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# Plan and Investment Notice

TIAA-CREF RETIREMENT PLAN FOR FACULTY AND ADMIN OF WILKES UNIVERSITY (103455)

June 26, 2024

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:

- TIAA-CREF RETIREMENT PLAN FOR FACULTY AND ADMIN OF WILKES UNIV – Plan ID 103455
- TIAA-CREF TDA PLAN FOR ALL WILKES UNIVERSITY PERSONNEL – Plan ID 103457

Each of the above plans may offer different services and investments and may assess different fees. If you currently have a TIAA account, your quarterly statement lists the plan (s) that you have. If you do not have an account, please contact your employer to determine which plans apply to you.

## 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 the instructions on how to take advantage of what is being offered.

## INVESTMENT OPTIONS

A variety of investment options are available in the plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance, is available online at [www.TIAA.org/planinvestmentoptions](http://www.TIAA.org/planinvestmentoptions). After entering a plan ID, 103455, 103457, you'll be directed to plan and investment information.

## COST OF PLAN SERVICES

There are three categories of services provided to your plan:

### 1. GENERAL ADMINISTRATIVE SERVICES

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

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

### 2. SPECIFIC INVESTMENT SERVICES

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

### 3. PERSONALIZED SERVICES

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

Retirement Plan Loan - Origination Fee	\$75.00 per loan initiated for general purpose, \$125 for a residential loan. This applies to plan (s): 103455 103457
Loan Maintenance	\$25.00 annual fee per active loan.



# 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 a plan ID, 103455, 103457, you'll 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 8008422252 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)		
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	Shareholder Fees & Restrictions*
<b>Equities</b>									
<b>Mutual Fund</b>									
<b>Vanguard Total International Stock Index Fund Admiral</b>	Foreign Large Blend	VTIAX	11/29/2010	12.96%	6.16%	4.45%	0.12% \$1.20	0.12% \$1.20	Available in all plans. 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>				13.26%	5.97%	4.25%			
<b>American Funds EuroPacific Growth Fund R6</b>	Foreign Large Growth	RERGX	05/01/2009	13.49%	6.91%	5.58%	0.47% \$4.70	0.47% \$4.70	Available in all plans. 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>				13.26%	5.97%	4.25%			
<b>Vanguard Institutional Index Fund Institutional</b>	Large Blend	VINIX	07/31/1990	29.84%	15.02%	12.93%	0.04% \$0.40	0.04% \$0.40	Available in all plans. 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>				29.88%	15.05%	12.96%			
<b>T. Rowe Price Blue Chip Growth Fund Retail</b>	Large Growth	TRBCX	06/30/1993	46.34%	13.16%	14.05%	0.71% \$7.10	0.71% \$7.10	Available in all plans. 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>				29.88%	15.05%	12.96%			
<b>American Beacon Large Cap Value Fund R6</b>	Large Value	AALRX	02/28/2017	24.69%	12.29%	10.36%	0.61% \$6.10	0.61% \$6.10	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Russell 1000 Value TR USD</b>				20.27%	10.32%	8.88%			
<b>Vanguard Extended Market Index Fund Institutional</b>	Mid-Cap Blend	VIEIX	07/07/1997	26.73%	10.12%	9.00%	0.05% \$0.50	0.05% \$0.50	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Completion TR USD</b>				26.34%	9.97%	8.85%			
<b>Variable Annuity</b>									



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 Inception	Gross	Net	Shareholder Fees & Restrictions*
<b>Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD</b>				1.65%	2.96%	2.23%			
<b>CREF Core Bond Account R2</b>	Intermediate Core Bond	QCBMPX	04/24/2015	2.81%	0.70%	1.77%	0.30% \$3.00	0.30% \$3.00	Available in all plans. Contributions and Transfers in not allowed. This applies to plan(s): 103455 103457 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>				1.70%	0.36%	1.54%			
<b>Money Market</b>									
<b>Variable Annuity</b>									
<b>CREF Money Market Account R2</b>	Money Market-Taxable	QCMPX	04/24/2015	5.12%	1.79%	1.13%	0.25% \$2.50	0.25% \$2.50	Available in all plans.
7-day current annualized yield 5.06% as of 03/26/2024 7-day effective annualized yield 5.19% as of 03/26/2024									
<b>iMoneyNet Money Fund Averages - All Government</b>				5.00%	1.77%	1.13%			
<b>Multi-Asset</b>									
<b>Mutual Fund</b>									
<b>Nuveen Lifecycle Retirement Income Fund Retirement</b>	Allocation--30% to 50% Equity	TLIRX	11/30/2007	10.09%	4.92%	4.71%	0.79% \$7.90	0.62% \$6.20	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date Retirement Income TR USD</b>				8.72%	4.25%	4.07%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2010 Fund Retirement</b>	Target Date 2000-2010	TCLEX	10/15/2004	10.01%	4.93%	4.82%	0.76% \$7.60	0.62% \$6.20	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2010 TR USD</b>				8.98%	4.85%	4.60%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2015 Fund Retirement</b>	Target-Date 2015	TCLIX	10/15/2004	10.41%	5.25%	5.13%	0.77% \$7.70	0.63% \$6.30	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2015 TR USD</b>				9.71%	5.26%	5.05%	Contractual Waiver Exp: 09/30/2024		



Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
<b>Nuveen Lifecycle 2020 Fund Retirement</b>	Target-Date 2020	TCLTX	10/15/2004	11.49%	5.68%	5.53%	0.79%	0.64%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2020 TR USD</b>				10.89%	5.62%	5.44%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2025 Fund Retirement</b>	Target-Date 2025	TCLFX	10/15/2004	12.87%	6.40%	6.07%	0.80%	0.66%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2025 TR USD</b>				11.60%	6.42%	6.04%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2030 Fund Retirement</b>	Target-Date 2030	TCLNX	10/15/2004	14.75%	7.21%	6.66%	0.81%	0.67%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2030 TR USD</b>				13.80%	7.38%	6.72%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2035 Fund Retirement</b>	Target-Date 2035	TCLRX	10/15/2004	17.04%	8.12%	7.27%	0.83%	0.68%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2035 TR USD</b>				16.13%	8.43%	7.41%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2040 Fund Retirement</b>	Target-Date 2040	TCLOX	10/15/2004	19.61%	9.11%	7.91%	0.86%	0.69%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2040 TR USD</b>				18.11%	9.25%	7.94%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2045 Fund Retirement</b>	Target-Date 2045	TFRX	11/30/2007	21.23%	9.87%	8.36%	0.87%	0.70%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2045 TR USD</b>				19.39%	9.76%	8.27%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2050 Fund Retirement</b>	Target-Date 2050	TLFRX	11/30/2007	22.02%	10.09%	8.50%	0.89%	0.70%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>S&amp;P Target Date 2050 TR USD</b>				20.05%	10.01%	8.47%	Contractual Waiver Exp: 09/30/2024		
<b>Nuveen Lifecycle 2055 Fund Retirement</b>	Target-Date 2055	TTRLX	04/29/2011	22.32%	10.21%	8.58%	0.89%	0.70%	Available in all plans. 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)		
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	Shareholder Fees & Restrictions*
<b>S&amp;P Target Date 2055 TR USD</b>				20.09%	10.08%	8.54%			
<b>Nuveen Lifecycle 2060 Fund Retirement</b>	Target-Date 2060	TLRX	09/26/2014	22.61%	10.35%	8.91%		Contractual Waiver Exp: 09/30/2024	

## Table 2 – Fixed Return Investments

Name/Type/Option	Return	Term	Additional Information*
TIAA Traditional-Supplemental Retirement Annuity	4.75%	Through 02/28/2025	<p>Available in plan(s): 103457</p> <p>The current rate shown applies to premiums remitted during the month of June 2024 and will be credited through 5/31/2025. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733. TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability. For Supplemental Retirement Annuity (SRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.</p>
TIAA Traditional-Group Supplemental Retirement Annuity	4.75%	Through 02/28/2025	<p>Available in plan(s): 103457</p> <p>The current rate shown applies to premiums remitted during the month of June 2024 and will be credited through 5/31/2025. 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>

* Legend of plan name for each applicable plan number	
Plans	Plan Names
103455	TIAA-CREF RETIREMENT PLAN FOR FACULTY AND ADMIN OF WILKES UNIV
103457	TIAA-CREF TDA PLAN FOR ALL WILKES UNIVERSITY PERSONNEL

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## Part B. Annuity Information

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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

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

### **PRICING FACTORS**

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

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods).

- The amount of accumulations converted to a life annuity.

- Your age and, if applicable, the age of your annuity partner.

- The investment performance of the variable annuity account your annuity is based upon.

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

### **RESTRICTIONS / FEES**

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

Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.

If your annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.

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

Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization.

The R3 Class has the lowest expense of all the CREF Classes.



Please visit [www.TIAA.org/public/support/faqs](http://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