



Retirement program updates

The University of Central Arkansas (UCA) is enhancing the UCA retirement program with new investment options and services to help you pursue your retirement goals.

The enhancements will start April 22, 2026.



The what, when and how of the retirement program updates.

Updates to your program.

Mark your calendar.

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



Retirement Plus Portfolio IV models

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

If you are currently contributing to the program or have a mutual fund balance, you'll be subscribed to this service until you elect a different option.



New investment options

A new investment lineup will provide you with a range of investment choices. New options include a self-directed brokerage account, providing access to additional investment choices.



Lower investment-level fees

Fees are being reduced to help manage the overall cost of participation in your retirement program.

APR. 22, 2026

If you are currently contributing to the program or have a mutual fund balance, you'll be enrolled in new plan accounts with TIAA. You will be sent enrollment confirmations.

Once enrolled, you'll be automatically subscribed and future contributions will be directed to a new moderate Retirement Plus Portfolio IV model. You can make changes to your account at any time.

WEEK OF APR. 27, 2026

Existing mutual fund balances with TIAA will be transferred to new accounts and the new investment options.

APR. 30, 2026

New accounts will receive the first payroll contributions.

Consider your next steps.

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

- Read the enclosed information carefully to see how the changes may affect you.
- Check your beneficiary designation(s). Log in to your account to make any updates.
- Review the investment lineup and your investment choices. Make any changes needed.



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

No longer employed by UCA?

Although you aren't actively contributing to the retirement program, please review the enclosed information to understand what's happening and how the changes may affect your account balances. **Please note:** If you are not actively contributing to the program and only have balances in annuities, you will not be automatically subscribed to the Retirement Plus Portfolio IV models.



Have questions?

LOG ON TO A VIRTUAL INFORMATION SESSION PRESENTED BY TIAA

DATE (2026)	TIME (CT)	RSVP
Tuesday, Apr. 7	1:40 p.m.	Register
Wednesday, Apr. 8	2 p.m.	Register

ATTEND AN ONSITE IN-PERSON INFORMATION SESSION PRESENTED BY TIAA

DATE (2026)	TIME (CT)	LOCATION
Thursday, Apr. 16	3 p.m.	SC Room 213
Friday, Apr. 17	2 p.m.	SC Room 213

VISIT THE HELP DESK

DATE (2026)	TIME (CT)	LOCATION
Thursday, Apr. 16	2 p.m. – 5 p.m.	SC Room 214
Friday, Apr. 17	Noon – 4 p.m.	SC Room 214

SCHEDULE AN ONSITE 30-MINUTE ONE-ON-ONE ADVICE SESSION WITH A TIAA FINANCIAL CONSULTANT

DATE (2026)	TIME (CT)	LOCATION
Wednesday, Apr. 22	9 a.m. – 4 p.m.	SC Room 201
Thursday, Apr. 23	9 a.m. – 4 p.m.	SC Room 204
Friday, Apr. 24	9 a.m. – 4 p.m.	SC Room 201
Monday, Apr. 27	9 a.m. – 4 p.m.	SC Room 201

To secure a session on the days listed above, you must register by visiting tiaa.org/schedulenow or by calling **800-732-8353**, weekdays, 7 a.m. to 7 p.m. CT. These services are available at *no additional cost to you*, and *no minimum balance is required*.



Scan to register for virtual information sessions.

Manage your account.

ONLINE

Visit tiaa.org/uca 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, 7 a.m. to 9 p.m. CT.

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

PLAN UPDATE DETAILS

Announcing updates to the UCA retirement program

The University of Central Arkansas (UCA) is enhancing the UCA retirement program with new investment options and services starting in late April 2026. Carefully review this guide for details about the plan updates. You'll find information about new features, new investment choices, opportunities for investment advice and more.



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Contents

New features to help you plan and save for retirement	3
Key dates for retirement program updates	4
The new Retirement Plus Portfolio IV models	5
Your transition experience	9
Overview of retirement program fees	12
Your investment lineup	14
Introducing a self-directed brokerage option	18
Retirement planning resources	19
Q&A	20
Disclosures	23
Manage your account	Back cover

New features to help you plan and save for retirement

UCA is making the updates described below to the retirement program, offering investment options, services and tools that can help you plan for your retirement savings goals. These enhancements begin Apr. 22, 2026.

- **New investment options.** UCA and OneDigital, an independent investment advisor, carefully selected a range of investments, including some with lower costs. New options include a self-directed brokerage account, providing access to additional investment choices.
- **Retirement Plus Portfolio IV models.** This new service automatically manages your investments and helps you stay on track with your retirement goals. As the program's new default investment, a model portfolio will be selected for you if you don't choose another investment option.
- **Lower investment-level fees.** Fees are being reduced to help manage the overall cost of participation in your retirement program.
- **New account.** Eligible plan participants will be enrolled in a new type of plan account with TIAA.
- **Retirement plan investment advice.** You can continue to receive advice on the investment options from a TIAA financial consultant.

THE UNIVERSITY OF CENTRAL ARKANSAS RETIREMENT PLAN OVERSIGHT COMMITTEE

All changes to the University of Central Arkansas retirement plans are thoroughly reviewed and vetted by the University of Central Arkansas Retirement Plan Oversight Committee. The committee is responsible for monitoring investment options and evaluating plan design to serve the best interests of all the plan participants.

With the goal of improving employees' retirement outcomes, the Committee hired OneDigital Investment Advisors, an independent advisory firm to serve as the new advisor for the University of Central Arkansas retirement plans. Engaging an independent advisor to work with the Committee ensures that decisions regarding the plan's investment lineup, fees, and performance are made with objectivity and expertise. OneDigital was selected for its commitment to providing unbiased, objective investment advice and high-quality financial wellness resources.

Key dates for retirement program updates

DATES (2026)	EVENTS
Apr. 22	If you currently contribute to or have a mutual fund balance in the program, enrollment in new plan accounts with TIAA is expected to occur, and enrollment confirmations will be sent. You'll then be enrolled in a moderate Retirement Plus Portfolio IV model unless you elect a different option.
Week of Apr. 27	Existing mutual fund balances will be transferred to the new accounts and the new investment options.
Apr. 30	New accounts will receive the first payroll contributions.

Please note: If you are not actively contributing to the program and only have balances in annuities, you will not be automatically enrolled in a new account or subscribed to the Retirement Plus Portfolio IV models.



NO LONGER EMPLOYED BY UCA?

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

The new Retirement Plus Portfolio IV models

The Retirement Plus Portfolio IV 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 program's investment lineup.

WHAT'S A MODEL PORTFOLIO?

Each model includes a combination of investment options. The mix of investments offers a specific balance of financial risk and reward while accounting for your current age and projected retirement date. The investment allocation adjusts to become more conservative as you near and enter retirement.

Over time, the Retirement Plus Portfolio IV 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 Retirement Plus Portfolio IV models, or if you don't select investment options and it becomes your default investment, you'll be charged \$0.40 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.

NEW DEFAULT INVESTMENT

UCA has decided to change the default investment option for the program. If you don't choose an investment option, a moderate Retirement Plus Portfolio IV model will be selected for you. Each Retirement Plus Portfolio IV model provides a diversified retirement portfolio.

continued

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

The new Retirement Plus Portfolio IV models *continued*

RETIREMENT PLUS PORTFOLIO IV MODEL ALLOCATION TABLES

Based on a retirement age of 65.

Fund/Account	Ticker	Years to retirement	
		25+	24 – 22
DFA Emerging Markets Core Equity 2 Portfolio Institutional Class	DFCEX	5%	5%
DFA Real Estate Securities Portfolio Institutional Class	DFREX	5%	5%
iShares MSCI EAFE International Index Fund Class K	BTMKX	22%	21%
PIMCO Income Fund Institutional Class	PIMIX	0%	0%
Schwab Small Cap Index Fund®	SWSSX	4%	4%
Schwab® U.S. Mid-Cap Index Fund	SWMCX	8%	8%
State Street Aggregate Bond Index Fund Class K	SSFEX	4%	6%
State Street Equity 500 Index Fund Class K	SSSYX	50%	49%
TIAA Traditional Annuity (guaranteed annuity)	N/A	2%	2%
Total		100%	100%

Fund/Account	Ticker	Years in retirement	
		0 – 3	4 – 6
DFA Emerging Markets Core Equity 2 Portfolio Institutional Class	DFCEX	1%	1%
DFA Real Estate Securities Portfolio Institutional Class	DFREX	0%	0%
iShares MSCI EAFE International Index Fund Class K	BTMKX	14%	13%
PIMCO Income Fund Institutional Class	PIMIX	3%	3%
Schwab Small Cap Index Fund®	SWSSX	1%	1%
Schwab® U.S. Mid-Cap Index Fund	SWMCX	4%	4%
State Street Aggregate Bond Index Fund Class K	SSFEX	13%	14%
State Street Equity 500 Index Fund Class K	SSSYX	29%	28%
TIAA Traditional Annuity (guaranteed annuity)	N/A	35%	36%
Total		100%	100%

Years to retirement						
21 – 19	18 – 16	15 – 13	12 – 10	9 – 7	6 – 4	3 – 1
5%	5%	3%	3%	3%	2%	2%
4%	4%	3%	3%	2%	2%	0%
20%	19%	19%	17%	15%	15%	14%
0%	2%	5%	5%	6%	4%	3%
4%	4%	3%	3%	3%	2%	1%
8%	7%	6%	6%	5%	5%	4%
9%	9%	9%	11%	13%	13%	13%
48%	45%	42%	38%	34%	32%	29%
2%	5%	10%	14%	19%	25%	34%
100%	100%	100%	100%	100%	100%	100%

Years in retirement	
7 – 9	10+
0%	0%
0%	0%
13%	12%
3%	3%
1%	1%
3%	3%
14%	15%
26%	25%
40%	41%
100%	100%

continued

The new Retirement Plus Portfolio IV models continued

Personalize your information¹

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

Log in to your TIAA account, choose your plan, and select *Personalize*. Select your retirement age and complete the brief questionnaire to get a model portfolio recommendation.

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

To personalize your information before the mutual fund balance transfer, complete this by 3 p.m. CT on Apr. 27, 2026. You can also change your information and the model portfolio you use any time after the transition is complete.

Can I use the Retirement Plus Portfolio IV models and also select options from the investment lineup?

No. For each eligible TIAA account, you need to choose either the Retirement Plus Portfolio IV models or your own investment strategy from the investment lineup.

See *Disclosures* beginning on page 23 for important details on *Retirement Plus Portfolio IV models and Investment, insurance and annuity products*.

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

Your transition experience

NEW ACCOUNT(S)

On or about Apr. 22, 2026, if you currently contribute to or have a mutual fund balance in the plans, you will be enrolled in a new Retirement Choice Plus (RCP) account for each plan that you currently contribute to. Once you are enrolled, a moderate Retirement Plus Portfolio IV model that aligns with the anticipated retirement age of 65 will be selected for you. TIAA will send you an enrollment confirmation with additional information. Your current beneficiary designation(s) will be applied to your new account(s).¹

HOW YOUR ACCOUNT BALANCES WILL BE AFFECTED DURING THE WEEK OF APR. 27, 2026

Any mutual fund balances in your current accounts will be transferred to the Retirement Plus Portfolio IV model in the RCP account.

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

HOW YOUR FUTURE CONTRIBUTIONS WILL BE AFFECTED STARTING APR. 30, 2026

Future contributions will be directed to your RCP account(s) and the program's default investment option, the moderate Retirement Plus Portfolio IV model that aligns with your anticipated retirement age of 65.

PERSONALIZE YOUR RETIREMENT PLUS PORTFOLIO IV MODEL

Beginning Apr. 22, 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 Retirement Plus Portfolio IV model suggested for you or select from the other models shown.

CHOOSE YOUR OWN INVESTMENTS

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

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¹ If you are not actively contributing to the program and only have balances in annuities, you will not be automatically subscribed to the Retirement Plus Portfolio IV models.

Your transition experience continued

If you unsubscribe, please note:

- If you make any investment elections during the week of Apr. 27, 2026, it can take up to three days for your account to accurately display your desired intentions.
- Any balances that you choose to transfer to TIAA Traditional due to unsubscribing from the Retirement Plus Portfolio IV models will be credited with the current TIAA Traditional rate.

Additionally, if you unsubscribe from the models in the UCA Retirement Plan:

- Future contributions that were directed to a model portfolio (as well as balances that were managed by a model portfolio) will be transferred to a new Retirement Choice (RC) account and the investments you select. Your existing beneficiary will also be transferred to the new RC account, and an enrollment confirmation will be sent.
- 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 Retirement Plus Portfolio IV models.

WHAT TO CONSIDER IF YOU HAVE TIAA TRADITIONAL IN YOUR ACCOUNT

Some features of TIAA Traditional vary between the current Retirement Annuity (RA), Group Retirement Annuity (GRA), 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 your new account, consider the differences. A decision to transfer is permanent, and money cannot be moved back to a current account.

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

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

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.



ACTION STEPS

Beginning Apr. 22, 2026

Access your new account online at tiaa.org/uca to review and update your beneficiary information.

Decide if you want to:

Keep it simple. If you take no action, future contributions and existing mutual fund balances will be automatically transferred to the Retirement Plus Portfolio IV model selected for you.

Manage your own investment strategy. Choose from the options in the core investment lineup.

Consider a self-directed brokerage account. You can open a self-directed brokerage account for access to thousands of additional funds. UCA doesn't select or monitor funds available through the brokerage account, and TIAA doesn't offer investment advice for assets in a brokerage account. Fees may apply.

Once your eligible balance has transferred to your new account Review the investments for your transferred account balance and make changes as needed. Schedule a retirement advice and education session with a TIAA financial consultant.

Impacted by changes to retirement plan distributions or existing loans? Look for additional communications with important information, and contact TIAA for assistance with making updates.

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

Overview of retirement program fees

As you make decisions about your retirement account, be sure to consider any expenses associated with the program's services and investment options. In some cases, you may be able to take advantage of lower fees that UCA negotiates on your behalf.

ADMINISTRATIVE SERVICES ASSOCIATED WITH YOUR RETIREMENT PROGRAM

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

Effective Apr. 22, 2026, your current annual plan servicing fee of up to 0.09% (\$0.90 per \$1,000 invested), is being reduced to 0.075% (\$0.75 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 program 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, a credit will be applied to the investment option. If the revenue-sharing amount is less than the total administration cost, a fee will be applied. Each fee or credit will be applied to your account on the last business day of each quarter and will be identified as a "TIAA Plan Servicing Fee" or a "Plan Servicing Credit" on your quarterly statement.

INVESTMENT-SPECIFIC SERVICES

Each of the program's investment options has a fee for investment management and associated services. Plan participants generally pay for these costs through what is called 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 its 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 and CREF annuities do not have revenue sharing. Rather, a "plan services expense offset" is applied to the plan's administrative and recordkeeping costs for these investment options.

FEE TRANSPARENCY AND RESOURCES

While some expenses are paid by UCA, 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.

KEEPING FEES IN CHECK

With lower fees, more of your savings remain invested and working for you.

Administrative fees will decrease from 0.09% to 0.075%.

While reducing fees can help you save, lower fees don't necessarily result in higher returns.

See *Disclosures* beginning on page 23 for important details on *Fees and expenses*.

Your investment lineup

Starting Apr. 22, 2026, the following investment options will be available for those who prefer to choose their own investments rather than using the Retirement Plus Portfolio IV models. To learn more about each new option before Apr. 22, 2026, go to tiaa.org and enter the ticker in the site's search feature. Starting Apr. 22, 2026, you can see details about the new investment options online at tiaa.org/uca. Select *Investment options*, then *View all investments* for information on each investment.

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/ (credit) %	C. Total admin. fee %
American Funds EUPAC Fund™ Class R-6	REGRX	0.470	0.470	0.000	0.075	0.075
Cohen & Steers Real Estate Securities Fund, Inc. Class Z	CSZIX	0.750	0.750	0.000	0.075	0.075
CREF Global Equities Account Class R4 (variable annuity)	QCGLFX	0.095	0.095	0.000	0.075	0.075
CREF Growth Account Class R4 (variable annuity)	QCGRFX	0.060	0.060	0.000	0.075	0.075
CREF Responsible Balanced Account Class R4 (variable annuity)	QSCCFX	0.070	0.070	0.000	0.075	0.075
CREF Total Global Stock Account Class R4 (variable annuity)	QCSTFX	0.110	0.110	0.000	0.075	0.075
DFA Emerging Markets Core Equity 2 Portfolio Institutional Class*	DFCEX	0.400	0.400	0.000	0.075	0.075
DFA Emerging Markets Portfolio Institutional Class	DFEMX	0.460	0.360	0.000	0.075	0.075
DFA Real Estate Securities Portfolio Institutional Class*	DFREX	0.200	0.180	0.000	0.075	0.075
Invesco Discovery Fund Class R6	ODIIX	0.650	0.650	0.000	0.075	0.075
iShares MSCI EAFE International Index Fund Class K	BTMKX	0.050	0.050	0.000	0.075	0.075

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/ (credit) %	C. Total admin. fee %
JPMorgan Large Cap Growth Fund Class R6	JLGMX	0.500	0.440	0.000	0.075	0.075
JPMorgan Mid Cap Growth Fund Class R6	JMGMX	0.690	0.650	0.000	0.075	0.075
MFS Mid Cap Value Fund Class R6	MVCKX	0.630	0.620	0.000	0.075	0.075
Nuveen Large Cap Value Fund Class R6	TRLIX	0.410	0.410	0.000	0.075	0.075
PIMCO Income Fund Institutional Class	PIMIX	0.540	0.540	0.000	0.075	0.075
Schwab Small Cap Index Fund®*	SWSSX	0.040	0.040	0.000	0.075	0.075
Schwab Treasury Inflation Protected Securities Index Fund	SWRSX	0.050	0.050	0.000	0.075	0.075
Schwab® U.S. Mid-Cap Index Fund	SWMCX	0.040	0.040	0.000	0.075	0.075
State Street Aggregate Bond Index Fund Class K	SSFEX	0.136	0.025	0.000	0.075	0.075
State Street Equity 500 Index Fund Class K	SSSYX	0.100	0.020	0.000	0.075	0.075
TIAA Real Estate Account (variable annuity)	QREARX	1.015	1.015	0.240	(0.165)	0.075
TIAA Stable Value† (guaranteed annuity)	N/A	N/A	N/A	0.000	0.075	0.075
TIAA Traditional Annuity (guaranteed annuity)	N/A	N/A	NA	0.150	(0.075)	0.075
Undiscovered Managers Behavioral Value Fund Class R6	UBVFX	0.850	0.800	0.000	0.075	0.075
Vanguard Balanced Index Fund Admiral Shares	VBIAX	0.070	0.070	0.000	0.075	0.075

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/ (credit) %	C. Total admin. fee %
Vanguard Federal Money Market Fund Investor Shares	VMFXX	0.110	0.110	0.000	0.075	0.075
Vanguard Small-Cap Index Fund Admiral Shares	VSMAX	0.050	0.050	0.000	0.075	0.075
Vanguard Total International Bond Index Fund Admiral™ Shares	VTABX	0.100	0.100	0.000	0.075	0.075

* Investment option only available in the Retirement Plus Portfolio IV models.

† Investment option only available in the University of Central Arkansas DC Retirement Plan (101812).

PLAN OFFSETS IN YOUR INDIVIDUALLY OWNED ACCOUNT(S)

The following table details each annuity option in your Retirement Annuity/Group Retirement Annuity/Supplemental Retirement Annuity/Group Supplemental Retirement Annuity account(s) that is no longer available for contributions. These remaining annuities will continue to credit plan offsets.

Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Plan servicing offset %	B. Plan servicing credit %	C. Total admin. fee %
CREF Core Bond Account Class R2 (variable annuity)	QCBMPX	0.275	0.275	0.150	(0.075)	0.075
CREF Global Equities Account Class R2 (variable annuity)	QCGLPX	0.285	0.285	0.150	(0.075)	0.075
CREF Growth Account Class R2 (variable annuity)	QCGRPX	0.250	0.250	0.150	(0.075)	0.075
CREF Inflation-Linked Bond Account Class R2 (variable annuity)	QCILPX	0.230	0.230	0.150	(0.075)	0.075

Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Plan servicing offset %	B. Plan servicing credit %	C. Total admin. fee %
CREF Money Market Account Class R2 (variable annuity)	QCMMPX	0.215	0.215	0.150	(0.075)	0.075
CREF Responsible Balanced Account Class R2 (variable annuity)	QCSCPX	0.260	0.260	0.150	(0.075)	0.075
CREF S&P 500® Index Account Class R2 (variable annuity)	QCEQPX	0.215	0.215	0.150	(0.075)	0.075
CREF Total Global Stock Account Class R2 (variable annuity)	QCSTPX	0.300	0.300	0.150	(0.075)	0.075
TIAA Real Estate Account (variable annuity)	QREARX	1.015	1.015	0.240	(0.165)	0.075
TIAA Traditional Annuity (guaranteed annuity)	N/A	N/A	N/A	0.150	(0.075)	0.075

See **Disclosures** beginning on page 23 for important details on **Investment, insurance and annuity products** and **Retirement Plus Portfolio IV models**.

Investment expenses listed are as of Jan. 28, 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.

Introducing a self-directed brokerage option

If you're an experienced investor and want more investment selection, you can open a self-directed brokerage account through the UCA retirement program.

This account gives you additional opportunities to invest in a wide range of mutual funds across several asset classes outside of the program's investment lineup. It may also offer many funds that are no longer available through the UCA retirement program's lineup. UCA will limit your investments and future contributions in a self-directed brokerage account to 95% of your account balance.

BROKERAGE COSTS

If you choose to open a self-directed brokerage account there may be commissions on transactions and other account-related fees. Visit tiaa.org/sda_caa for a complete list of commissions and fees.

In addition, there are specific fund fees and expenses that may apply. These are described in each fund's current prospectus.

MONITORING YOUR BROKERAGE INVESTMENTS AND ACCOUNT

If you choose to open a self-directed brokerage account, keep in mind that UCA doesn't select or monitor investment funds available through self-directed brokerage accounts, and TIAA doesn't offer investment advice for balances in these accounts. It's important that you consider whether you have the time and expertise necessary to manage your own investments in the account.

CONTACT TIAA TO LEARN MORE

Online: tiaa.org/uca

By phone: 800-842-2252, weekdays, 7 a.m. to 6 p.m. CT.

See *Disclosures* beginning on page 23 for important details on *Brokerage services*.

Retirement planning resources

RETIREMENT PLAN INVESTMENT ADVICE

As a participant in the UCA retirement program, you have access to personalized advice on the program's 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 program at *no additional cost to you*.

Schedule a session by visiting tiaa.org/schedulenow or calling 800-732-8353, weekdays, 7 a.m. to 7 p.m. CT.

ONLINE TOOLS

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

CREATE YOUR OWN RETIREMENT ACTION PLAN

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

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

Q&A

1. What are the Retirement Plus Portfolio IV models?

The service has been designed specifically by UCA and its investment advisor, OneDigital, for your retirement program using the TIAA RetirePlus Pro® service. 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 considers your anticipated retirement date.

2. Why do participants consider the Retirement Plus Portfolio IV models?

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 program's investment options.

3. Will my model be automatically rebalanced?

Yes. Over time, the value of each asset within your model portfolio may change due to market fluctuations and varying returns. To keep the level of investment risk in your model portfolio aligned with its intended goal, it will be rebalanced every 90 days 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 program's investment options.

5. How do I modify my Retirement Plus Portfolio IV model?

Log in to your account at tiaa.org/uca starting on or about Apr. 22, 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 election. 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 Retirement Plus Portfolio IV models?

You can log in to your account at tiaa.org/uca starting on or about Apr. 22, 2026, choose your plan, and select *Personalize*. Then, scroll down and select *Stop using* to choose your own investments. If you unsubscribe, please note:

- If you make any investment elections during the week of Apr. 27, 2026, it can take up to three days for your account to accurately display your desired intentions.
- Any balances that you choose to transfer to TIAA Traditional due to unsubscribing from the Retirement Plus Portfolio IV models will be credited with the current TIAA Traditional rate.

Additionally, if you unsubscribe from the models in the UCA Retirement Plan:

- Future contributions that were directed to a model portfolio (as well as balances that were managed by a model portfolio) will be transferred to a new Retirement Choice (RC) account and the investments you select. Your existing beneficiary will also be transferred to the new RC account, and an enrollment confirmation will be sent.
- 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 Retirement Plus Portfolio IV models.

7. With the Retirement Plus Portfolio IV models, which assets are considered in the management of my retirement account?

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

Beginning Apr. 22, 2026, you can modify your Retirement Plus Portfolio IV model, 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/uca, choose your plan, and select *Personalize*.

continued

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 45 minutes. Bring all your investment account statements, including any retirement investments outside of the retirement program 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 an existing/legacy account to a new account?

Yes, you may transfer balances to the investments in your new accounts. However, there are certain things you should consider before doing so. Any money moved out of TIAA Traditional in the existing/legacy accounts will no longer receive the 3% minimum guaranteed rate. Any money that you move out of an existing/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 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 Retirement Annuity (GRA), Supplemental Retirement Annuity (SRA) and Group Supplemental Retirement Annuity (GSRA) accounts. The new accounts will be Retirement Choice (RC) and Retirement Choice Plus (RCP) accounts. Visit tiaa.org/comparison for more information.

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 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.

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_cca. 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.

continued

Disclosures continued

DISTRIBUTIONS AND WITHDRAWALS

403(b) plans: Subject to plan terms, employer contributions invested in custodial accounts (mutual funds) and elective deferrals may not be paid to a participant before the participant has a severance of employment, dies, becomes disabled, attains age 59 ½ 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.

Governmental 457(b) plans: Subject to plan terms, a distribution may be made on or after the participant's severance of employment, death, experience of an unforeseeable emergency or attainment of age 59 ½.

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

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

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

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.

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 PLUS PORTFOLIO IV MODELS

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

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

continued

Disclosures continued

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.

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

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

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

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

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Manage your account

Online

Visit tiaa.org/uca 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, 7 a.m. to 9 p.m. CT.

SCHEDULE AN INVESTMENT ADVICE SESSION.

Online

Visit tiaa.org/schedulenow

Phone

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



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