

# Plan and Investment Notice

NORTHWEST MICHIGAN COMMUNITY ACTION AGENCY, INC TDA

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

TIAA has been selected to provide 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.

## 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**, weekdays, 8 a.m. to 10 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 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](http://www.TIAA.org/planinvestmentoptions). After entering your plan ID, 330483, you will 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.

A non-TIAA Plan Services Fee, an annual service fee of 0.25%, is charged based upon your account balance, and deducted on a quarterly basis.

A TIAA Plan Services Fee, an annual service fee of 0.35%, is charged based upon your

account balance, and deducted on a quarterly basis.

### 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 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:

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): 330483
Retirement Plan Loan - Origination Fee	\$75 per loan initiated for general purpose, \$125 for a residential loan. This applies to plan(s): 330483
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.

# 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](http://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.

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## Part A. Performance and Fee Information

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The following chart lists 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 Target Date 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.

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](http://www.TIAA.org/planinvestmentoptions). After entering your plan ID, 330483, you will be directed to plan and investment information.

Visit [tiaa.org](http://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, 2022

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	Shareholder Fees & Restrictions
<b>Equities</b>									
<b>Mutual Fund</b>									
<b>DFA International Core Equity Portfolio Institutional</b>	Foreign Large Blend	DFIEX	09/15/2005	2.02%	6.89%	6.77%	0.24% \$2.40	0.24% \$2.40	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI World ex USA NR USD</b>				3.04%	7.14%	6.25%			
<b>Vanguard Total International Stock Index Fund Admiral</b>	Foreign Large Blend	VTIAX	11/29/2010	-1.85%	6.78%	5.80%	0.11% \$1.10	0.11% \$1.10	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI ACWI Ex USA NR USD</b>				-1.48%	6.76%	5.55%			
<b>American Funds EuroPacific Growth Fund R6</b>	Foreign Large Growth	REGX	05/01/2009	-9.35%	8.01%	7.32%	0.46% \$4.60	0.46% \$4.60	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI ACWI Ex USA NR USD</b>				-1.48%	6.76%	5.55%			
<b>Vanguard Total Stock Market Index Fund Admiral</b>	Large Blend	VTSAX	11/13/2000	11.67%	15.36%	14.24%	0.04% \$0.40	0.04% \$0.40	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>CRSP US Total Market TR USD</b>				11.71%	15.38%	14.26%			
<b>Harbor Capital Appreciation Fund Institutional</b>	Large Growth	HACAX	12/29/1987	3.41%	20.23%	16.20%	0.71% \$7.10	0.65% \$6.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Russell 1000 Growth TR USD</b>				14.98%	20.88%	17.04%	Contractual Waiver Exp: 02/28/2023		
<b>Dodge &amp; Cox Stock Fund I</b>	Large Value	DODGX	01/04/1965	14.85%	13.27%	14.25%	0.52% \$5.20	0.52% \$5.20	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P 500 TR USD</b>				15.65%	15.99%	14.64%			

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 fund Inception if less than 10 years	Gross	Net	
<b>T. Rowe Price New Horizons Fund I</b>	Mid-Cap Growth	PRJIX	08/28/2015	-9.59%	19.19%	17.30%	0.64%	0.64%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 2000 Growth TR USD</i>				-14.33%	10.33%	9.85%	\$6.40	\$6.40	
<b>Vanguard Extended Market Index Fund Admiral</b>	Mid-Cap Growth	VEXAX	11/13/2000	-5.41%	12.06%	12.33%	0.06%	0.06%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>S&amp;P Completion TR USD</i>				-5.46%	11.96%	12.24%	\$0.60	\$0.60	
<b>American Century Small Cap Value Fund R6</b>	Small Value	ASVDX	07/26/2013	4.86%	11.23%	11.27%	0.84%	0.84%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 2000 Value TR USD</i>				3.32%	8.57%	8.91%	\$8.40	\$8.40	
<b>Variable Annuity</b>									
<b>CREF Stock Account R1</b>	Allocation--85%+ Equity	QCSTRX	07/31/1952	5.56%	11.60%	10.82%	0.45%	0.45%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<i>Morningstar Aggressive Target Risk TR USD</i>				5.66%	10.92%	10.16%	\$4.50	\$4.50	
<b>TIAA Access Account - DFA Emerging Markets Portfolio Level 4</b>	Diversified Emerging Mkts	W455#	05/02/2011	-6.45%	5.56%	3.00%	1.20%	1.10%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>MSCI EM NR USD</i>				-11.37%	5.98%	3.36%	\$12.00	\$11.00	
<b>TIAA Access Account - Vanguard Emerging Markets Stock Index Fund Level 4</b>	Diversified Emerging Mkts	W457#	05/02/2011	-9.33%	5.07%	2.57%	0.85%	0.85%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>MSCI EM NR USD</i>				-11.37%	5.98%	3.36%	Contractual Cap Exp: 02/28/2022	\$8.50	\$8.50
<b>TIAA Access Account - TIAA-CREF International Equity Fund Level 4</b>	Foreign Large Blend	W411#	05/01/2007	-4.89%	4.86%	5.25%	1.21%	1.21%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>MSCI EAFE NR USD</i>				1.16%	6.72%	6.27%	\$12.10	\$12.10	
							Contractual Cap Exp: 02/28/2023		

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 fund Inception if less than 10 years	Gross	Net	
<b>TIAA Access Account - Dodge &amp; Cox International Stock Fund Level 4</b>	Foreign Large Value	W456#	05/02/2011	2.22%	4.38%	5.45%	1.38%	1.38%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>MSCI EAFE NR USD</b>				1.16%	6.72%	6.27%	\$13.80	\$13.80	
<b>CREF Equity Index Account R1</b>	Large Blend	QCEQRX	04/29/1994	11.61%	14.92%	13.79%	0.38%	0.38%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>Russell 3000 TR USD</b>				11.92%	15.40%	14.28%	\$3.80	\$3.80	
<b>TIAA Access Account - TIAA-CREF Equity Index Fund Level 4</b>	Large Blend	W422#	05/01/2007	11.05%	14.49%	13.39%	0.80%	0.80%	Contributions and Transfers in not allowed. Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>Russell 3000 TR USD</b>				11.92%	15.40%	14.28%	Contractual Cap Exp: 02/28/2023	\$8.00	\$8.00
<b>TIAA Access Account - TIAA-CREF Growth &amp; Income Fund Level 4</b>	Large Blend	W413#	05/01/2007	10.47%	13.88%	12.92%	1.15%	1.15%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>S&amp;P 500 TR USD</b>				15.65%	15.99%	14.64%	Contractual Cap Exp: 02/28/2023	\$11.50	\$11.50
<b>TIAA Access Account - TIAA-CREF Social Choice Equity Fund Level 4</b>	Large Blend	W415#	05/01/2007	9.34%	14.37%	12.87%	0.92%	0.92%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>Russell 3000 TR USD</b>				11.92%	15.40%	14.28%	Contractual Cap Exp: 02/28/2023	\$9.20	\$9.20
<b>CREF Growth Account R1</b>	Large Growth	QCGRRX	04/29/1994	4.74%	18.12%	15.44%	0.39%	0.39%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>Russell 1000 Growth TR USD</b>				14.98%	20.88%	17.04%	\$3.90	\$3.90	
<b>TIAA Access Account - T. Rowe Price Large-Cap Growth Fund Level 4</b>	Large Growth	W448#	05/02/2011	2.32%	19.11%	16.16%	1.31%	1.31%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>Russell 1000 Growth TR USD</b>				14.98%	20.88%	17.04%	\$13.10	\$13.10	

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 fund Inception if less than 10 years	Gross	Net	
TIAA Access Account - TIAA-CREF Large-Cap Growth Fund Level 4	Large Growth	W434#	05/01/2007	0.62%	18.31%	15.33%	1.15%	1.15%	Contributions and Transfers in not allowed. Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>Russell 1000 Growth TR USD</i>				14.98%	20.88%	17.04%	Contractual Cap Exp: 02/28/2023		
TIAA Access Account - TIAA-CREF Large-Cap Value Fund Level 4	Large Value	W414#	05/01/2007	10.98%	8.38%	10.12%	1.16%	1.16%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>Russell 1000 Value TR USD</i>				11.67%	10.29%	11.70%	Contractual Cap Exp: 02/28/2023		
TIAA Access Account - TIAA-CREF Mid-Cap Growth Fund Level 4	Mid-Cap Growth	W416#	05/01/2007	-11.86%	12.32%	10.82%	1.21%	1.21%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>Russell Mid Cap Growth TR USD</i>				-0.89%	15.10%	13.52%	Contractual Cap Exp: 02/28/2023		
TIAA Access Account - TIAA-CREF Mid-Cap Value Fund Level 4	Mid-Cap Value	W417#	05/01/2007	11.62%	6.63%	9.02%	1.20%	1.20%	Contributions and Transfers in not allowed. Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>Russell Mid Cap Value TR USD</i>				11.45%	9.99%	12.01%	Contractual Cap Exp: 02/28/2023		
TIAA Access Account - Vanguard Selected Value Fund Level 4	Mid-Cap Value	W460#	05/02/2011	9.01%	8.81%	10.63%	1.07%	1.07%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>Russell Mid Cap Value TR USD</i>				11.45%	9.99%	12.01%			
TIAA Access Account - TIAA-CREF Real Estate Securities Fund Level 4	Real Estate	W430#	05/01/2007	20.55%	11.94%	10.22%	1.24%	1.24%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>FTSE Nareit All Equity REITs TR USD</i>				23.58%	10.69%	10.51%	Contractual Cap Exp: 07/31/2022		
TIAA Access Account - TIAA-CREF Small-Cap Blend Index Fund Level 4	Small Blend	W428#	05/01/2007	-6.43%	9.05%	10.40%	0.80%	0.80%	Contributions and Transfers in not allowed. Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>Russell 2000 TR USD</i>				-5.79%	9.74%	11.04%	Contractual Cap Exp: 02/28/2023		

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 fund Inception if less than 10 years	Gross	Net	
<b>TIAA Access Account - TIAA-CREF Quant Small- Cap Equity Fund Level 4</b>	Small Blend	W418#	05/01/2007	0.89%	9.32%	10.89%	1.16%	1.16%	Contributions and Transfers in not allowed. Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>Russell 2000 TR USD</b>				-5.79%	9.74%	11.04%	Contractual Cap Exp: 02/28/2023		
<b>TIAA Access Account - Vanguard Explorer Fund Level 4</b>	Small Growth	W458#	05/02/2011	-1.93%	14.68%	12.65%	1.04%	1.04%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>Russell 2500 Growth TR USD</b>				-10.12%	13.22%	12.69%			
<b>TIAA Access Account - Vanguard Small-Cap Value Index Fund Level 4</b>	Small Value	W461#	05/02/2011	7.56%	8.80%	10.97%	0.81%	0.81%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>CRSP US Small Cap Value TR USD</b>				8.38%	9.60%	12.16%			
<b>CREF Global Equities Account R1</b>	World Large- Stock Blend	QCGLRX	05/01/1992	4.61%	11.59%	10.23%	0.42%	0.42%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>MSCI ACWI NR USD</b>				7.28%	11.64%	10.00%			
<b>Fixed Income</b>									
<b>Mutual Fund</b>									
<b>Dodge &amp; Cox Income Fund I</b>	Intermediate Core-Plus Bond	DODIX	01/03/1989	-3.64%	3.01%	3.21%	0.42%	0.42%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Bloomberg US Aggregate Bond TR USD</b>				-4.15%	2.14%	2.24%			
<b>Vanguard Total Bond Market Index Fund Admiral</b>	Intermediate- Term Bond	VBTLX	11/12/2001	-4.09%	2.12%	2.20%	0.05%	0.05%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Bloomberg US Aggregate Float Adjusted TR USD</b>				-4.08%	2.19%	2.27%			
<b>BlackRock Strategic Income Opportunities Portfolio K</b>	Nontraditional Bond	BSIKX	03/28/2016	-2.03%	3.18%	3.64%	0.68%	0.67%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>ICE BofA US 3-Month Treasury Bill</b>				0.06%	1.13%	1.00%	Contractual Waiver Exp: 06/30/2023		



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 fund Inception if less than 10 years	Gross	Net	
<b>Vanguard Short-Term Investment Grade Fund Admiral</b>	Short-Term Bond	VFSUX	02/12/2001	-3.67%	1.78%	1.96%	0.10%	0.10%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Bloomberg Credit 1-5 Yr TR USD</b>				-3.63%	1.95%	2.08%			
<b>Variable Annuity</b>									
<b>TIAA Access Account - TIAA-CREF High-Yield Fund Level 4</b>	High Yield Bond	W435#	05/02/2011	-0.58%	3.12%	4.33%	1.11%	1.11%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>ICE BofA BB-B US Cash Pay High Yield Constrained</b>				-0.49%	4.58%	5.59%	Contractual Cap Exp: 07/31/2022		
<b>CREF Inflation-Linked Bond Account R1</b>	Inflation-Protected Bond	QCILRX	05/01/1997	3.76%	3.43%	1.92%	0.39%	0.39%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD</b>				3.78%	3.88%	2.24%			
<b>TIAA Access Account - TIAA-CREF Inflation- Linked Bond Fund Level 4</b>	Inflation-Protected Bond	W432#	05/01/2007	2.99%	2.91%	1.34%	1.00%	1.00%	Contributions and Transfers in not allowed. Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD</b>				3.78%	3.88%	2.24%	Contractual Cap Exp: 07/31/2022		
<b>TIAA Access Account - TIAA-CREF Core Bond Fund Level 4</b>	Intermediate Core-Plus Bond	W431#	05/01/2007	-4.85%	1.71%	2.12%	1.04%	1.04%	Contributions and Transfers in not allowed. Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>Bloomberg US Aggregate Bond TR USD</b>				-4.15%	2.14%	2.24%	Contractual Cap Exp: 07/31/2022		
<b>TIAA Access Account - TIAA-CREF Core Plus Bond Fund Level 4</b>	Intermediate Core-Plus Bond	W436#	05/01/2007	-4.44%	1.98%	2.40%	1.05%	1.05%	Contributions and Transfers in not allowed. Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>Bloomberg US Aggregate Bond TR USD</b>				-4.15%	2.14%	2.24%	Contractual Cap Exp: 07/31/2022		
<b>TIAA Access Account - Western Asset Core Plus Bond Fund Level 4</b>	Intermediate Core-Plus Bond	W447#	05/02/2011	-6.91%	1.86%	2.60%	1.17%	1.17%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.

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 fund Inception if less than 10 years	Gross	Net	
<b>Bloomberg US Aggregate Bond TR USD</b>				-4.15%	2.14%	2.24%			
<b>CREF Core Bond Account R1</b>	Intermediate- Term Bond	QCBMRX	03/01/1990	-4.32%	2.14%	2.28%	0.42% Contractual Cap Exp: 12/31/2022	0.42% \$4.20	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>Bloomberg US Aggregate Bond TR USD</b>				-4.15%	2.14%	2.24%			
<b>Money Market</b>									
<b>Variable Annuity</b>									
<b>CREF Money Market Account R1</b>	Money Market- Taxable	QCMMRX	04/01/1988	-0.08%	0.61%	0.30%	0.39% \$3.90	0.39% \$3.90	
7-day current annualized yield -0.21% as of 03/29/2022 7-day effective annualized yield -0.21% as of 03/29/2022									
<b>iMoneyNet Money Fund Averages - All Government</b>				0.02%	0.78%	0.41%			
<b>TIAA Access Account - TIAA-CREF Money Market Fund Level 4</b>	Money Market- Taxable	W433#	05/01/2007	-0.75%	0.22%	-0.21%	0.87% \$8.70	0.87% \$8.70	Contributions and Transfers in not allowed.
7-day current annualized yield -0.75% as of 03/29/2022 7-day effective annualized yield -0.75% as of 03/29/2022									
<b>iMoneyNet Money Fund Averages - All Government</b>				0.02%	0.78%	0.41%	Contractual Cap Exp: 07/31/2022		
<b>Multi-Asset</b>									
<b>Mutual Fund</b>									
<b>Vanguard Target Retirement 2015 Fund</b>	Target-Date 2015	VTXVX	10/27/2003	0.39%	5.95%	6.20%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Morningstar Lifetime Allocation Moderate 2015 TR USD</b>				2.56%	7.00%	6.30%			
<b>Vanguard Target Retirement 2020 Fund</b>	Target-Date 2020	VTWNX	06/07/2006	1.39%	7.27%	7.31%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

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 fund Inception if less than 10 years	Gross	Net	
<i>Morningstar Lifetime Allocation Moderate 2020 TR USD</i>				2.69%	7.48%	6.89%			
<b>Vanguard Target Retirement 2025 Fund</b>	Target-Date 2025	VTTVX	10/27/2003	1.86%	8.14%	8.04%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Morningstar Lifetime Allocation Moderate 2025 TR USD</i>				2.92%	8.06%	7.60%			
<b>Vanguard Target Retirement 2030 Fund</b>	Target-Date 2030	VTHRX	06/07/2006	2.53%	8.85%	8.68%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Morningstar Lifetime Allocation Moderate 2030 TR USD</i>				3.33%	8.76%	8.38%			
<b>Vanguard Target Retirement 2035 Fund</b>	Target-Date 2035	VTTHX	10/27/2003	3.29%	9.57%	9.31%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Morningstar Lifetime Allocation Moderate 2035 TR USD</i>				3.89%	9.44%	9.03%			
<b>Vanguard Target Retirement 2040 Fund</b>	Target-Date 2040	VFORX	06/07/2006	4.10%	10.28%	9.85%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Morningstar Lifetime Allocation Moderate 2040 TR USD</i>				4.46%	9.98%	9.43%			
<b>Vanguard Target Retirement 2045 Fund</b>	Target-Date 2045	VTIVX	10/27/2003	4.88%	10.89%	10.19%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Morningstar Lifetime Allocation Moderate 2045 TR USD</i>				4.80%	10.25%	9.56%			
<b>Vanguard Target Retirement 2050 Fund</b>	Target-Date 2050	VFIFX	06/07/2006	5.07%	10.96%	10.23%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

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 fund Inception if less than 10 years	Gross	Net	
<i>Morningstar Lifetime Allocation Moderate 2050 TR USD</i>				4.81%	10.29%	9.53%			
<b>Vanguard Target Retirement 2055 Fund</b>	Target-Date 2055	VFFVX	08/18/2010	5.05%	10.95%	10.21%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Morningstar Lifetime Allocation Moderate 2055 TR USD</i>				4.69%	10.25%	9.45%			
<b>Vanguard Target Retirement 2060 Fund</b>	Target-Date 2060+	VTTSX	01/19/2012	5.05%	10.95%	10.24%	0.08% \$0.80	0.08% \$0.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Morningstar Lifetime Allocation Moderate 2060 TR USD</i>				4.52%	10.17%	9.36%			
<b>Variable Annuity</b>									
<b>TIAA Access Account - TIAA-CREF Lifecycle Retirement Income Fund Level 4</b>	Allocation--30% to 50% Equity	W451#	05/01/2008	0.03%	5.48%	5.26%	1.28% \$12.80	1.12% \$11.20	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>S&amp;P Target Date Retirement Income TR USD</b>				0.32%	5.08%	4.70%	Contractual Waiver Exp: 09/30/2022		
<b>CREF Social Choice Account R1</b>	Allocation--50% to 70% Equity	QCSCRX	03/01/1990	3.04%	8.58%	7.91%	0.40% \$4.00	0.40% \$4.00	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<i>Morningstar Moderate Target Risk TR USD</i>				2.26%	8.02%	7.35%			
<b>TIAA Access Account - TIAA-CREF Lifecycle 2010 Fund Level 4</b>	Target Date 2000- 2010	W438#	05/01/2007	-0.12%	5.57%	5.55%	1.27% \$12.70	1.12% \$11.20	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>S&amp;P Target Date 2010 TR USD</b>				1.14%	5.81%	5.51%	Contractual Waiver Exp: 09/30/2022		
<b>TIAA Access Account - TIAA-CREF Lifecycle 2015 Fund Level 4</b>	Target-Date 2015	W439#	05/01/2007	0.17%	6.02%	6.03%	1.28% \$12.80	1.13% \$11.30	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>S&amp;P Target Date 2015 TR USD</b>				1.90%	6.40%	6.24%	Contractual Waiver Exp: 09/30/2022		

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 fund Inception if less than 10 years	Gross	Net	
TIAA Access Account - TIAA-CREF Lifecycle 2020 Fund Level 4	Target-Date 2020	W440#	05/01/2007	0.32%	6.52%	6.58%	1.28%	1.14%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>S&amp;P Target Date 2020 TR USD</i>				2.14%	6.78%	6.80%	Contractual Waiver Exp: 09/30/2022		
TIAA Access Account - TIAA-CREF Lifecycle 2025 Fund Level 4	Target-Date 2025	W441#	05/01/2007	0.70%	7.25%	7.28%	1.31%	1.16%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>S&amp;P Target Date 2025 TR USD</i>				2.88%	7.71%	7.56%	Contractual Waiver Exp: 09/30/2022		
TIAA Access Account - TIAA-CREF Lifecycle 2030 Fund Level 4	Target-Date 2030	W442#	05/01/2007	1.20%	8.02%	7.96%	1.33%	1.17%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>S&amp;P Target Date 2030 TR USD</i>				3.70%	8.56%	8.28%	Contractual Waiver Exp: 09/30/2022		
TIAA Access Account - TIAA-CREF Lifecycle 2035 Fund Level 4	Target-Date 2035	W443#	05/01/2007	1.58%	8.75%	8.57%	1.35%	1.18%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>S&amp;P Target Date 2035 TR USD</i>				4.73%	9.50%	8.99%	Contractual Waiver Exp: 09/30/2022		
TIAA Access Account - TIAA-CREF Lifecycle 2040 Fund Level 4	Target-Date 2040	W444#	05/01/2007	2.20%	9.46%	9.11%	1.37%	1.19%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>S&amp;P Target Date 2040 TR USD</i>				5.48%	10.15%	9.50%	Contractual Waiver Exp: 09/30/2022		
TIAA Access Account - TIAA-CREF Lifecycle 2045 Fund Level 4	Target-Date 2045	W449#	05/01/2008	2.79%	10.08%	9.46%	1.39%	1.20%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>S&amp;P Target Date 2045 TR USD</i>				5.96%	10.51%	9.83%	Contractual Waiver Exp: 09/30/2022		
TIAA Access Account - TIAA-CREF Lifecycle 2050 Fund Level 4	Target-Date 2050	W450#	05/01/2008	2.93%	10.22%	9.55%	1.40%	1.20%	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<i>S&amp;P Target Date 2050 TR USD</i>				6.16%	10.72%	10.08%	Contractual Waiver Exp: 09/30/2022		

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 fund Inception if less than 10 years	Gross	Net	
<b>TIAA Access Account - TIAA-CREF Lifecycle 2055 Fund Level 4</b>	Target-Date 2055	W463#	05/01/2012	2.99%	10.32%	9.62%	1.43% \$14.30	1.20% \$12.00	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>S&amp;P Target Date 2055 TR USD</b>				6.24%	10.80%	10.25%	Contractual Waiver Exp: 09/30/2022		
<b>TIAA Access Account - TIAA-CREF Lifecycle 2060 Fund Level 4</b>	Target-Date 2060+	W464#	05/01/2015	3.17%	10.43%	8.66%	1.46% \$14.60	1.20% \$12.00	Round Trip: You cannot transfer into the account within 30 calendar days of transferring out.
<b>S&amp;P Target Date 2060 TR USD</b>				6.16%	10.87%	9.23%	Contractual Waiver Exp: 09/30/2022		
<b>Real Estate</b>									
<b>Variable Annuity</b>									
<b>TIAA Real Estate Account</b>	N/A	QREARX	10/02/1995	21.57%	7.06%	7.82%	0.87% \$8.70	0.87% \$8.70	Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000.
<b>S&amp;P 500 TR USD</b>				15.65%	15.99%	14.64%			

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.

## 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
<b>Guaranteed Annuity</b>			
TIAA Traditional-Group Supplemental Retirement Annuity	4.25%	Through 02/28/2023	<p>The current rate shown applies to premiums remitted during the month of June 2022 and will be credited through 2/28/2023. 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 Choice Plus	4.50%	Through 02/28/2023	<p>The current rate shown applies to premiums remitted during the month of June 2022 and will be credited through 2/28/2023. 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 current guaranteed minimum interest rate is 1.00% for premiums remitted in March 2022 through February 2023, and is effective through February 2023. The account also offers the opportunity for additional amounts in excess of the 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 Retirement Choice Plus (RCP) 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 surrender charges. For certain RCP contracts, any transfer from TIAA Traditional to a competing fund must first be directed to a non-competing fund for a period of 90 days. After 90 days, transfers may be made to a competing fund, including transferring back to TIAA Traditional. (TIAA Contract form IGRSP-02-ACC/TIAA Certificate form IGRSP-CERT3-ACC). After termination of employment additional income options may be available including income for life and IRS required minimum distribution payments. The Contractholder (typically your employer as the sponsor of your plan) has the right to remove TIAA Traditional as a plan option. If elected, the contract's entire TIAA Traditional accumulation will be paid out in 60 monthly installments, without any surrender charge and will be reinvested at the direction of your plan sponsor. Please refer to your contract certificate for additional details.</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 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.

## TIAA Access Funds

### OBJECTIVES / GOALS

To provide a variable stream of income for your life and, if you choose, the life of an annuity partner. A TIAA-CREF Access Account lifetime annuity provides a variable income that you cannot outlive. A TIAA-CREF Access 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 under the TIAA-CREF Access Annuities.

### 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 TIAA-CREF Lifecycle Retirement Income Access 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

- Access Annuity lifetime income is offered only under the TIAA-CREF Lifecycle Retirement Income Fund.
- 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-CREF Access 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.
- You may elect to transfer funds from your other plan investments into a TIAA-CREF Access Annuity.
- Once you have elected a lifetime annuity, your election is irrevocable.

Please visit [www.TIAA.org/public/support/help/glossary/index.html](http://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](http://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf).

**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.

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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.

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