

**This is an important change in how the Retirement Plan's recordkeeping and fund management fees are charged. This is a notice; therefore, no action is required by the participant.**

All variable return investments have operating expenses that you pay for through what is commonly referred to as an expense ratio. Expense ratios are displayed as a percentage of assets, for instance an expense ratio of 0.50% means you'd pay \$5.00 annually for each \$1,000 in accumulations you have. Additional investment information including their expense ratio and other fund-specific fees, such as redemption fees, can be found in the prospectus at [TIAA.org/performance](http://TIAA.org/performance).

In addition to investment expenses you pay, there is an annual TIAA Plan Servicing Fee of 0.32% (\$3.20 for each \$1,000 invested). The TIAA Plan Servicing Fee pays for the cost of plan recordkeeping and administrative services. Some investment options may share in the cost of administering the plan. This practice is commonly referred to as "revenue sharing"\* whereby a component of the funds expense ratio is paid to TIAA, the record-keeper. For those investments that revenue share, the TIAA Plan Servicing Fee will be reduced so that the TIAA Plan Servicing Fee plus the investments revenue share equals 0.32%. For those investments that do not revenue share, a Plan Servicing Fee of 0.32% will be assessed.

The TIAA Plan Servicing Fees are deducted in quarterly installments. The amount of the fee is calculated based on your balance in each investment as of business day prior to the end of the quarter. The deductions will be identified as "TIAA Plan Servicing Fee" on your quarterly statement and when you view your account online. The following Table provides TIAA Plan Servicing Fee details for each investment offered under the plan.

*\*Revenue Sharing" is a term that describes the practice when investment providers share in the cost of Plan administration. Please note that TIAA Traditional, TIAA Real Estate and all CREF Annuity accounts do not have an explicit revenue share. Rather they have a "plan services offset" that is applied to your Plan's administrative and recordkeeping costs. Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. TIAA Traditional is a guaranteed insurance contract and not an investment for federal securities law purposes.*

## New Investment Menu & Fee Structure

ANNUAL FUND OPERATING EXPENSES		PLAN SERVICING FEE COMPONENTS				
Fund Name	Ticker Symbol	Gross Expense Ratio	Net Expense Ratio	Revenue Share	Plan Servicing Fee	Total Administrative Fee
TIAA Traditional Annuity	TIAA#	N/A	N/A	0.15%	0.17%	0.32%
TIAA Stable Value	TSVX#	N/A	N/A	0.00%	0.32%	0.32%
TIAA-CREF Bond Plus Institutional	TIBFX	0.31%	0.31%	0.00%	0.32%	0.32%
TIAA-CREF Large-Cap Growth Institutional	TILGX	0.44%	0.44%	0.00%	0.32%	0.32%
TIAA-CREF Social Choice Bond Institutional	TSBIX	0.41%	0.40%	0.00%	0.32%	0.32%
TIAA-CREF Social Choice Equity Institutional	TISCX	0.18%	0.18%	0.00%	0.32%	0.32%
TIAA-CREF Social Choice International Equity Fund - Institutional Class	TSOX	1.04%	0.40%	0.00%	0.32%	0.32%
Causeway International Value Instl	CIVIX	0.90%	0.90%	0.10%	0.22%	0.32%
Cohen & Steers Instl Realty Shares	CSRIX	0.76%	0.75%	0.00%	0.32%	0.32%
DFA International Small Company I	DFISX	0.54%	0.54%	0.00%	0.32%	0.32%
Invesco Diversified Dividend R6	LCEFX	0.45%	0.44%	0.00%	0.32%	0.32%
Invesco International Growth R6	IGFRX	0.91%	0.90%	0.00%	0.32%	0.32%
JPMorgan Small Cap Value R6	JSVUX	0.78%	0.77%	0.00%	0.32%	0.32%
Vanguard 500 Index Admiral	VFIAX	0.05%	0.05%	0.00%	0.32%	0.32%
Vanguard Extended Market Index Adm	VEXAX	0.09%	0.09%	0.00%	0.32%	0.32%
Vanguard Federal Money Market Investor	VMFXX	0.11%	0.11%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2010 Investor	VTENX	0.14%	0.14%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2015 Investor	VTXVX	0.14%	0.14%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2020 Investor	VTWNX	0.14%	0.14%	0.00%	0.32%	0.32%

Vanguard Target Retirement 2025 Investor	VTTVX	0.15%	0.15%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2030 Investor	VTHRX	0.15%	0.15%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2035 Investor	VTTHX	0.15%	0.15%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2040 Investor	VFORX	0.16%	0.16%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2045 Investor	VTIVX	0.16%	0.16%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2050 Investor	VFIFX	0.16%	0.16%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2055 Investor	VFFVX	0.16%	0.16%	0.00%	0.32%	0.32%
Vanguard Target Retirement 2060 Investor	VTTSX	0.16%	0.16%	0.00%	0.32%	0.32%
Vanguard Target Retirement Income Investor	VTINX	0.14%	0.14%	0.00%	0.32%	0.32%
Vanguard Total Bond Market Index Adm	VBTLX	0.06%	0.06%	0.00%	0.32%	0.32%
Vanguard Total Intl Stock Index Admiral	VTIAX	0.12%	0.12%	0.00%	0.32%	0.32%
Wells Fargo Small Company Growth R6	WSCRX	0.91%	0.90%	0.00%	0.32%	0.32%

1 Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. TIAA Traditional Annuity is a guaranteed insurance contract and not an investment for federal securities law purposes.

2 Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. TIAA Stable Value is a guaranteed insurance contract and not an investment for federal securities law purposes.

**Investment, insurance and annuity products are not FDIC, insured are not bank guaranteed, are not bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.**

Investment products may be subject to market and other risk factors. See the applicable product literature or visit

**You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877-518-9161 or go to .**

**Plan investment options for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.**