

Plan and Investment Notice

UNIVERSITY OF ROCHESTER RETIREMENT PROGRAM

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.

HOW TIAA RECORDKEEPS YOUR PLAN

TIAA provides recordkeeping services for your employer's plan which includes:

- UNIVERSITY OF ROCHESTER RET PRGM FACULTY AND STAFF – Plan ID 100903

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 **800-410-6497**, 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. After entering the plan ID, 100903, you will be directed to plan and investment information.

SELF-DIRECTED BROKERAGE

A TIAA Brokerage Service is available that permits you to use investments that have not been selected for your plan and are not monitored. This service permits you to use a wide variety of investments but you are expected to prudently select and monitor any investments that you make through the brokerage service. This means that you have the skill and experience or use an independent expert to advise you. Investments available within the brokerage service are limited to mutual funds. Generally, there are fees associated with investment transactions (purchasing or selling), as well as minimum transaction amount requirements. Before purchasing or selling an investment you should understand any applicable fees, including fees that will be associated with your transaction such as commissions or other charges for purchasing and selling the investment. To request a transaction, and to learn more about the brokerage service, including fees, call 800-927-3059 or visit https://www.tiaa.org/public/pdf/forms/SDA_Customer_Account_Agreement.pdf.

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.

An annual TIAA Plan Servicing Fee of \$32.00 is assessed if you maintain a Retirement Choice and/or Retirement Choice Plus account. This fee covers your allocated amount of the plan's general administrative services expenses. The fee is deducted proportionally from each investment in your account quarterly and identified as "TIAA Plan Servicing Fee" on your statements.

Some of the plan's investment options pay amounts to TIAA, your plan's record keeper, to help offset the cost of plan administration. This practice is called "revenue sharing." If you have investments that revenue share, you'll receive a credit in the amount of the investment's revenue share based on your average daily balance. This will be identified as "TIAA Plan Servicing Credit" on your statements.

If you do not maintain a Retirement Choice and/or Retirement Choice Plus account and therefore no TIAA Plan Servicing Fee was assessed, your investment revenue share credit will be reduced by the amount of the fee in order to cover plan administrative services expenses. Please refer to Section II: Investment Options Comparative Chart of the Plan and Investment Notice for investment credit details.

2. SPECIFIC INVESTMENT SERVICES

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

3. PERSONALIZED SERVICES

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

Brokerage	Certain charges may apply. Please review the Customer Account Agreement referenced in the Self-Directed Brokerage section of this document. Your plan may limit the eligible investments within the self-directed brokerage account.
Retirement Plan Loan	\$75 per loan initiated for general purpose. \$125 for a residential loan.
Collateralized Loans	The cost to you based upon the difference between what you earn on collateral and what you pay in interest.
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. For charges applicable to mutual funds available through the brokerage window, please see the fund's prospectus.

Investment Options Comparative Chart

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

Part A – Performance and Fee Information

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

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

Part B– Annuity Income Information

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

Part A. Performance and Fee Information

The following chart 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. After entering the plan ID, 100903, you will be directed to plan and investment information.

Visit www.tiaa.org for information and resources to help you make informed decisions. To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800-410-6497 or write to us at TIAA, P.O. Box 1259, Charlotte, NC, 28201.

Table 1 – Variable Return Investment Performance as of March 31, 2024

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions *** Please see footnote on page 10
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
Tier 1: Target Fund Series									
Vanguard Target Retirement Income Fund	Retirement Income	VTINX	10/27/2003	8.47%	4.14%	4.14%	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 Income TR USD</i>				8.95%	4.71%	4.24%			
Vanguard Target Retirement 2020 Fund	Target-Date 2020	VTWNX	06/07/2006	10.42%	5.60%	5.63%	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 2020 TR USD</i>				9.60%	5.07%	5.04%			
Vanguard Target Retirement 2025 Fund	Target-Date 2025	VTTVX	10/27/2003	12.95%	6.55%	6.31%	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 2025 TR USD</i>				10.52%	5.49%	5.48%			
Vanguard Target Retirement 2030 Fund	Target-Date 2030	VTHRX	06/07/2006	14.78%	7.36%	6.87%	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>				12.01%	6.18%	6.06%			
Vanguard Target Retirement 2035 Fund	Target-Date 2035	VTTHX	10/27/2003	16.37%	8.17%	7.43%	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>				14.12%	7.12%	6.72%			

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions *** Please see footnote on page 10
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
Vanguard Target Retirement 2040 Fund	Target-Date 2040	VFORX	06/07/2006	17.94%	8.96%	7.95%	0.08%	0.08%	*** 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>				16.35%	8.04%	7.27%			
Vanguard Target Retirement 2045 Fund	Target-Date 2045	VTIVX	10/27/2003	19.45%	9.74%	8.40%	0.08%	0.08%	*** 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>				17.95%	8.65%	7.59%			
Vanguard Target Retirement 2050 Fund	Target-Date 2050	VFIFX	06/07/2006	20.42%	9.99%	8.53%	0.08%	0.08%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Morningstar Lifetime Allocation Moderate 2050 TR USD</i>				18.65%	8.87%	7.66%			
Vanguard Target Retirement 2055 Fund	Target-Date 2055	VFFVX	08/18/2010	20.43%	9.98%	8.51%	0.08%	0.08%	*** 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>				18.69%	8.85%	7.61%			
Vanguard Target Retirement 2060 Fund	Target-Date 2060	VTTSX	01/19/2012	20.44%	9.99%	8.51%	0.08%	0.08%	*** 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>				18.56%	8.77%	7.52%			
Vanguard Target Retirement 2065 Fund	Target-Date 2065+	VLXVX	07/12/2017	20.41%	9.98%	9.19%	0.08%	0.08%	*** 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>				18.56%	8.77%	8.32%			

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions *** Please see footnote on page 10
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
Vanguard Target Retirement 2070 Fund	Target-Date 2065+	VSVNX	06/28/2022	20.51%	-	16.01%	0.08%	0.08%	*** 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>				18.56%		14.74%			
Tier 2: Core Funds - Passively Managed									
Vanguard Total International Stock Index Institutional Plus	Foreign Large Blend	VTPSX	11/30/2010	13.00%	6.20%	4.49%	0.08%	0.08%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>MSCI ACWI Ex USA NR USD</i>				13.26%	5.97%	4.25%			
Vanguard Total World Stock Index Fund Institutional	Global Large- Stock Blend	VTWIX	10/09/2008	22.73%	10.90%	8.76%	0.08%	0.08%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>MSCI ACWI NR USD</i>				23.22%	10.92%	8.66%			
Vanguard Institutional Index Fund Institutional Plus	Large Blend	VIIIIX	07/07/1997	29.86%	15.03%	12.95%	0.02%	0.02%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>S&P 500 TR USD</i>				29.88%	15.05%	12.96%			
Vanguard Extended Market Index Fund Institutional Plus	Mid-Cap Blend	VEMPX	01/14/2011	26.74%	10.14%	9.01%	0.04%	0.04%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>S&P Completion TR USD</i>				26.34%	9.97%	8.85%			
Vanguard Total Bond Market Index Fund Institutional Plus	Intermediate Core Bond	VBMPX	02/05/2010	1.67%	0.39%	1.53%	0.03%	0.03%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Bloomberg US Aggregate Float Adjusted TR USD</i>				1.77%	0.43%	1.57%			

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions *** Please see footnote on page 10
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
Tier 2: Core Funds - Actively Managed									
Vanguard Federal Money Market Fund Investor 7-day current annualized yield 5.28% as of 03/31/2024 7-day effective annualized yield 5.28% as of 03/31/2024	Money Market- Taxable	VMFXX	07/13/1981	5.32%	1.98%	1.34%	0.11%	0.11%	*** None
FTSE Treasury Bill 3 Month USD				5.52%	2.07%	1.39%			
PIMCO Total Return Fund Institutional	Intermediate Core-Plus Bond	PTRRX	05/11/1987	3.27%	0.75%	1.80%	0.49%	0.49%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				1.70%	0.36%	1.54%			
PIMCO Inflation Response Multi-Asset Fund Institutional	Allocation--15% to 30% Equity	PIRMX	08/31/2011	7.39%	6.08%	4.05%	0.98%	0.82%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Conservative Target Risk TR USD				5.26%	2.37%	2.74%	Contractual Waiver Exp: 07/31/2024		
T. Rowe Price Large-Cap Growth Institutional	Large Growth	TRLGX	10/31/2001	44.68%	15.58%	15.38%	0.55%	0.55%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 1000 Growth TR USD				39.00%	18.52%	15.98%			
T. Rowe Price Large-Cap Value	Large Value	TILCX	03/31/2000	21.13%	10.89%	9.37%	0.56%	0.56%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 1000 Value TR USD				20.27%	10.32%	9.01%			
Lord Abbett Developing Growth Fund R6	Small Growth	LADVX	06/30/2015	13.21%	6.75%	8.03%	0.58%	0.58%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 2000 Growth TR USD				20.35%	7.38%	7.42%			

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions *** Please see footnote on page 10
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
BNY Mellon Global Stock Fund Y	Global Large-Stock Growth	DGLYX	07/01/2013	17.53%	10.72%	9.96%	0.90%	0.90%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>MSCI World NR USD</i>				25.11%	12.07%	9.39%			
MFS International Equity Fund	Foreign Large Blend	MIEIX	01/31/1996	13.40%	9.40%	6.83%	0.69%	0.68%	*** Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>MSCI EAFE NR USD</i>				15.32%	7.33%	4.80%	Contractual Waiver Exp: 10/31/2024		
Investment Options Closed to New Contributions and Transfers In									
CREF Stock Account R3	Aggressive Allocation	QCSTIX	07/31/1952	24.07%	11.30%	9.40%	0.26%	0.26%	*** An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Contributions and/or transfers in are not allowed except participants can transfer amounts between CREF Stock Account, CREF Money Market Account and TIAA Traditional Annuity under RA, GRA, SRA and GSRA contracts to extent provided under the contracts.
<i>Morningstar Aggressive Target Risk TR USD</i>				19.60%	9.58%	8.30%			
CREF Money Market Account R3	Money Market-Taxable	QCOMMIX	04/01/1988	5.19%	1.86%	1.19%	0.18%	0.18%	*** An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Contributions and/or transfers in are not allowed except participants can transfer amounts between CREF Stock Account, CREF Money Market Account and TIAA Traditional Annuity under RA, GRA, SRA and GSRA contracts to extent provided under the contracts.
7-day current annualized yield 5.13% as of 03/26/2024 7-day effective annualized yield 5.26% as of 03/26/2024 <i>iMoneyNet Money Fund Averages - All Government</i>				5.00%	1.77%	1.13%	\$1.80	\$1.80	
CREF Equity Index Account R3	Large Blend	QCEQIX	04/29/1994	29.07%	14.17%	12.11%	0.17%	0.17%	*** An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Contributions and/or transfers in are not allowed.
<i>Russell 3000 TR USD</i>				29.29%	14.34%	12.33%	\$1.70	\$1.70	
CREF Growth Account R3	Large Growth	QCGRIX	04/29/1994	43.71%	16.42%	14.85%	0.22%	0.22%	Available in plan(s): 100903 An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Contributions and/or transfers in are not allowed.
<i>Russell 1000 Growth TR USD</i>				39.00%	18.52%	15.98%	\$2.20	\$2.20	

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions *** Please see footnote on page 10
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
CREF Global Equities Account R3	Global Large- Stock Blend	QCGLIX	05/01/1992	26.04%	12.15%	9.09%	0.25% \$2.50	0.25% \$2.50	*** An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Contributions and/or transfers in are not allowed.
MSCI ACWI NR USD				23.22%	10.92%	8.66%			
CREF Inflation-Linked Bond Account R3	Inflation-Protected Bond	QCILIX	05/01/1997	2.23%	3.07%	2.31%	0.19% \$1.90	0.19% \$1.90	*** An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Contributions and/or transfers in are not allowed.
Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD				1.65%	2.96%	2.23%			
CREF Core Bond Account R3	Intermediate Core Bond	QCBMIX	03/01/1990	2.88%	0.76%	1.83%	0.23% \$2.30	0.23% \$2.30	*** An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Contributions and/or transfers in are not allowed.
Bloomberg US Aggregate Bond TR USD				1.70%	0.36%	1.54%			
CREF Social Choice Account R3	Moderate Allocation	QCSCIX	03/01/1990	14.56%	7.68%	6.77%	0.21% \$2.10	0.21% \$2.10	*** An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Contributions and/or transfers in are not allowed.
Morningstar Moderate Target Risk TR USD				12.77%	6.42%	5.91%			
Real Estate									
Variable Annuity									
TIAA Real Estate Account	Real Estate	QREARX	10/02/1995	-13.83%	1.98%	4.35%	0.87% \$8.70	0.87% \$8.70	*** An annual plan servicing credit of up to 0.24% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000. Contributions and/or transfers in are not allowed.
S&P 500 TR USD				29.88%	15.05%	12.96%			

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.

*** Mutual Fund options are generally not available to participants who maintain a mailing address outside of the United States. However, if you reside in certain countries and you satisfy the specific criteria that apply with respect to that country, then mutual fund options under the University of Rochester Retirement Program may be available to you. For more information please call 800-410-6497, Monday through Friday 8 a.m. to 10 p.m. (EST), if you need assistance with international calling codes, please go to TIAA.org and select Contact Us at the top of the screen.

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	Term	Additional Information*
Guaranteed Annuity				
TIAA Traditional-Group Retirement Annuity	5.25%	Through	02/28/2025	<p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of April 2024 and will be credited through 3/31/2025. This rate is subject to change in subsequent months. Up-to-date rate of return information is available online by visiting TIAA.org or contact TIAA at 800-410-6497.</p> <p>TIAA guarantees your principal and a minimum annual interest rate in TIAA Traditional. 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.</p> <p>For Group Retirement Annuity (GRA) contracts, lump-sum withdrawals are available from the TIAA Traditional account only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, income for a fixed period, interest-only payments and IRS required minimum distributions.</p> <p>Contributions and/or transfers not allowed except participants can transfer amounts between CREF Stock Account, CREF Money Market Account and TIAA Traditional Annuity under RA, GRA, SRA and GSRA contracts to extent provided under the contracts.</p>
TIAA Traditional-Group Supplemental Retirement Annuity	4.50%	Through	02/28/2025	<p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of April 2024 and will be credited through 3/31/2025. This rate is subject to change in subsequent months. Up-to-date rate of return information is available online by visiting TIAA.org or contact TIAA at 800-410-6497.</p> <p>TIAA guarantees your principal and a minimum annual interest rate in TIAA Traditional. 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.</p> <p>For Group Supplemental Retirement Annuity (GSRA) contracts, 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> <p>Contributions and/or transfers not allowed except participants can transfer amounts between CREF Stock Account, CREF Money Market Account and TIAA Traditional Annuity under RA, GRA, SRA and GSRA contracts to extent provided under the contracts.</p>

Name/Type/Option	Return	Through	Term	Additional Information*
TIAA Traditional-Retirement Annuity	5.25%	Through	02/28/2025	<p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of April 2024 and will be credited through 3/31/2025. This rate is subject to change in subsequent months. Up-to-date rate of return information is available online by visiting TIAA.org or contact TIAA at 800-410-6497.</p> <p>TIAA guarantees your principal and a minimum annual interest rate in TIAA Traditional. 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.</p> <p>For Retirement Annuity (RA) contracts, lump-sum withdrawals are not available from the TIAA Traditional account when the accumulation value is greater than \$2,000. Subject to the terms of your plan, all withdrawals and transfers from the account must be paid in ten annual installments when the accumulation balance is greater than \$2,000. After termination of employment additional income options may be available including income for life, interest-only payments, and IRS required minimum distribution payments.</p> <p>Contributions and/or transfers not allowed except participants can transfer amounts between CREF Stock Account, CREF Money Market Account and TIAA Traditional Annuity under RA, GRA, SRA and GSRA contracts to extent provided under the contracts.</p>
TIAA Traditional-Retirement Choice	5.50%	Through	02/28/2025	<p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of April 2024 and will be credited through 3/31/2025. This rate is subject to change in subsequent months. Up-to-date rate of return information is available online by visiting TIAA.org or contact TIAA at 800-410-6497.</p> <p>TIAA guarantees your principal and a minimum annual interest rate in TIAA Traditional. The current guaranteed minimum interest rate for premiums remitted in 2024 is 3.00%, and is effective through 2033. 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.</p> <p>For Retirement Choice (RC) contracts, lump-sum withdrawals are available from the TIAA Traditional account only within 120 days after termination of employment from the University and members of its controlled group and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in 84 monthly installments (7 years). The University of Rochester 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>

Name/Type/Option	Return	Term	Additional Information*
TIAA Traditional-Retirement Choice Plus	4.75%	Through 02/28/2025	<p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of April 2024 and will be credited through 3/31/2025. This rate is subject to change in subsequent months. Up-to-date rate of return information is available online by visiting TIAA.org or contact TIAA at 800-410-6497.</p> <p>TIAA guarantees your principal and a minimum annual interest rate in TIAA Traditional. The current guaranteed minimum interest rate is 2.75% for premiums remitted in March 2024 through February 2025, and is effective through February 2025. 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.</p> <p>For Retirement Choice Plus (RCP) contracts, 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 University of Rochester 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>
TIAA Traditional-Supplemental Retirement Annuity	4.50%	Through 02/28/2025	<p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of April 2024 and will be credited through 3/31/2025. This rate is subject to change in subsequent months. Up-to-date rate of return information is available online by visiting TIAA.org or contact TIAA at 800-410-6497.</p> <p>TIAA guarantees your principal and a minimum annual interest rate in TIAA Traditional. 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.</p> <p>For Supplemental Retirement Annuity (SRA) contracts, 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> <p>Contributions and/or transfers not allowed except participants can transfer amounts between CREF Stock Account, CREF Money Market Account and TIAA Traditional Annuity under RA, GRA, SRA and GSRA contracts to extent provided under the contracts.</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. Keep in mind that annuities are just one of many distribution options under the plan. Please refer to your Summary Plan Description for more distribution options.

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. (Please note, a 4% annual investment return is an assumed figure used in the statement below.)

Generally, if the actual return in a given year is greater than 4% the amount of annuity income will increase; if it is less than 4%, the income will decrease. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.
- Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.
- Once you have elected a lifetime annuity, your election is irrevocable.
- Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization. The R3 Class has the lowest expense of all the CREF Classes.

Please visit www.TIAA.org/public/support/faqs for FAQs about TIAA products, services & support.

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.

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.

Expense Waivers, also referred to as expense offsets, expense reimbursements, etc., represent the amount the fund company waives or assumes in order to keep the fund's actual (net expenses low. Expense Waivers may be voluntary or contractual, and can be set to expire at a particular date or timeframe. Morningstar assumes a waiver is voluntary if no disclosure is made in the prospectus to the contrary. Morningstar collects waiver expiration dates if these are disclosed in the prospectus.

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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