You're committed to supporting your faculty and staff’s journey toward retirement. With the pandemic coupled with employees’ debt and income concerns, the progress of your outreach program that’s boosted retirement plan participation or your staff may seem slow. With TIAA, you’ve made significant headway toward your goals. You may have designed a retirement plan offering your employees what they need to achieve their unique retirement goals. However, not focusing on outcomes can create risk:

- **Not focusing on outcomes can create risk**
  - **Average Student Load Debt at Graduation**, Savingforcollege.com, July 2019.
  - **Investor Confusion about Target-Date Funds is Alarming**, Investment News Online, December 2018.
  - **TIAA 2019 Lifetime Income Survey**.
  - **Physical, Mental and Financial Wellness Viewed as Equally Important**, PLANSPONSOR Magazine, August 2018.

**Your challenge:** Guide every employee toward financial goals by reducing complexity.

**Your employees' challenges:**
- **Most employees are confused about retirement and realizing they’re not prepared.**
  - **“personal pension”
- **Offer more relevance instead of more providers.**
  - Employees say they need help understanding what and how to do retirement planning.
- **In-plan advice, and offering a lifetime income component in your plan.**

**Your challenge:** Help your employees achieve this outcome, you need to overcome work 
- **Focus on reliable income to drive success**
  - **15%**
  - **44%**
- **Show each employee a clear path to retirement**
  - **Investment option around $301K**
  - **$301K**
- **Not focusing on outcomes can create risk**
  - **75%**
- **Employee benefits keep getting more complex to manage**
  - **28%**
- **Continue your progress:**
  - **Offer more relevance instead of more providers.**
  - **Improve overall retirement readiness**
  - **Guarantee steady income for life**
  - **Consolidate the administration of your retirement plan.**

**Your challenge:**
- **Not focusing on outcomes can create risk**
  - **75%**
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When improving retirement outcomes is the goal, you need to focus on reliable income. TIAA is committed to helping you make your retirement plan program successful, from better participant outcomes to improved plan longevity, but it doesn't provide the opportunity for guaranteed lifetime income (GLI), which is what employees want. As off-the-shelf target date funds, investments in many retirement plans often focus solely on accumulation, so there’s a risk that retirees could run out of money. With the SECURE Act, there's a new policy focus on encouraging people the right way to communicate the right information, connecting employees with personalized in-plan advice, and offering a lifetime income component in your plan. For institutional investor use only. Not for use with or distribution to the public.