAA Traditional vary between the RC and RCP accounts.

Historically, TIAA Traditional in 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.



### ACTION STEPS

#### Decide how to invest.

Use the UA Target Date Retirement models, choose your own investments or consider RPPM.

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

#### Check your beneficiary 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 22 for important details on *Investment, insurance and annuity products*.

# Retirement planning resources

## RETIREMENT PLAN INVESTMENT ADVICE

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

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

Schedule a session by visiting [tiaa.org/schedulenow](https://tiaa.org/schedulenow) or calling **800-732-8353**, weekdays, 8 a.m. to 8 p.m. ET.

## ONLINE TOOLS

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

### CREATE YOUR OWN RETIREMENT ACTION PLAN

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 22 for important details on *Advice (legal, tax, investment) or education*.

# Q&A

## 1. What are the UA Target Date Retirement model portfolios?

The service has been designed specifically by UA and its investment advisor, CAPTRUST, for your retirement plans using the TIAA RetirePlus Pro® service.

## 2. Why do participants consider the UA Target Date Retirement model portfolios?

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

## 3. Will my model be automatically rebalanced?

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

## 4. What if my 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 plans' investment options.

## 5. How do I modify my UA Target Date Retirement model portfolio?

Log in to your account at [tiaa.org/uakron](https://tiaa.org/uakron) starting on or about May 14, 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.

## 6. How do I unsubscribe from the UA Target Date Retirement models?

You can log in to your account at [tiaa.org/uakron](https://tiaa.org/uakron) starting on or about May 14, 2026, choose your plan, and select *Personalize*. Then, scroll down and select *Stop using* to choose your own investments. If you unsubscribe, please note:

- It can take up to three days for your account to accurately display your desired intentions.

Additionally, in the ARP:

- 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. If you do not already have an RC account, one will be issued for this purpose. Your existing beneficiary will be transferred to the new account, and an enrollment confirmation will be sent.
- Any balances that you transfer to TIAA Traditional when you unsubscribe will be credited with the current TIAA Traditional rate.
- See the *What to consider if you have TIAA Traditional in your account* section on page 16 for more information about TIAA Traditional.
- Once you unsubscribe and select your own investments, you will need to wait 120 days if you decide to resubscribe to the UA Target Date Retirement models.

## 7. With the UA Target Date Retirement models, which assets are considered in the management of my retirement account?

To maintain the target asset mix, the UA Target Date Retirement models 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 plans. This can provide a more complete picture for determining an appropriate asset allocation. While non-model annuities that are part of your plans can be considered in the asset allocation of your model portfolio, they're not actively managed by the service.

Beginning May 14, 2026, you can modify your UA Target Date Retirement model 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/uakron](https://tiaa.org/uakron), choose your plan, and select *Personalize*.

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# Q&A continued

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

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

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

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

## 10. Can I move money from a legacy account to a new account?

Yes, you may transfer balances to the investments in a new account. However, there are certain things you should consider before doing so. Any money moved out of TIAA Traditional in a legacy account will no longer receive the 3% minimum guaranteed rate. Any money that you move out of a legacy account cannot be moved back into it. In short, the pros and cons are different for every plan participant. To learn more about TIAA Traditional, liquidity rules, and the differences between RC and Retirement Choice Plus (RCP) accounts, please visit [tiaa.org/comparison](https://www.tiaa.org/comparison) or call TIAA at **800-842-2252**.

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

The legacy accounts are Retirement Annuity (RA), Group Annuity (GA), Group Retirement Annuity (GRA), Supplemental Retirement Annuity (SRA) and Group Supplemental Retirement Annuity (GSRA) accounts. The accounts going forward will be RC and RCP accounts. Visit [tiaa.org/comparison](https://www.tiaa.org/comparison) for more information.

## 12. 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 and TIAA Stable Value, 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.

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.

## BROKERAGE SERVICES

The brokerage account option is available to participants who maintain both a legitimate U.S. residential address and a legitimate U.S. mailing address. Certain securities may not be suitable for all investors. Securities are subject to investment risk, including possible loss of the principal amount invested.

By opening a brokerage account, you will be charged a commission only on applicable transactions and other account-related fees in accordance with the TIAA Commission and Fee Schedule. Please visit [tiaa.org/sda\\_caa](https://tiaa.org/sda_caa). Other fees and expenses apply to a continued investment in the funds and are described in the funds' current prospectuses. Some securities may not be suitable for all investors.

TIAA Brokerage, a division of TIAA-CREF Individual and Institutional Services, LLC, Member FINRA and SIPC, distributes securities. Brokerage accounts are carried by Pershing, LLC, a subsidiary of The Bank of New York Mellon Corporation, Member FINRA, NYSE, SIPC.

## 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 options are fixed annuities that pay you interest at competitive crediting rates that are announced in advance. There is no explicit expense ratio because these are fixed annuities.

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.**

Stable value investment options may be subject to equity wash restrictions. In order to provide the performance, stability and liquidity attributes of a stable value option, transfers from stable value options are subject to an industry-standard 90-day "equity wash" rule. The rule prohibits transfers from TIAA Stable Value directly to "competing funds." Competing funds are plan investment options that exhibit a pattern of performance consistent with stability and include money market funds, short-term bond funds, and the TIAA Brokerage account. If you want to transfer amounts from TIAA Stable Value to competing funds, you must first transfer to noncompeting funds where the amount originally transferred must remain for 90 days before you can transfer the amount to one or more competing funds. In addition, to minimize the negative effects of frequent trading, transfers into TIAA Stable Value are restricted for 30 days following a transfer out.

TIAA Traditional Annuity and TIAA Stable Value are guaranteed insurance contracts and not investments 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. Declared crediting rates for TIAA Stable Value accumulating amounts are reviewed and may be reset every six months (on January 1 and July 1). Additional amounts are not guaranteed for periods other than the period for which they were declared.

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# Disclosures continued

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**.

## 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.

Assets held in a retirement plan brokerage account are not eligible for inclusion in Retirement Plan Portfolio Manager.

**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.**

## UA TARGET DATE RETIREMENT MODEL 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.

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

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

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# Disclosures continued

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**You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call 877-518-9161 or go to [tiaa.org/uakron](https://tiaa.org/uakron) 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

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

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## Phone

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