



TIAA

2015 Benefits

AT A GLANCE

TIAA is committed to making financial well-being possible for its clients, and the company is equally committed to the well-being of its employees. That's why we offer a comprehensive Total Rewards package that includes a superior retirement program and highly competitive health, wellness and work life benefits. It's designed to meet the changing needs of our diverse workforce and help everyone achieve and maintain their best possible physical, emotional and financial health. To learn more about your benefits, you will be invited to an employee new hire benefits webinar soon after your hire date.

SAVINGS AND INVESTMENT

BENEFIT	DESCRIPTION										
TIAA RETIREMENT PLAN	<ul style="list-style-type: none"> You are eligible on your first day of work (if you are at least age 21); interns are eligible after a 90-day waiting period. TIAA makes a contribution equal to a percentage of your base salary each pay period; you decide how to invest TIAA's contribution in one of the plan's investment options and are fully vested after 3 years of service. The percentage TIAA contributes increases as you get older: 										
	<table border="1"> <thead> <tr> <th>If you are...</th> <th>TIAA makes a contribution equal to this percentage of your base salary...</th> </tr> </thead> <tbody> <tr> <td>Under age 30</td> <td>5%</td> </tr> <tr> <td>Age 30 to 44</td> <td>9%</td> </tr> <tr> <td>Age 45 to 54</td> <td>11%</td> </tr> <tr> <td>Age 55 and over</td> <td>12.5%</td> </tr> </tbody> </table>	If you are...	TIAA makes a contribution equal to this percentage of your base salary...	Under age 30	5%	Age 30 to 44	9%	Age 45 to 54	11%	Age 55 and over	12.5%
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TIAA RETIREMENT BENEFIT EQUALIZATION PLAN	<ul style="list-style-type: none"> Contributions to the TIAA Retirement Plan in excess of Internal Revenue Code (IRC) limits will be automatically allocated to the Equalization Plan; benefits also vest after 3 years of service. TIAA will begin paying you the balance in your Equalization Plan when your employment ends or the month following your 60th birthday, whichever is later. 										
TIAA CODE SECTION 401(K) PLAN	<ul style="list-style-type: none"> You are eligible on your first day of work and will be automatically enrolled at a 3% contribution rate. You invest a percentage of your pay and/or bonus up to \$18,000 (\$24,000 if you are age 50 or over). Make sure to opt out of automatic enrollment if you have already met these limits for the year. You can elect the optional auto-save feature which automatically increases your contributions by 1% each year until you reach 6%. Your contributions to the TIAA 401(k) Plan can be made on a pre- or after-tax basis. TIAA makes a matching contribution of 100% on the first 3% of your base pay up to the IRC limit of \$265,000 in earnings; interns have a 90-day waiting period before they are eligible to receive the matching contribution. Funds from other qualified plan distributions may be rolled over into this plan. 										
TIAA 401(K) EXCESS PLAN	<ul style="list-style-type: none"> If you enroll within 30 days of your first day of work, your participation takes effect immediately. Otherwise, your participation takes effect on the January 1 following your enrollment. You contribute any portion of your base salary that exceeds \$265,000 and TIAA makes a matching contribution of 100% on the first 3% of base salary paid over \$265,000. Benefits will be paid following the end of your employment. 										
RETIREMENT HEALTHCARE SAVINGS PLAN	<ul style="list-style-type: none"> You are eligible on your first day of work and can contribute as much as you like on an after-tax basis in a tax-free, interest-earning savings account that you can use to pay for eligible healthcare expenses when you decide to leave TIAA. TIAA will match 100% of your contributions, up to \$750 annually. Your contributions and TIAA's match will automatically be invested in a TIAA-CREF Lifecycle Fund at a target retirement age closest to your 65th birthday. You can also choose to invest your RHSP account in one or more of the plan's investment fund options. 										

HEALTH, INSURANCE AND WELLNESS BENEFITS

To be covered under the Health, Insurance, and Wellness benefit plans, you need to make your elections within 30 days of hire through *Your Benefits Web* or *Your Benefits Center*. You will receive an email notification from *Your Benefits Center* with your default PIN and a link to the enrollment site. If you do not make an election, you will be defaulted into the Consumer Choice POS with HSA medical option and the Delta Dental PPO plus Premier option at the Employee Only coverage level.

Family situations and life choices can differ greatly among employees, and TIAA is committed to respecting differences and supporting diversity. That's why TIAA provides greater flexibility regarding the eligible dependents you can cover under our medical, dental and vision options. For more information on who is eligible for coverage, see *Your 2015 Benefits Guide*.

BENEFIT	WHO PAYS	DESCRIPTION
You are eligible for the following benefits on your first day of work; interns are eligible after a 90-day waiting period.		
MEDICAL	<p>TIAA pays a majority of the premium.</p> <p>You pay the difference.</p>	<p>Two point-of-service (POS) medical plan options administered by Aetna. Both options offer in- and out-of-network care.</p> <ul style="list-style-type: none"> • Consumer Choice POS with Health Savings Account (HSA) – A high-deductible consumer option. If you enroll in the Consumer Choice POS medical option, TIAA will make a tax-free contribution to the HSA in the amount of \$500 or \$1,000 each year, depending on your coverage level. This amount will be pro-rated if you are a new hire. You can also contribute to your HSA, allowing you to save money for healthcare expenses on a pre-tax basis. • Choice Advantage POS – All services are generally subject to coinsurance after you satisfy the annual deductible. <p>Preventive care is covered at 100% under each medical option.</p> <p>TIAA also offers a Kaiser HMO in Colorado.</p> <p>If you elect medical coverage, you are automatically enrolled in prescription drug coverage through CVS Caremark.</p> <p>CVS Caremark can assist with both retail and mail service prescriptions.</p>
DENTAL	<p>TIAA pays a majority of the premium.</p> <p>You pay the difference.</p>	<p>TIAA offers the Delta Dental PPO plus Premier option, which is administered by Delta Dental.</p> <ul style="list-style-type: none"> • You may use any in- or out-of-network dentist. • Preventive dental care is covered at 100% up to plan maximums.
VISION	You pay the full cost.	Covers routine eye exams and eyewear through a large network of private practitioners through the Vision Service Plan (VSP).
SPENDING ACCOUNTS	You pay the full cost.	<p>Health Care Set aside up to \$2,500 of annual pre-tax pay for certain out-of-pocket health care expenses.</p> <p>Dependent Day Care Set aside up to \$5,000 of annual pre-tax pay (per household) for certain out-of-pocket dependent care costs.</p>

BENEFIT	WHO PAYS	DESCRIPTION
You are eligible for the following benefits on your first day of work.		
GROUP LIFE INSURANCE	<p>TIAA pays the full cost for basic employee coverage; automatic enrollment.</p> <p>You pay the full cost for supplemental coverage.</p>	<p>Basic Employee Coverage 1 x annual base salary (automatic) or you can limit coverage to \$50,000 to eliminate imputed income.</p> <p>Supplemental Coverage <i>Employee:</i> additional 1 to 6 x annual base salary (maximum \$2.5 million for basic and supplemental combined). You can elect optional coverage up to 3 x basic without a Statement of Health, or from 4 to 6 x basic with a Statement of Health. <i>Spouse:</i> up to \$125,000 (Note: You can elect up to \$50,000 in spouse life insurance without a Statement of Health). <i>Child(ren):</i> \$10,000 for each child.</p>
ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE (INCLUDING PERSONAL TRAVEL ASSISTANCE INSURANCE)	<p>TIAA pays the full cost for basic coverage; automatic enrollment.</p> <p>You pay the full cost for supplemental coverage.</p>	<p>Pays benefits for accidental loss of life, limb or sight.</p> <p>Basic Employee Coverage 1 x annual base salary (automatic).</p> <p>Supplemental Employee Coverage 1 x annual base salary up to maximum of \$2.5 million for basic and supplemental combined.</p>
BUSINESS TRAVEL ACCIDENT INSURANCE	<p>TIAA pays the full cost; automatic enrollment.</p>	<p>Basic Employee Coverage 3 x annual base salary. Minimum benefit = \$200,000 Maximum benefit = \$2,500,000</p>
SHORT-TERM DISABILITY (STD) COVERAGE	<p>TIAA pays the full cost; automatic enrollment.</p>	<p>If you become disabled and are unable to work, STD benefits begin on the 8th consecutive calendar day of absence (the 1st work week of absence is charged to PTO or unpaid if you have exhausted your PTO). STD payments may continue for up to 26 weeks as follows:</p> <ul style="list-style-type: none"> • Weeks 1–3: 100% of base salary. • Weeks 4–13: 80% of base salary. • Weeks 14–26: 70% of base salary.
LONG-TERM DISABILITY (LTD) COVERAGE	<p>TIAA pays the full cost; automatic enrollment.</p> <p>You pay taxes on the amount of value of the LTD credit that TIAA pays on your behalf.</p>	<p>The plan pays 60% of your base salary, up to \$30,000 monthly maximum, when STD benefits are exhausted.</p>

BENEFIT	WHO PAYS	DESCRIPTION
WELLNESS BENEFITS	TIAA pays the full cost.	<p>TIAA provides access to a number of benefits to help you live well, including:</p> <ul style="list-style-type: none"> • Corporate Athletic Program, which supports up to six sports per site with a maximum of \$2,000 per sport. • Fitness Reimbursement Program, which provides a 50% reimbursement (up to \$650) per year on the cost of a gym membership in an approved fitness facility; the reimbursement is taxable. • Health Advocate, an independent organization of healthcare professionals who deal directly with providers and insurance carriers on your behalf to resolve administrative and clinical healthcare issues. • Living Well Health and Wellness Centers (onsite centers in Charlotte, Denver and New York), which are staffed by physicians, nurse practitioners, health coaches and EAP counselors that work to help employees maintain their best possible health. Services are also available face-to-face or over the phone for employees in other locations. • My Brain Solutions, a service that can help you develop strategies to maximize your performance by managing stress, staying positive and thinking more clearly. • Wellness Incentive Program, which provides a 10% discount on medical premium contributions if you complete a biometric screening. You can also earn reward and recognition points for participating in a variety of wellness programs, including completing a health action plan in the Living Well Patient Portal, developing a personalized program with a healthy lifestyle coach among other health activities. • Teladoc, a service provided through Aetna that gives members flexibility to access medical services with board certified physicians by phone or online. • Tools and Resources, to help you manage your health and get care at an affordable price.

WORK LIFE BENEFITS

TIAA employees are automatically eligible for the following benefits. Visit the Corporate Intranet for more information.

BENEFIT	DESCRIPTION
MY HOMEWORK CONNECTION	Provides you and your dependents with expert tutors who can provide one-on-one, on-demand assistance with homework (up to five hours of tutoring per month at no cost to you).
COMMUTER BENEFIT PROGRAM	The Commuter Benefit Program enables you to pay for eligible transit and parking expenses related to your commute to work on a pre-tax basis (subject to allowable monthly maximums set by the IRS). WageWorks, the administrator, gives you the option to have commuter passes mailed to your home or parking fees paid directly to your garage. You also have access to the WageWorks Commuter Card that you can use to pay for monthly transit passes or eligible parking expenses at or near your workplace, at or near public transportation that is used to get to work, and at park-and-ride facilities used to get to work. Note that your card is only valid for eligible parking expenses under IRS rules at parking providers and garages where MasterCard is accepted.

BENEFIT	DESCRIPTION															
PAID TIME OFF (PTO)	<p>PTO is earned in hours based on job tier and completed years of service and is pro-rated for new hires. The table below illustrates the number of days a full-time employee who works 8 hours per day would earn in a full year. In addition to PTO, you also receive 8 scheduled and 2 floating holidays. California schedules include 2 additional PTO days, but exclude floating holidays.</p> <table border="1"> <thead> <tr> <th>Full Years of Service</th> <th>Job Tier 1–6</th> <th>Job Tier 7–12</th> </tr> </thead> <tbody> <tr> <td>Less than 1 year</td> <td>Up to 25 days</td> <td>Up to 20 days</td> </tr> <tr> <td>1 to 4 years</td> <td>25 days</td> <td>23 days</td> </tr> <tr> <td>5 to 19 years</td> <td>28 days</td> <td>25 days</td> </tr> <tr> <td>20 years or more</td> <td>30 days</td> <td>28 days</td> </tr> </tbody> </table>	Full Years of Service	Job Tier 1–6	Job Tier 7–12	Less than 1 year	Up to 25 days	Up to 20 days	1 to 4 years	25 days	23 days	5 to 19 years	28 days	25 days	20 years or more	30 days	28 days
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EMPLOYEE ASSISTANCE PROGRAM	Access to qualified professionals who can help you and members of your household manage personal and work-related issues. Employees who live in Charlotte, Denver and New York can access EAP counselors in person.															
MATERNITY LEAVE	Employees receive 4 months of leave, which consists of short-term disability benefits followed by 1 month paid leave and then an unpaid leave of absence.															
PAID PATERNITY LEAVE	2 weeks of paid leave for the birth of a child.															
PAID ADOPTION LEAVE	2 weeks of paid leave for the adoption of a child once the child is home.															
ADOPTION ASSISTANCE PROGRAM	You may be reimbursed for up to \$5,000 of eligible expenses for the adoption of each child.															
BACKUP CARE CONNECTION PROGRAM	Up to 20 days per dependent for in-home or center-based care for children, elder or adult family members when regular care arrangements are unavailable.															
TUITION REIMBURSEMENT PROGRAM	TIAA reimburses up to \$8,000 per year of eligible undergraduate or post-graduate tuition expenses once the course is completed.															
IDENTITY THEFT RECOVERY SERVICES	A network of identity recovery professionals will take care of all the paperwork, negotiation and management of resolving your identity theft issues.															
DISCOUNT PROGRAM	TIAA has established many corporate partnerships to provide employees with a variety of discounts and savings opportunities that are not available to the general public.															
EMPLOYEE GIVING CAMPAIGN	TIAA matches a portion of employee donations to eligible non-profit organizations.															

