

Plan and Investment Notice

BRANDEIS UNIVERSITY RET PLAN FOR NON-EXEMPT EMPLOYEES

Your participation in your employer's retirement plan is the first step to ensuring adequate retirement income. The purpose of this Plan and Investment Notice is to help you make informed decisions when managing your retirement account. It contains important information regarding your plan's services, investments and expenses. **While no action is required at this time**, please review the notice and file it with your other retirement plan documents for future reference.

Section I: Summary of Plan Services and Costs

This section provides important information to assist you in making decisions related to your participation in your employer's plan. It outlines the services available under this plan, explains your right to select the investments for your account, and any fees and plan restrictions that may apply.

Section II: Investment Options Comparative Chart

This section is designed to make it easier for you to compare investments that align with your retirement goals. It provides detailed information about your plan's investment options, including long-term performance and expenses.

Summary of Plan Services and Costs

Multiple providers have been selected to offer retirement services and investment options to employees in the plan. There are costs associated with these services and investments, some of which may be paid by you. In addition to explaining how to direct your investments, this section details the administrative and individual expenses associated with your plan.

The information is sorted by service provider to make it easier to compare. Your plan offers a range of investment options and services from the following providers:

TIAA
Fidelity Investments

TIAA

RIGHT TO DIRECT INVESTMENTS

You may specify how your future contributions to the retirement plan are invested or make changes to existing investments in your plan as described in the Summary Plan Document. These changes can be made:

1. Online by visiting **TIAA.org**
2. By phone at **800 842-2252**, Monday – Friday 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 p.m. (ET)

RESTRICTIONS

Changes to existing investments usually take place at the close of the business day if a change is requested prior to 4:00 p.m. (ET). Refer to Section II: Investment Options Comparative Chart for investment-specific restrictions.

ADDITIONAL RIGHTS AND PRIVILEGES

Certain investments that you may hold may give you the opportunity to vote on proposals. If and when such opportunities arise, you will receive a notice with the instructions on how to take advantage of what is being offered.

INVESTMENT OPTIONS

A variety of investment options are available in the plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance, is available online at www.TIAA.org/planinvestmentoptions. After entering your plan ID, 102371, you'll be directed to plan and investment information.

COST OF PLAN SERVICES

There are three categories of services provided to your plan:

1. GENERAL ADMINISTRATIVE SERVICES

General administrative services include recordkeeping, legal, accounting, consulting, investment advisory and other plan administration services. Some of the expenses for general administrative services are fixed and other expenses such as legal or accounting may vary from year to year. These costs are allocated to each participant in a uniform way.

Other than your specific investment services fees, your plan has no additional administrative expenses paid to TIAA.

2. SPECIFIC INVESTMENT SERVICES

Each investment offered within the plan charges a fee for managing the investment and for associated services. This is referred to as the expense ratio and is paid by all participants in that investment in proportion to the amount of their investment. The specific expense ratio for each plan designated investment option is listed in Section II: Investment Options Comparative Chart.

3. PERSONALIZED SERVICES

Personalized services provide access to a number of plan features and investments that you pay for, only if you use them. The personalized services used most often are:

Retirement plan loans	\$75 per loan initiated for general purpose, \$125 for a residential loan. This applies to plan(s): 102371
Collateralized loans	The cost to you based upon the difference between what you earn on collateral and what you pay in interest. This applies to plan(s): 102371

Qualified Domestic Relations Orders (QDRO)	No charge
Sales Charges, Purchase, Withdrawal And Redemption Fees For Certain Investments	Certain charges may apply. See Section II: Investment Options Comparative Chart or the prospectus for applicable charges.

FIDELITY INVESTMENTS

RIGHT TO DIRECT INVESTMENTS

You have the right to direct your account balance, and any future contributions, among the Plan's investment options, subject to any restrictions summarized below. Your rights under the Plan, and any restrictions, are subject to the terms of the Plan. To access your plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, log on to <https://nb.fidelity.com/public/nb/brandeis/home> or call 800-343-0860.

Also, visit <http://mv.participantdisclosure.com> (Password 84557) for information and resources to help you make informed decisions, including more detailed information on the Plan's investment options.

RESTRICTIONS

There may be certain restrictions, as summarized below, on how investment directions may be made in the Plan.

Any frequent trading restrictions imposed by the plan and/or the plan's investment options are listed in this disclosure. Keep in mind that restrictions are subject to change.

ADDITIONAL RIGHTS AND PRIVILEGES

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event:

- Mutual Funds

INVESTMENT OPTIONS

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options, along with certain information about each of them, are listed in Section II of this Notice. Plan data as of March 11, 2019. Performance data as of 12/31/2018.

COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES

Plan administrative fees may include legal, accounting, trustee, record keeping, and other administrative fees and expenses associated with maintaining the Plan. In some instances, they may be deducted from individual accounts in the Plan. Based on the information and direction Fidelity had on file at the time this brochure was prepared, no plan administrative fees were to be deducted from accounts in the Plan. However, the

Plan's administrative services may be paid for through offsets and/or payments associated with one or more of the Plan's investment options. Please keep in mind that fees are subject to change. If any plan administrative fees are actually deducted from your account, they will be reflected on your Plan account statement.

COST OF PLAN SERVICES - SPECIFIC INVESTMENT SERVICES

Asset-based fees reflect an investment options total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option.

Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an expense ratio. You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to the Investment Options Comparative Chart for information about the Plan's investment options, including their expense ratios (where applicable). Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. There is not necessarily a correlation between fees and investment performance, and fees are just one component to consider when determining which investment options are right for you.

COST OF PLAN SERVICES - PERSONALIZED SERVICES

Individual fees and expenses include those associated with a service or transaction that an individual may select. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this brochure was prepared.

As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Type of Individual Fee Amount:

Overnight Mailing Fee- \$25.00 per transaction

Loan Set-Up Fee-\$50 per Loan

Loan Maintenance Fee- \$25 per Loan, deducted quarterly

Participant Hired Advisory (Adv) Fee- varies based on advisor.

Qualified Domestic Relations Order (QDRO) fee \$300 per individual web generated order; \$1,200 for modified web generated order and \$1,800 for an order from more than one plan.

Also please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plans investment options. Please see Investment Options Comparative Chart for details regarding the specific fees that may apply to the investment options available under the Plan. If any individual fees are actually deducted from your account, they will be reflected on your Plan account statement.

Investment Options Comparative Chart

Your plan offers a variety of professionally managed investments. One of the benefits of the plan is that you get to decide how your contributions are invested. When making investment decisions, you should keep in mind how long you have until retirement, your tolerance for risk, how this retirement plan fits into your overall financial picture, and the impact of fees. The information on the following pages will help you compare the investment options and make more informed decisions about your retirement plan.

Part A – Performance and Fee Information

Part A consists of performance and fee information for your plan's investment options. It shows you how well the investments have performed in the past as well as any fees and expenses you will pay if you invest in a particular option.

For more information on the impact of fees and expenses associated with your plan, refer to Section I: Summary of Plan Services and Costs or visit the DOL's website at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf. Fees are only one of many factors to consider when making an investment decision.

Part B – Annuity Income Information

Part B contains information about the annuity options available within your employer's retirement plan.

Part A. Performance and Fee Information

The following chart(s) list(s) your plan's investment options whose value may change based on market fluctuations. When evaluating performance of your variable investment options, you should consider comparing the returns of each investment to an appropriate benchmark, which is included in the chart. A benchmark is a generally accepted unmanaged group of securities whose performance is used as a standard point of reference to measure and compare investment gains or losses for variable return investments. Keep in mind that you may not invest in the benchmark indexes which are shown for comparative purposes only. For investments that use a blend of stocks and bonds to limit risk, such as TargetDate or Multi-Asset funds, a difference from the benchmark may be due to a difference in the proportion of stocks to bonds in the fund when compared to the benchmark. Benchmark information for fixed-return investments is not provided in this chart. Past performance does not indicate how an investment will perform in the future.

TIAA

For the most up-to-date information about your investment options, prospectuses for available TIAA investments and other helpful resources, visit www.TIAA.org/planinvestmentoptions. After entering your plan ID, 102371, you'll be directed to plan and investment information.

Visit www.tiaa.org for information and resources to help you make informed decisions. To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800 842-2252 or write to us at TIAA, P.O. Box 1259, Charlotte, NC, 28201.

Table 1 – Variable Return Investment Performance as of March 31, 2019

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Equities									
Variable Annuity									
CREF Stock Account R2	Allocation--85%+ Equity	QCSTPX	04/24/2015	2.69%	7.45%	13.45%	0.37% \$3.70	0.37% \$3.70	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Morningstar Aggressive Target Risk TR USD				3.76%	7.03%	13.05%			
CREF Equity Index Account R2	Large Blend	QCEQPX	04/24/2015	8.54%	10.03%	15.60%	0.30% \$3.00	0.30% \$3.00	Contributions and Transfers in not allowed. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 3000 TR USD				8.77%	10.36%	16.00%			
CREF Growth Account R2	Large Growth	QCGRPX	04/24/2015	11.53%	13.24%	17.06%	0.32% \$3.20	0.32% \$3.20	Contributions and Transfers in not allowed. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 1000 Growth TR USD				12.75%	13.50%	17.52%			
CREF Global Equities Account R2	World Stock	QCGLPX	04/24/2015	0.17%	6.06%	12.18%	0.40% \$4.00	0.40% \$4.00	Contributions and Transfers in not allowed. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
MSCI ACWI NR USD				2.60%	6.45%	11.98%			
Fixed Income									
Variable Annuity									

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
CREF Inflation-Linked Bond Account R2	Inflation-Protected Bond	QCILPX	04/24/2015	2.56%	1.49%	2.96%	0.31% \$3.10	0.31% \$3.10	Contributions and Transfers in not allowed. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg Barclays US Treasury Inflation Notes 1-10 Yr TR USD				2.72%	1.50%	2.73%			
CREF Bond Market Account R2	Intermediate- Term Bond	QCBMPX	04/24/2015	4.50%	2.85%	3.95%	0.37% \$3.70	0.37% \$3.70	Contributions and Transfers in not allowed. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg Barclays US Aggregate Bond TR USD				4.48%	2.74%	3.77%			
Money Market									
Variable Annuity									
CREF Money Market Account R2	Money Market- Taxable	QCMMPX	04/24/2015	1.64%	0.47%	0.23%	0.30% \$3.00	0.30% \$3.00	
7-day current annualized yield 2.16% as of 03/26/2019 7-day effective annualized yield 2.18% as of 03/26/2019									
iMoneyNet Money Fund Averages - All Government				1.67%	0.49%	0.26%			
Multi-Asset									
Variable Annuity									
CREF Social Choice Account R2	Allocation--50% to 70% Equity	QCSCPX	04/24/2015	4.77%	5.80%	10.03%	0.33% \$3.30	0.33% \$3.30	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Morningstar Moderate Target Risk TR USD				4.42%	5.40%	9.55%			
Real Estate									
Variable Annuity									
TIAA Real Estate Account	N/A	QREARX	10/02/1995	5.58%	6.78%	5.65%	0.79% \$7.90	0.79% \$7.90	Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000.
S&P 500 TR USD				9.50%	10.91%	15.92%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

FIDELITY INVESTMENTS

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: Fidelity Investments, PO Box # 770003, Cincinnati, OH 45277-0065 or call 800-343-0860. Information is also available online at <http://mv.participantdisclosure.com> (Password: 84557).

Table 1 – Variable Return Investment Performance as of March 31, 2019

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Equities									
Mutual Fund									
Oppenheimer Developing Markets Fund Y	Diversified Emerging Mkts	ODVYX	09/07/2005	-3.89%	3.70%	11.51%	1.05% \$10.50	1.05% \$10.50	
MSCI EM NR USD				-7.41%	3.68%	8.94%			
Vanguard Total International Stock Index Fund Admiral	Foreign Large Blend	VTIAX	11/29/2010	-5.23%	2.77%	4.47%	0.11% \$1.10	0.11% \$1.10	
MSCI ACWI Ex USA NR USD				-4.22%	2.57%	4.31%			
American Funds EuroPacific Growth Fund R5	Foreign Large Growth	RERFX	05/15/2002	-4.70%	4.22%	9.90%	0.53% \$5.30	0.53% \$5.30	
MSCI ACWI Ex USA NR USD				-4.22%	2.57%	8.85%			
Neuberger Berman Sustainable Equity Fund Institutional	Large Blend	NBSLX	11/28/2007	5.05%	8.70%	14.61%	0.67% \$6.70	0.67% \$6.70	Round Trip: You cannot exchange into the fund within 30 days of exchanging out of the fund.
S&P 500 TR USD				9.50%	10.91%	15.92%			
Vanguard Institutional Index Fund Institutional	Large Blend	VINIX	07/31/1990	9.47%	10.88%	15.90%	0.04% \$0.40	0.04% \$0.40	
S&P 500 TR USD				9.50%	10.91%	15.92%			
Fidelity® Contrafund®	Large Growth	FCNTX	05/17/1967	8.78%	12.20%	16.22%	0.82% \$8.20	0.82% \$8.20	
S&P 500 TR USD				9.50%	10.91%	15.92%			
Fidelity® Growth Company	Large Growth	FDGRX	01/17/1983	8.46%	14.76%	19.33%	0.85% \$8.50	0.85% \$8.50	

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Russell 3000 Growth TR USD				12.06%	13.10%	17.44%			
T. Rowe Price Equity Income Fund	Large Value	PRFDX	10/31/1985	2.98%	6.62%	13.71%	0.65% \$6.50	0.65% \$6.50	
Russell 1000 Value TR USD				5.67%	7.72%	14.52%			
Fidelity® Extended Market Index Premium	Mid-Cap Blend	FSEVX	10/14/2005	-	-	-			
DJ US Completion Total Stock Mkt TR USD									
Eaton Vance Atlanta Capital SMID-Cap Fund I	Mid-Cap Growth	EISMX	04/30/2002	8.49%	12.32%	17.80%	0.91% \$9.10	0.91% \$9.10	
Russell 2500 TR USD				4.48%	7.79%	16.23%			
Diamond Hill Small-Mid Cap Fund I	Mid-Cap Value	DHMIX	12/30/2005	0.63%	6.35%	16.22%	0.94% \$9.40	0.93% \$9.30	
Russell 2500 TR USD				4.48%	7.79%	16.23%			
Fidelity® Low-Priced Stock	Mid-Cap Value	FLPSX	12/27/1989	-0.40%	6.30%	14.91%	0.62% \$6.20	0.62% \$6.20	
Russell 2000 TR USD				2.05%	7.05%	15.36%			
Fixed Income									
Mutual Fund									
Vanguard Inflation Protected Securities Fund Admiral	Inflation-Protected Bond	VAIPX	06/10/2005	2.67%	1.87%	3.31%	0.10% \$1.00	0.10% \$1.00	
Bloomberg Barclays US Treasury US TIPS TR USD				2.70%	1.94%	3.41%			
Metropolitan West Total Return Bond Fund I	Intermediate-Term Bond	MWTIX	03/31/2000	4.72%	2.72%	6.03%	0.45% \$4.50	0.45% \$4.50	
Bloomberg Barclays US Aggregate Bond TR USD				4.48%	2.74%	3.77%			
Vanguard Total Bond Market Index Fund Admiral	Intermediate-Term Bond	VBTLX	11/12/2001	4.45%	2.67%	3.69%	0.05% \$0.50	0.05% \$0.50	
Bloomberg Barclays US Aggregate Float Adjusted TR				4.46%	2.73%				
American Funds Capital World Bond Fund® R6	World Bond	RCWGX	05/01/2009	-0.68%	1.36%	3.82%	0.52% \$5.20	0.52% \$5.20	

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Bloomberg Barclays Global Aggregate TR USD				-0.38%	1.04%	3.00%	Voluntary Waiver		
Money Market									
Mutual Fund									
Fidelity® Money Market	Prime Money Market	SPRXX	01/23/1989	1.99%	0.72%	0.40%	0.42%	0.42%	
				\$4.20	\$4.20				
ICE BofAML USD 3M Dep OR CM TR USD				2.48%	0.99%	0.70%			
Multi-Asset									
Mutual Fund									
Vanguard Target Retirement Income Fund Investor	Retirement Income	VTINX	10/27/2003	3.92%	4.13%	6.69%	0.12%	0.12%	
				\$1.20	\$1.20				
Bloomberg Barclays US Aggregate Bond TR USD				4.48%	2.74%	3.77%			
Vanguard Target Retirement 2015 Fund Investor	Target-Date 2015	VTXVX	10/27/2003	3.87%	4.98%	9.25%	0.13%	0.13%	
				\$1.30	\$1.30				
Bloomberg Barclays US Aggregate Bond TR USD				4.48%	2.74%	3.77%			
Vanguard Target Retirement 2020 Fund Investor	Target-Date 2020	VTWNX	06/07/2006	3.82%	5.65%	10.19%	0.13%	0.13%	
				\$1.30	\$1.30				
MSCI US Broad Market GR USD				8.77%	10.40%	16.10%			
Vanguard Target Retirement 2025 Fund Investor	Target-Date 2025	VTTVX	10/27/2003	3.83%	6.07%	10.95%	0.13%	0.13%	
				\$1.30	\$1.30				
MSCI US Broad Market GR USD				8.77%	10.40%	16.10%			
Vanguard Target Retirement 2030 Fund Investor	Target-Date 2030	VTHRX	06/07/2006	3.71%	6.39%	11.65%	0.14%	0.14%	
				\$1.40	\$1.40				
MSCI US Broad Market GR USD				8.77%	10.40%	16.10%			
Vanguard Target Retirement 2035 Fund Investor	Target-Date 2035	VTTHX	10/27/2003	3.55%	6.69%	12.27%	0.14%	0.14%	
				\$1.40	\$1.40				
MSCI US Broad Market GR USD				8.77%	10.40%	16.10%			
Vanguard Target Retirement 2040 Fund Investor	Target-Date 2040	VFORX	06/07/2006	3.38%	6.96%	12.55%	0.14%	0.14%	
				\$1.40	\$1.40				

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
MSCI US Broad Market GR USD				8.77%	10.40%	16.10%			
Vanguard Target Retirement 2045 Fund Investor	Target-Date 2045	VTIVX	10/27/2003	3.27%	7.08%	12.63%	0.15% \$1.50	0.15% \$1.50	
MSCI US Broad Market GR USD				8.77%	10.40%	16.10%			
Vanguard Target Retirement 2050 Fund Investor	Target-Date 2050	VFIFX	06/07/2006	3.27%	7.08%	12.63%	0.15% \$1.50	0.15% \$1.50	
MSCI US Broad Market GR USD				8.77%	10.40%	16.10%			
Vanguard Target Retirement 2055 Fund Investor	Target-Date 2055	VFFVX	08/18/2010	3.28%	7.05%	10.20%	0.15% \$1.50	0.15% \$1.50	
MSCI US Broad Market GR USD				8.77%	10.40%	13.98%			
Vanguard Target Retirement 2060 Fund Investor	Target-Date 2060+	VTTSX	01/19/2012	3.25%	7.05%	9.86%	0.15% \$1.50	0.15% \$1.50	
MSCI US Broad Market GR USD				8.77%	10.40%	13.45%			
Vanguard Target Retirement 2065 Fund Investor	Target-Date 2060+	VLXVX	07/12/2017	3.24%	-	6.94%	0.15% \$1.50	0.15% \$1.50	
MSCI US Broad Market GR USD				8.77%		10.76%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

TIAA

Table 2 – Fixed Return Investments

The following chart lists the plan's investment options that have a fixed or stated rate of return.

Name/Type/Option	Return	Term	Additional Information
Guaranteed Annuity			
TIAA Traditional-Group Supplemental Retirement Annuity	3.00%	Through 02/29/2020	<p>The current rate shown applies to premiums remitted during the month of April 2019 and will be credited through 2/28/2020. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733. TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability. For Group Supplemental Retirement Annuity (GSRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.</p>
TIAA Traditional-Retirement Annuity	3.75%	Through 02/29/2020	<p>The current rate shown applies to premiums remitted during the month of April 2019 and will be credited through 2/28/2020. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733. TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability. TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you. For Retirement Annuity (RA) contracts, lump-sum withdrawals are not available from the TIAA Traditional account. Subject to the terms of your plan, all withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, interest-only payments, and IRS required minimum distribution payments.</p>

Name/Type/Option	Return	Term	Additional Information
TIAA Traditional-Supplemental Retirement Annuity	3.00%	Through 02/29/2020	<p>The current rate shown applies to premiums remitted during the month of April 2019 and will be credited through 2/28/2020. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733. TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability. For Supplemental Retirement Annuity (SRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.</p>

Part B. Annuity Information

The information below focuses on the annuity options under the plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

TIAA

TIAA Traditional Annuity Lifetime Income Option

OBJECTIVES / GOALS

To provide a guaranteed stable stream of income for your life and, if you choose, the life of an annuity partner. A TIAA Traditional Annuity provides income stability by providing a minimum guaranteed interest rate as well as the potential for additional interest. TIAA Traditional can be part of a diversified retirement portfolio that may include stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available under the TIAA Traditional Annuity.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods), and your selection of either the standard or graded benefit method.
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The projected returns of the TIAA Traditional Annuity.

Under no circumstances will you receive less than the guaranteed amount of income required under the annuity contracts. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.
- Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your TIAA annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.

- Once you have elected a lifetime annuity, your election is irrevocable.

TIAA Real Estate and CREF Variable Annuity Lifetime Income Options

OBJECTIVES / GOALS

To provide a variable stream of income for your life and, if you choose, the life of an annuity partner. This lifetime annuity provides a variable income that you cannot outlive. A variable annuity can be part of a diversified retirement portfolio that may include guaranteed, stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods).
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The investment performance of the variable annuity account your annuity is based upon.

Variable annuity accounts don't guarantee a minimum income. Income fluctuates based on market performance and is directly tied to the accounts' investment returns. A 4% annual investment return is assumed. Generally, if the actual return in a given year is greater than 4% the amount of annuity income will increase; if it is less than 4%, the income will decrease. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.

- Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.
- Once you have elected a lifetime annuity, your election is irrevocable.
- Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization. The R3 Class has the lowest expense of all the CREF Classes.

Please visit www.TIAA.org/public/support/help/glossary/index.html for a glossary of investment terms relevant to the investment options under this plan.

Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf.

Other service provider important additional information:

TIAA important additional information:

The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate. Current performance may be higher or lower than that shown, and you may have a gain or a loss when you redeem your investments. Expense ratios shown are based on the most recent information available, but may not reflect all updates. Please consult the most recent prospectus or offering document for more detailed information.

Variable return investments (mutual funds and/or variable annuities) are offered through your plan sponsor's retirement plan. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance as quoted.

If a variable return investment option includes performance for periods beyond its inception date that performance is based on the performance of an older share class of the investment option. Such performance has not been restated to reflect expense differences between the two classes. If expense differences had been reflected, performance for these periods would be lower or higher than stated.

Expense ratios shown are based on the most recent information available, but may not reflect all updates and may differ slightly from the prospectus due to rounding. Please consult the most recent prospectus or offering document for more detailed information.

TIAA provides information on restrictions on record kept investment options, as well as performance and product information for all proprietary investment options. TIAA assumes no responsibility for damages or losses arising from the use of such information, and has not independently verified the accuracy or completeness of such information.

Data Provided by Morningstar, Inc. © 2019 Morningstar, Inc. All Rights Reserved. The information contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morning star nor its content providers are responsible for any damages or losses arising from any use of this information. Neither TIAA nor its affiliates has independently verified the accuracy or completeness of this information.

The Morningstar Category classifies an investment option based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the investment option is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

There are inherent risks in investing in variable return investments including loss of principal. Please read the prospectus and carefully consider the investment objectives, risks, charges and expenses before investing.

© 2019 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund (TIAA-CREF), 730 Third Avenue, New York, NY 10017

