

The road to retirement

Announcing updates to the Le Moyne College
retirement plans



LE MOYNE
Greatness meets Goodness®



Table of contents

New features to help you plan and save for retirement	1
Key dates for retirement plan updates	2
Introducing the new Dolphin Retirement Solution	3-5
How the plan changes affect you	6-9
Investment changes in the core lineup	10
Your core investment lineup	11
Retirement planning resources	12
Informational events	13
Q&A	14-15
Disclosures	16-17
We're here to help	Back cover

New features to help you plan and save for retirement

Le Moyne College is committed to providing you with competitive retirement benefits. As part of this commitment, we recently reviewed the retirement plans and are making some important changes. The updates described below offer investment options, services and tools that can help you plan for your retirement savings goals. These updates begin on or about May 8, 2024.

- **Introducing the Dolphin Retirement Solution.** This new service automatically manages your investments, making it easier for you to stay on track with your retirement goals. These model portfolios will be the plans' new default investment option, replacing the current TIAA-CREF Lifecycle Funds. Depending on how you are invested today, a model portfolio may be selected for you. See pages 6-10 for details.
- **New and lower-cost investment options in the core lineup.** Le Moyne College and CAPTRUST, an independent investment advisor, carefully reviewed the core investment lineup. As a result, some of the existing investment options will be replaced with a different investment option or with a different share class of the same investment.
- **New account for some participants.** You may be enrolled in a new type of plan account with TIAA, depending on how you are invested today.

No longer employed by Le Moyne College? Although you are not actively contributing to the retirement plans, you have balances in one or more accounts. While you don't have to take action at this time, you should review this information to learn how the changes may affect you.

Do these updates affect you?

The changes will impact most participants, depending on how you are invested today. However, if you are no longer contributing to the retirement plans and your balance is invested only in annuities, the changes will not apply to you.

If you...		Will your account be affected?
Hold any balance in the TIAA-CREF Lifecycle Funds in your account, even if you don't contribute to the plans	✓	Your account will be affected by the plan changes. See page 6 for more details.
Do not hold a balance in a TIAA-CREF Lifecycle Fund, but are currently contributing to a Retirement Annuity or Supplemental Retirement Annuity account type in the plans	✓	Your account will be affected by the plan changes. See page 7 for more details.
Hold a balance in any mutual funds other than a TIAA-CREF Lifecycle Fund in your account, even if you are no longer making contributions	✓	Your account may be affected by the plan changes. See page 7 for more details.
Don't contribute to the plans and have a balance in annuities only	✗	These changes won't apply to you, but you may want to consider the new investment options and transfer your balances to the new options.



Key dates for retirement plan updates

Dates (2024)	Events
Beginning April 3	A webinar, information desks, and one-on-one advice sessions are available. See page 13 for more details.
May 8	New investment options, including the Dolphin Retirement Solution, are available. Enrollment in a new account for some participants is expected to occur.
May 10	If you would like to make changes to the way your future contributions are invested in your new account <i>prior to</i> the first payroll contribution or the transfer of mutual funds, please do so by 4 p.m. (ET) on this date.
May 10 Biweekly payroll May 15 Semi-monthly payroll	First payroll contribution to any new account(s).
Week ending May 17	Eligible balances transfer to any new plan accounts and/or new investment options, as applicable. See pages 6-10 for more information. Please note: If you would like to make changes to your account before the balance transfers occur for some participants, please do so by 4 p.m. (ET) on May 10, 2024.

Introducing the new Dolphin Retirement Solution

The Dolphin Retirement Solution makes it easier to plan and save for retirement by providing you with a professionally managed model portfolio. It's a convenient alternative to making your own choices from the retirement plans' investment lineup.

What's a model portfolio?

Each model includes a combination of investment options from the retirement plans' lineup. The mix of investments offers a specific balance of financial risk and reward, and takes into account your current age and your projected retirement date. The investment allocation adjusts to become more conservative as you near and enter retirement.

Over time, the Dolphin Retirement Solution automatically rebalances 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 Annuity allocation

Considers any non-model annuity plan balances in the management of your model portfolio

Option for monthly income payments for life once you retire

New default investment

The Dolphin Retirement Solution will become the default investment option for the plans. If you have any assets in a TIAA-CREF Lifecycle Fund (the current default option), you will be enrolled in a Dolphin Retirement Solution model portfolio. Each portfolio provides a diversified investment mix. See pages 6-10 for more details.

Can I use the Dolphin Retirement Solution and also select options from the investment lineup?

No. For each eligible TIAA account, you need to choose either the Dolphin Retirement Solution or your own investment strategy from the investment lineup.

continued

Introducing the new Dolphin Retirement Solution (continued)

Dolphin Retirement Solution investment options


Some or all of these investment options may be included in your Dolphin Retirement Solution model portfolio.

Investment option	Ticker
TIAA Traditional Annuity (liquid guaranteed annuity)	N/A
Vanguard Extended Market Index Fund Institutional Shares	VIEIX
Vanguard Institutional Index Fund Institutional Shares	VINIX
Vanguard Total Bond Market Index Fund Institutional Shares	VBTIX
Vanguard Total International Stock Index Fund Institutional Shares	VTSNX

Lifetime income benefit of TIAA Traditional


With TIAA Traditional built into the allocations of the Dolphin Retirement Solution, you have the option to receive dependable, guaranteed lifetime income in retirement. Whether you use the Dolphin Retirement Solution or choose investments from the core lineup, TIAA Traditional can offer unique advantages, including lifetime income and a guaranteed rate of return with low volatility.

Lifetime benefits




Guaranteed growth no matter the market

Know that your retirement savings is protected and guaranteed to increase every single day—even in the most volatile markets.¹



Guaranteed lifetime income you can count on

Turn your savings into guaranteed retirement income that lasts for life to help cover everyday living expenses—or any expenses you choose.¹



Opportunity for more growth and income

Benefit from our sharing profits approach with the opportunity for higher interest and income—above and beyond our guarantees.²

¹ Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

² TIAA may share profits with TIAA Traditional Annuity owners through declared additional amounts of interest during accumulation, higher initial annuity income, and through further increases in annuity income benefits during retirement. These additional amounts are not guaranteed beyond the period for which they were declared.

If you use the Dolphin Retirement Solution

If you use the Dolphin Retirement Solution, you will be charged a fee of 0.13% annually (\$1.30 for each \$1,000 in your account managed by this service) for investment advisory services provided by CAPTRUST.¹ This fee will be deducted quarterly from your account(s) in each plan and reflected on your quarterly statement.

Here's how the investment expenses for the new default option (the Dolphin Retirement Solution) compare to those for the current default option (the TIAA-CREF Lifecycle Funds).

Target date	2070	2065	2060	2055	2050	2045	2040
Dolphin Retirement Solution birth years	2003– present	1998– 2002	1993– 1997	1988– 1992	1983– 1987	1978– 1982	1973– 1977
Estimated investment expense	0.06%	0.06%	0.06%	0.06%	0.06%	0.05%	0.05%
CAPTRUST cost	0.13%	0.13%	0.13%	0.13%	0.13%	0.13%	0.13%
Total estimated investment expense for the new Dolphin Retirement Solution	0.19%	0.19%	0.19%	0.19%	0.19%	0.18%	0.18%
TIAA-CREF Lifecycle Funds birth years	2004– present	1999– 2003	1994– 1998	1989– 1993	1984– 1988	1979– 1983	1974– 1978
Net expense ratio of current TIAA-CREF Lifecycle Funds*	N/A	0.70%	0.70%	0.70%	0.70%	0.70%	0.69%

Target date	2035	2030	2025	2020	2015	2010	Income
Dolphin Retirement Solution birth years	1968– 1972	1963– 1967	1958– 1962	1953– 1957	1948– 1952	1943– 1947	Prior to 1943
Estimated investment expense	0.05%	0.04%	0.04%	0.03%	0.03%	0.03%	0.03%
CAPTRUST cost	0.13%	0.13%	0.13%	0.13%	0.13%	0.13%	0.13%
Total estimated investment expense for the new Dolphin Retirement Solution	0.18%	0.17%	0.17%	0.16%	0.16%	0.16%	0.16%
TIAA-CREF Lifecycle Funds birth years	1969– 1973	1964– 1968	1959– 1963	1954– 1958	1949– 1953	Prior to 1949	N/A
Net expense ratio of current TIAA-CREF Lifecycle Funds*	0.68%	0.67%	0.66%	0.64%	0.63%	0.62%	0.62%

*Expense ratios listed are as of February 21, 2024.

Learn more

For additional details on the Dolphin Retirement Solution, refer to the enclosed insert.

See Disclosures beginning on page 16 for important details on Dolphin Retirement Solution and Investment, insurance and annuity products.

¹ CAPTRUST is an independent registered investment advisor that has been chosen by your employer to manage the model portfolios within your retirement plan. When enrolled in the Dolphin Retirement Solution, CAPTRUST has the authority to select the underlying investment options on your behalf. This is done on a discretionary basis, meaning we'll adjust your account according to the strategy we deem fit for each participant, and this is done on your behalf.



How the plan changes affect you

Your account(s) will be treated differently depending on how you are currently invested. Be sure to carefully read the following information to see how your account(s) may be affected.

Please note: If you are no longer contributing to the retirement plans and your balance is invested only in annuities, the changes will not apply to you.

If you...

Currently hold any balance in the TIAA-CREF Lifecycle Funds

Here's what you can expect...



New account

On or about May 8, 2024:

- You will be enrolled in a new type of account with TIAA – an endorsed Group Supplemental Retirement Annuity (GSRA) account.
- A Dolphin Retirement Solution model portfolio will be chosen for you based on the year you turn age 65 unless you choose alternate investment options.¹
- You will receive an enrollment confirmation with additional information from TIAA.



Future contributions beginning with the May 10, 2024 (biweekly) and May 15, 2024 (semi-monthly) payrolls

If you make no changes to your new account, future contributions will be directed to that account and the Dolphin Retirement Solution model portfolio that was chosen for you.



Existing mutual fund balances

During the week ending May 17, 2024, if you make no changes to your new account, all mutual fund balances will transfer to the Dolphin Retirement Solution model portfolio that was chosen for you.

¹ See the *Making changes to the Dolphin Retirement Solution* section on page 9.



If you...

Do not currently hold a balance in the TIAA-CREF Lifecycle Funds

Here's what you can expect...



New account(s) for some participants

If you contribute to and/or hold a mutual fund balance in a Retirement Annuity (RA)/Supplemental Retirement Annuity (SRA) account

If you do not contribute to AND do not hold a mutual fund balance in a Retirement Annuity (RA)/Supplemental Retirement Annuity (SRA) account

On or about May 8, 2024, you will be enrolled in a Group Retirement Annuity (GRA) and/or GSRA account type(s), if you do not already have one.¹ You will receive an enrollment confirmation with additional information from TIAA.

You will not be enrolled in a new account.



Future contributions beginning with the May 10, 2024 (biweekly) and May 15, 2024 (semi-monthly) payrolls

Future contributions will be directed to your GRA/GSRA account type(s) and, in most cases, the same investment options in which you currently invest (see page 10 for exceptions) unless you make a change to your account. The RA/SRA accounts will no longer accept new contributions.



Existing mutual fund balances

During the week ending May 17, 2024, mutual fund balances in the RA/SRA accounts will be transferred to your GRA/GSRA account(s) and, in most cases, the same investment options in which you currently invest (see page 10 for exceptions) unless you reallocate these funds before the transfer.

¹ If you already have a GRA/GSRA account with TIAA, you will not receive a new one. You can log in to TIAA.org to review the type of account(s) you have with TIAA (see the Q&A beginning on page 14 for more information).

continued



How the plan changes affect you (continued)

Additional information for all plan participants



Spousal waiver

If you have a signed spousal waiver on file, you will need to request a new beneficiary form and a new waiver after the new account is set up.



Beneficiary

Your current beneficiary designation(s) will be applied to any new account(s). We encourage you to review your designations and make updates as needed.



Annuity balances

Regardless of whether you hold a balance in a TIAA-CREF Lifecycle Fund, **any annuity balances** in your current account type(s) will remain in those accounts and will not be impacted by the updates. If you are investing in the Dolphin Retirement Solution, these balances will be considered in your allocation to the model's target investment mix.

You have the option to transfer these annuity balances to the models. To learn more, contact TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. (ET).



Updating your investment choices

You may update your investment choices anytime. If you would like to change how your future contributions are invested in your new account prior to the first payroll contribution or the transfer of mutual funds, please do so by 4 p.m. (ET) on May 10, 2024.



How plan changes may affect your account transactions

If you currently receive retirement plan distributions, have automatic account rebalancing and/or have loans, and will be enrolled in a new account, you will receive additional communications with more information on how your account is affected.



Making changes to the Dolphin Retirement Solution

You can use the Dolphin Retirement Solution model portfolio based on the year you turn age 65 or personalize your information by providing additional information about your financial situation and preferences to initiate a recommendation. Beginning May 8, 2024, you can log in to your TIAA account. Under *Accounts*, select *Retirement*, then *Personalize it*. You can choose the recommended model or select from the other models shown.

If you don't want to use a model portfolio, you also have the option to build your own portfolio from options in the core investment lineup (see the Q&A beginning on page 14 for more information on how to opt out of the Dolphin Retirement Solution).

To make changes before the first payroll contribution or the transfer of mutual fund balances occurs, complete this by 4 p.m. (ET) on May 10, 2024. You can make updates to your account at any time, including changing your investment choices or opting back in to the Dolphin Retirement Solution.

Enrolling in the models

If you are not already scheduled to have your account automatically transferred to a Dolphin Retirement Solution model portfolio and would like to take advantage of this new investment opportunity, you have the option to opt in on your own. Beginning on or about May 8, 2024, you can log in to your account and follow the online instructions to learn more about the models. See pages 3-5 for more information on the Dolphin Retirement Solution, including any applicable fees.



Investment changes in the core lineup

On or about May 8, 2024, some investments in the core investment lineup will be replaced to reduce investment costs and better align choices to the investment strategies of the plan. If you are not going to be enrolled in a Dolphin Retirement Solution model, your account may be affected by these changes.

Some funds in the investment lineup will move to lower-cost share classes. There is no investment strategy difference between different share classes of the same fund. Investing in a lower-cost share class means that less of your money goes toward fees. As a result, you keep more of the potential return generated by an investment. While returns cannot be guaranteed, paying lower fees may help you reach your retirement goals faster. You can change your investment options at any time.

Future contributions and existing balances will be directed to the replacement investment options, as shown in the chart below (share class changes are shown in the shaded rows).

Current option	Ticker		Replacement option	Ticker
MetWest Total Return Bond Fund Plan Class	MWTSX	▶	JPMorgan Core Plus Bond Fund	JCPUX
Vanguard Extended Market Index Fund Admiral Shares	VEXAX	▶	Vanguard Extended Market Index Fund Institutional Shares	VIEIX
Vanguard Total Bond Market Index Fund Admiral Shares	VBTLX	▶	Vanguard Total Bond Market Index Fund Institutional Shares	VBTIX
Vanguard Total International Stock Index Fund Admiral Shares	VTIAX	▶	Vanguard Total International Stock Index Fund Institutional Shares	VTSNX

See Disclosures beginning on page 16 for important details on *Investment, insurance and annuity products.*

Your core investment lineup

The core lineup provides the flexibility to choose options from TIAA and other investment providers that match your financial preferences and goals. Investment options shown in **bold** are new to the lineup. For more detailed information on each option, visit TIAA.org and enter the ticker in the site's search feature. Beginning May 8, 2024, you can find this same information by visiting TIAA.org/lemoyne. Select *Investment options*, then *View all investments*.

Guaranteed	Ticker
TIAA Traditional Annuity (guaranteed annuity)	N/A
Money market	Ticker
CREF Money Market Account Class R2 (variable annuity)	QCMMPX
Vanguard Federal Money Market Fund Investor Shares	VMFXX
Fixed income (Bonds)	Ticker
JPMorgan Core Plus Bond Fund	JCPUX
Vanguard Total Bond Market Index Fund Institutional Shares	VBTIX
Multi-asset	Ticker
CREF Social Choice Account Class R2 (variable annuity)	QCSCPX
Real estate	Ticker
TIAA Real Estate Account (variable annuity)	QREARX
Equities (Stocks)	Ticker
American Funds EuroPacific Growth Fund® Class R-6	REGX
CREF Stock Account Class R2 (variable annuity)	QCSTPX
Dodge & Cox International Stock Fund Class I	DODFX
John Hancock Funds Disciplined Value Fund Class R5	JDVVX
MassMutual Mid Cap Growth Fund Class I	MEFZX
MFS Mid Cap Value Fund Class R4	MVCJX
PGIM Jennison Growth Fund – Class Z	PJFZX
Principal SmallCap Growth Fund I Institutional Class	PGRTX
Vanguard Extended Market Index Fund Institutional Shares	VIEIX
Vanguard FTSE Social Index Fund Admiral	VFTAX
Vanguard Institutional Index Fund Institutional Shares	VINIX
Vanguard Total International Stock Index Fund Institutional Shares	VTSNX
Victory Sycamore Small Company Opportunity Fund Class I	VSOIX

Beginning May 1, 2024, certain TIAA-CREF funds will be renamed to *Nuveen*. Nuveen is TIAA's global asset manager. In addition, the Retail, Advisor and Institutional share classes will be renamed to align with Nuveen's share classes. Learn more at TIAA.org.

See Disclosures beginning on page 16 for important details on Investment, insurance and annuity products and Dolphin Retirement Solution.

Consider how you'll invest

You can stay with the Dolphin Retirement Solution for a hands-off approach to investing or select from the new lineup beginning May 8, 2024.

To make your own investment choices, log in to your retirement account at TIAA.org/lemoyne. Select *Personalize it* next to the name of the account you want to update.

Want help with the choices?

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

Retirement planning resources

Retirement plan investment advice

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




Whether you're just starting out or close to retirement, you can meet online and by phone 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](https://www.tiaa.org/schedulenow) or calling **800-732-8353**, weekdays, 8 a.m. to 8 p.m. (ET).

You can also contact the plan's dedicated financial consultant, Mark Couch, by calling **315-477-9010** or emailing mcouch@TIAA.org.

Online tools

Visit [TIAA.org/tools](https://www.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	 Discover your retirement income needs	 Track all your accounts in one place
<p>Explore the Retirement Advisor tool to:</p> <ul style="list-style-type: none">■ Receive a custom retirement plan in five steps■ Receive savings and investment recommendations	<p>Use Retirement Income Illustrator to:</p> <ul style="list-style-type: none">■ 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	<p>Use 360° Financial View to:</p> <ul style="list-style-type: none">■ Consolidate your information from more than 11,000 financial institutions in one place■ Track your spending■ Set up email alerts■ Create a budget that works for you

See *Disclosures* beginning on page 16 for important details on *Advice (legal, tax, investment)*.

Informational events

Webinar

Attend a one-hour webinar to learn about the enhancements to the plans. Please visit the link below or scan the QR code to register. The session will be recorded for those who cannot attend or who would like to review it later, and it will be accessible through the same link.

Date (2024)	Time (ET)	Register	
Thursday, April 11	1 p.m.	webinars.on24.com/client/LeMoyne_Spring2024	

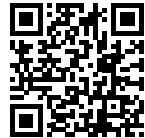
Information desks

You will have opportunities to stop by an on-site information desk, where TIAA representatives will answer questions and provide information.

Date (2024)	Time (ET)	Location
Tuesday, April 9	10 a.m. to 4 p.m.	Grewen Hall, Foery Conference Room
Thursday, April 18	12 p.m. to 4 p.m.	Grewen Hall, Foery Conference Room
Tuesday, April 30	9 a.m. to 4 p.m.	Grewen Hall, Foery Conference Room
Thursday, May 2	10 a.m. to 4 p.m.	Grewen Hall 414
Tuesday, May 7	10 a.m. to 4 p.m.	Grewen Hall 414

One-on-one advice sessions

TIAA financial consultants will be available on campus for one-on-one advice sessions. Please visit TIAA.org/schedulenow or scan the QR code to schedule a session.



Date (2024)	Location
Wednesday, April 3	Science Center Addition 106
Tuesday, April 9	Grewen Hall 414
Thursday, April 18	Grewen Hall 414
Monday, April 22	Grewen Hall 414
Friday, May 3	Grewen Hall, Foery Conference Room

Q&A

1. Why is Le Moyne College updating the retirement plans?

Le Moyne College is committed to providing you with competitive retirement benefits. The updates to the retirement plans are designed to offer the new Dolphin Retirement Solution that automatically manages your investments, making it easier for you to stay on track with your retirement goals. Please believe this and other changes can help you more effectively plan to reach your savings goals.

2. What is the Dolphin Retirement Solution?

The Dolphin Retirement Solution has been designed specifically by Le Moyne College and its investment advisor, CAPTRUST, for your retirement plans using the TIAA RetirePlus Pro® service. Each model portfolio consists of a professionally selected and managed mix of investments and takes into account your anticipated retirement date.

3. Why do participants consider the Dolphin Retirement Solution?

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

4. How do I modify my subscription to the Dolphin Retirement Solution?

Log in to your account at TIAA.org/lemoyne starting on or about May 8, 2024, and choose *Personalize it* below your retirement plan account. Then, you can complete the brief questionnaire to initiate a model portfolio recommendation. Once you review it, you can simply select and approve it. All of your eligible plan assets and future contributions will be invested in the model portfolio you choose.

5. How do I opt out of the Dolphin Retirement Solution?

You can log in to your account at TIAA.org/lemoyne starting on or about May 8, 2024, and choose *Personalize it* below your retirement plan account. Then, scroll down and select *Stop using* to choose your own investments. If you opt out of the Dolphin Retirement Solution, please note:

- If you do not already have a Group Retirement Annuity (GRA)/Group Supplemental Retirement Annuity (GSRA) account(s), one will be issued to you, and you will be sent an enrollment confirmation. You will need to designate a beneficiary for this new account(s)—your existing beneficiary will not transfer.
- All future contributions that were directed to a model portfolio (or any balances managed by a model portfolio) will transfer to your GRA/GSRA account(s) and the investments you select, as discussed on pages 6-8.
- If you have a balance in the TIAA Traditional Annuity that you choose to transfer as a result of opting out of the Dolphin Retirement Solution, it will offer the current TIAA Traditional rate. Please contact a TIAA financial consultant for more information.

If you would like to change how your future contributions are invested in your new account **prior to** the first payroll contribution or the transfer of mutual funds, please do so by 4 p.m. (ET) on May 10, 2024.

Please note: If you decide to opt out of the Dolphin Retirement Solution and make your own investment elections during the week ending May 17, 2024, it can take up to three days until your account settles to accurately display your desired intentions.

6. With the Dolphin Retirement Solution, which assets are considered in the management of my retirement account?

The Dolphin Retirement Solution can take into consideration the model portfolio balance along with any non-model annuities (legacy annuities that no longer accept contributions) you may have and/or lifetime annuity income within the plans to maintain the target asset mix. This can provide a more complete picture for determining an appropriate asset allocation. While non-model annuities can be considered in the asset allocation of your model portfolio, they are not actively managed by the Dolphin Retirement Solution.

Beginning May 8, 2024, you can modify your subscription to the Dolphin Retirement Solution, 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/lemoyne and choose *Personalize it* below your retirement plan account.

7. Will my model be automatically rebalanced?

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

8. What if my goals or financial situation change?

You can 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 opt out of the Dolphin Retirement Solution and choose your own investments from the retirement plans' investment options.

9. How do I know what type of account I have?

You can log in to your account at [TIAA.org](https://www.tiaa.org) and select the plan under *Accounts*. The account type will be listed below the plan name. Your current accounts are Retirement Annuity (RA), Supplemental Retirement Annuity (SRA), GRA and/or GSRA account(s). Your new account will be an endorsed GSRA, GRA and/or GSRA account(s). See the comparison chart at [TIAA.org/comparison](https://www.tiaa.org/comparison) for more information.

10. How do I know what type of investments I have in my account?

You can find this information by visiting [TIAA.org/lemoyne](https://www.tiaa.org/lemoyne). Select *Investment options*, then *View all investments*. The product type is listed next to each investment.

11. What are annuities?

There are different types of annuities, but they are typically designed to potentially grow your money while you're working and provide you with the option to receive income for life when you retire. In fact, annuities are the only retirement products that can guarantee to pay you (or you and a spouse or partner) income for life.

Guaranteed annuities (also known as fixed annuities) allow you to earn a minimum guaranteed interest rate on your contributions. Some guaranteed annuities, such as TIAA Traditional, also offer the potential for additional amounts of interest. In retirement, guaranteed annuities can offer you income for life that will never fall below a certain guaranteed level and provide income that is guaranteed to last for your lifetime. Guarantees are based on the claims-paying ability of the issuing company.

Variable annuities allow you to invest in a variety of asset classes, and account values will fluctuate based on the performance of the investments in the accounts. It's possible to lose money in variable annuities. In retirement, variable annuities can provide an income stream guaranteed to last for your lifetime. The amount of a variable annuity income payment, however, will rise or fall based on investment performance.

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

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

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

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

Disclosures

Advice (legal, tax, investment)

The TIAA group of companies does not provide legal or tax advice. Please consult your legal or tax advisor.

Advice provided by our Field Consulting Group is obtained using an advice methodology from an independent third party. Advice services provided by our Individual Advisory Services Group are provided by Advice & Planning Services, a division of TIAA-CREF Individual & Institutional Services, LLC, a registered investment adviser.

Individual Advisory Services may not be available to all participants. Advisory services through Individual Advisory Services are a fee-for-services charge to the employee.

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.

Distributions and withdrawals

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 59½ 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.

Dolphin Retirement Solution

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

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

You should consider the investment objectives, principal strategies, principal risks, portfolio turnover rate, performance data, and fee and expense information of each underlying investment carefully before directing an investment based on the model. For a free copy of the program description and the prospectus or other offering documents for each of the underlying investments (containing this and other information), call TIAA at 877-518-9161. Please read the program description and the prospectuses or other offering documents for the underlying investments carefully before investing.

The Plan Fiduciary and the Plan Advisor may determine that an underlying investment(s) is appropriate for a model portfolio, but not appropriate as a stand-alone investment for a participant who is not participating in the program. In such case, participants who elect to unsubscribe from the program while holding an underlying investment(s) in their model-based account that has been deemed inappropriate as a stand-alone investment option by the Plan Fiduciary and/or the Plan Advisor will be prohibited from allocating future contributions to that investment option(s).

Established Restrictions: Each plan participant may, but need not, propose restrictions for his or her model-based account, which will further customize such plan participant's own portfolio of underlying investments. The Plan Fiduciary is responsible for considering any restrictions proposed by a plan participant, and for determining (together with Plan Advisor(s)) whether the proposed restriction is "reasonable" in each case.

No registration under the Investment Company Act, the Securities Act or state securities laws—The model is not a mutual fund or other type of security and will not be registered with the Securities and Exchange Commission as an investment company under the Investment Company Act of 1940, as amended, and no units or shares of the model will be registered under the Securities Act of 1933, as amended, nor will they be registered with any state securities regulator. Accordingly, the model is not subject to compliance with the requirements of such acts, nor may plan participants investing in underlying investments based on the model avail themselves of the protections thereunder, except to the extent that one or more underlying investments or interests therein are registered under such acts.

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

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

TIAA RetirePlus Pro® is a registered trademark of Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017.

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 option is a fixed annuity that pays you interest at competitive crediting rates that are announced in advance. There is no explicit expense ratio because this is a fixed annuity.

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.

Investment, insurance and annuity products

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit [TIAA.org](https://www.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.

TIAA Traditional Annuity is a guaranteed insurance contract and not an investment 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 annuities and January 1 for payout annuities. 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**.

This material is for informational or educational purposes only and does not constitute fiduciary investment advice under ERISA, a securities recommendation under all securities laws or an insurance product recommendation under state insurance laws or regulations. This material does not take into account any specific objectives or circumstances of any particular investor, or suggest any specific course of action. Investment decisions should be made based on the investor's own objectives and circumstances.

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/lemoyne](https://www.tiaa.org/lemoyne) 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.

©2024 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Avenue, New York, NY 10017

We're here to help

Not sure where to begin? Let us help you take the next step!



Manage your account

Online

Visit TIAA.org/lemoyne and log in. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the on-screen directions to access your account.

Phone

Call TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. (ET).



Schedule an investment advice session

Online

Visit TIAA.org/schedulenow.

Phone

Call TIAA at **800-732-8353**, weekdays, 8 a.m. to 8 p.m. (ET).

Contact the plan's dedicated financial consultant – **Mark Couch**

Phone: **315-477-9010**

Email: mcouch@TIAA.org



Take your planning with you using the TIAA mobile app.

Download the TIAA mobile app from the App Store or Google Play.