



Getting a head start on your future

An overview of the
RCAB 401(K) Retirement
Savings Plan



Welcome to RCAB's retirement program

- Who is TIAA?
- Benefits of the RCAB 401(K) Retirement Savings Plan
- Understanding—and using—your investment plan menu
- Updating your TIAA account online
- Next steps

Who is TIAA?



Getting a head start: An overview of your employer's plan



Who is TIAA?

- TIAA is the #1 not-for-profit retirement market provider in assets and participant accounts.*
- We're dedicated to serving the needs of our participants who serve others through their work in the academic, medical, government, cultural and research fields.

* Based on data from 63 providers in PLANSPONSOR magazine's 2018 DC Recordkeeping Survey, combined 403(b) and 457 plan data as of 12/31/17.

Who is TIAA?



5 mil

customers

15K+

institutional clients¹

100 years
experience

\$970 billion

in total assets
under management²

¹ As of 12/31/18. Includes unique institutional clients serviced by TIAA for either retirement or Keogh plans.

² Based on assets under management across Nuveen Investments affiliates and TIAA investment management teams as of December 31, 2018.

Benefits of the RCAB 401(K) Retirement Savings Plan



Getting a head start: An overview of your employer's plan



Benefits of saving through the 401(k) Plan

1

Contributions are deducted automatically from your paycheck and sent to your account.

2

Choose to make contributions pre-tax, Roth after-tax or both.

3

Your savings can grow faster because they're tax deferred

4

You get “free money” with your employer matching contribution

5

You can take your vested savings with you if you move to another employer

Pre-Tax Contributions

Immediately lower your current taxable income

	Plan Participant	Non-Plan Participant
Taxable Income	\$50,000	\$50,000
Annual Pre-Tax Contribution	\$5,000	\$0
Adjusted Taxable Income	\$45,000	\$50,000
Federal Income Tax	\$3,072	\$3,672

Annual Federal Tax Savings = \$600

Assumptions: Joint return, standard deduction, 2019 tax rates. This is a hypothetical example for illustrative purposes only.

The Roth contribution option

- Roth contributions are made on an after-tax basis and do not reduce your current taxable income.
- If you expect your tax rate during retirement will be higher than your current rate, then the Roth contribution option may benefit you.
- Since you already paid taxes on your contributions, your withdrawals are tax free. Some restrictions apply.*
- Having both pretax and after-tax assets in retirement accounts may provide a hedge against the uncertainty of future tax rates.

* Withdrawals of earnings prior to age 59½ are subject to ordinary income tax and a 10% penalty may apply. Earnings can be distributed tax free if distribution is no earlier than five years after contributions were first made and you meet at least one of the following conditions: age 59½ or older or permanently disabled. Beneficiaries may receive a distribution in the event of your death.

Saver's Credit from the IRS

Federal tax credit reduces the amount of taxes you owe and applies to the first \$2,000 you contribute, depending on your income.

Adjusted Gross Income for 2019			
Credit	Individual	Head of Households	Joint
50%	\$0 – 19,250	\$0 – 28,875	\$0 – 38,500
20%	19,251 – 20,750	28,876 – 31,125	38,501 – 41,500
10%	20,751 – 32,000	31,126 – 48,000	41,501 – 64,000
0%	32,001+	48,001+	64,001+

Employer contribution

Participants receive a matching contribution of 100% of the first 3% of wages contributed, plus 50% of the next 2% contributed, for a maximum match of 4%. The illustration below shows how an employee with an annual salary of \$45,000, taking full advantage of the employer match, may have fared.



Chart above assumes a \$45,000 annual salary and a 6% annual investment return. This illustration is not intended to represent the performance of any specific investment product. It cannot predict or project investment returns. Charges and expenses that would be associated with an actual investment, and which would reduce performance, are not reflected.

Understanding—and using—your investment plan menu



Getting a head start: An overview of your employer's plan



How to use your investment menu

Option

1

**Select a diversified,
professionally
managed portfolio**

Choose a target-date fund
if you want a simple yet
diversified approach
to investing*



Option

2

**Build your
own portfolio**

Create an investment
strategy, based
upon your goals,
with assistance
from TIAA

* Diversification is a technique to help reduce risk. It is not guaranteed to protect against loss.

Option 1: Select a target-date fund

- A target-date fund

Each fund is invested in a broad range of investments, such as stocks, real estate and bonds.

As the target date approaches, the mix of assets is adjusted to become more conservative.

The target date approximates when investors may plan (but are not required) to start making withdrawals.



Example: 2030 Fund

- Fixed Income Funds
- Equities Funds

A target-date fund is a “fund of funds,” primarily invested in shares of other mutual funds. The fund’s investments are adjusted from more aggressive to more conservative over time as the target retirement date approaches. The principal value of a target-date fund isn’t guaranteed at any time and will fluctuate with market changes. The target date represents an approximate date when investors may plan to begin withdrawing from the fund. However, you are not required to withdraw the funds at that target date. Also, please note that the target-date fund is selected for you based on your projected retirement date (assuming a retirement age of 65). After the target date has been reached, some of your money may be merged into a fund with a more stable asset allocation.

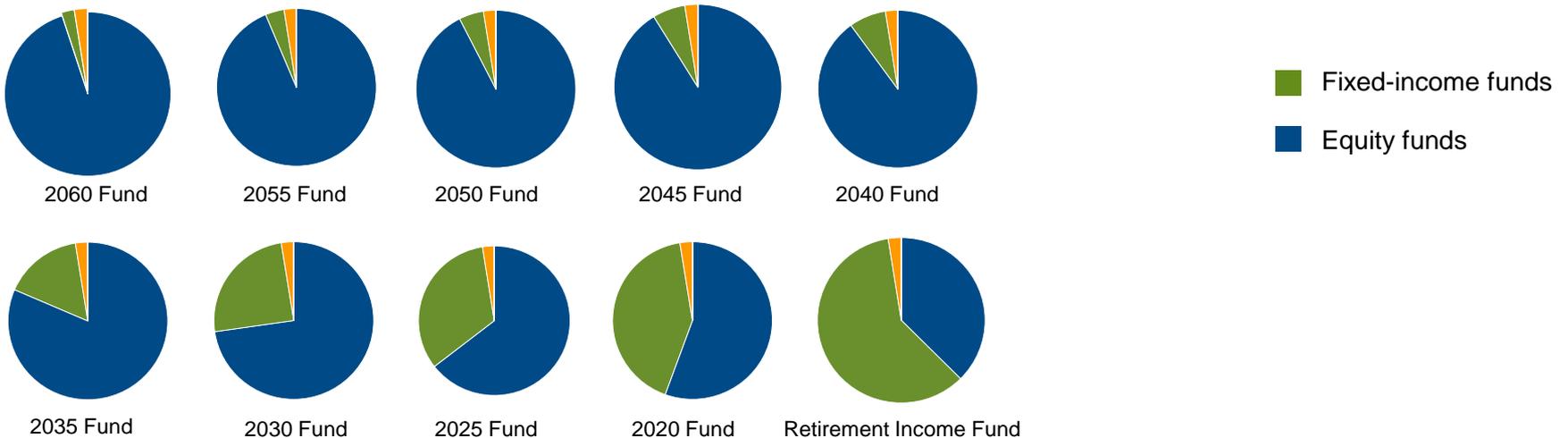
Target-date funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. In addition to the fees and expenses associated with the target-date funds, there is exposure to the fees and expenses associated with the underlying mutual funds.

The charts are only visual representations of the target date, fixed income and equity percentages. Please refer to the prospectus for the funds for more details on asset allocation for each of the target-date funds.

One-step investing

You can pick the fund closest to your anticipated retirement date

Target-date funds with age-appropriate allocations and professional managers adjust the fund's asset allocation



Target-date funds are actively managed, so their asset allocations are subject to change and may vary from those shown.

As with all mutual funds, the principal value of a target-date funds isn't guaranteed at any time and will fluctuate with market changes. The target date approximates when investors may plan to start making withdrawals. However, you are not required to withdraw the funds at that target date. After the target date has been reached, some of your money may be merged into a fund with a more stable asset allocation.

Target-date funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. In addition to the fees and expenses associated with the target-date funds, there is exposure to the fees and expenses associated with the underlying mutual funds.

The charts are only visual representations of the target-date or lifecycle fund's fixed-income, equity and real estate allocations. Please refer to the prospectus for the funds for more details on asset allocation for each of the target-date funds.

In addition to the fees and expenses associated with lifecycle funds and target-date funds, there is exposure to fees and expenses associated with the underlying investment options. The fund is also subject to risks associated with the types of securities held by each of its underlying funds.

Option 2: Build your own portfolio

RCAB 401(k) Retirement Savings Plan lineup includes a broad range of options so you can choose which ones suit your needs.



You can get specific investment options by going to the *Retirement Benefits* section of **TIAA.org/rcab**.

Investing involves risk of loss of principal.

RCAB investment menu

Fixed-Income (Bonds)	Ticker Symbol
BlackRock Inflation Protected Bond Fund Institutional Shares	BPRIX
Metropolitan West Total Return Bond Fund Class I	MWTIX
T. Rowe Price High Yield Fund	PRHYX
Templeton Global Bond Fund Advisor Class	TGBAX
Multi-Asset	Ticker Symbol
BlackRock Global Allocation Fund, Inc. Investor A Shares	MDLOX
JPMorgan SmartRetirement 2020 Fund Class I	JTTSX
JPMorgan SmartRetirement 2025 Fund Class I	JNSSX
JPMorgan SmartRetirement 2030 Fund Class I	JSMSX
JPMorgan SmartRetirement 2035 Fund Class I	SRJSX
JPMorgan SmartRetirement 2040 Fund Class I	SMTSX
JPMorgan SmartRetirement 2045 Fund Class I	JSASX
JPMorgan SmartRetirement 2050 Fund Class I	JTSSX
JPMorgan SmartRetirement 2055 Fund Class I	JFFSX
JPMorgan SmartRetirement 2060 Fund Class I	JAKSX
JPMorgan SmartRetirement Income Fund Class I	JSRSX

Money Market	Ticker Symbol
Vanguard Treasury Money Market Fund Investor Shares	VUSXX
Equities	Ticker Symbol
CREF Equity Index Account (R1)*	QCEQRX
American Century Mid Cap Value Fund A Class	ACLAX
American Funds EuroPacific Growth Fund Class R-6	REGRX
Ave Maria Rising Dividend Fund	AVEDX
DFA Emerging Markets Portfolio Institutional	DFEMX
Franklin Growth Fund Advisor Class	FCGAX
MFS International Value Fund Class R3	MINGX
MFS Value Fund Class R3	MEIHX
PGIM Jennison Mid-Cap Growth Fund	PEEAX
TIAA-CREF Small-Cap Blend Index Fund	TRBIX
Vanguard 500 Index Fund Admiral Shares	VFIAX

* Annuity account options are available through annuity contracts issued by TIAA or CREF. These contracts are designed for retirement or other long-term goals and offer a variety of income options, including lifetime income. Payments from the variable annuity accounts are not guaranteed and will rise or fall based on investment performance.

Get help with your plan

A one-on-one advice session can help you answer key questions

- Am I saving enough?
- How should I invest?
- How can I address my retirement income needs?
- Get retirement plan advice from a TIAA financial consultant.

Scheduling options



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



[TIAA.org/schedulenow](https://www.tiaa.org/schedulenow)

Updating your TIAA account online

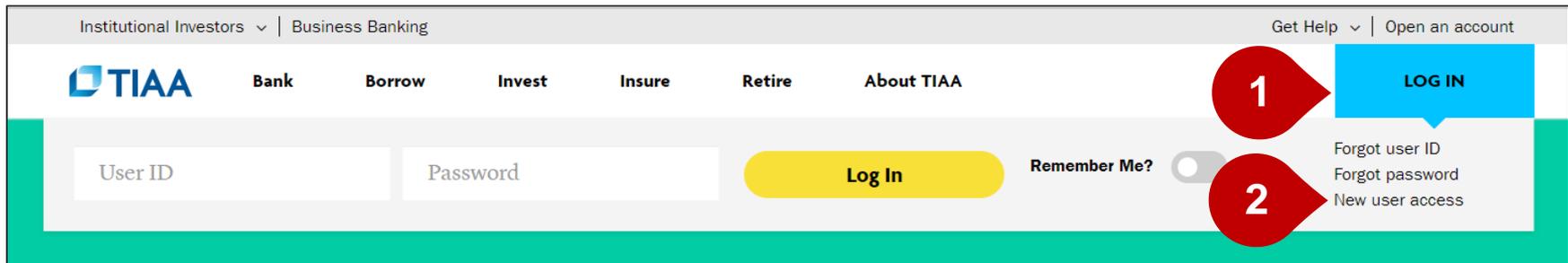


Getting a head start: An overview of your employer's plan



Registering your account at TIAA.org

- You are automatically enrolled in the 401(k) Plan with your first paycheck on or after 45 days from your date of hire.
 - You can also contribute before automatic enrollment occurs and can change your amount at the start of any pay period. Contact the RCAB Benefits Office for more information.
- After TIAA receives your first payroll contribution, an account is created on your behalf. TIAA will send you a confirmation and welcome packet via US Mail.
- Once your account is funded, you are now able to register and access your account at **TIAA.org**.



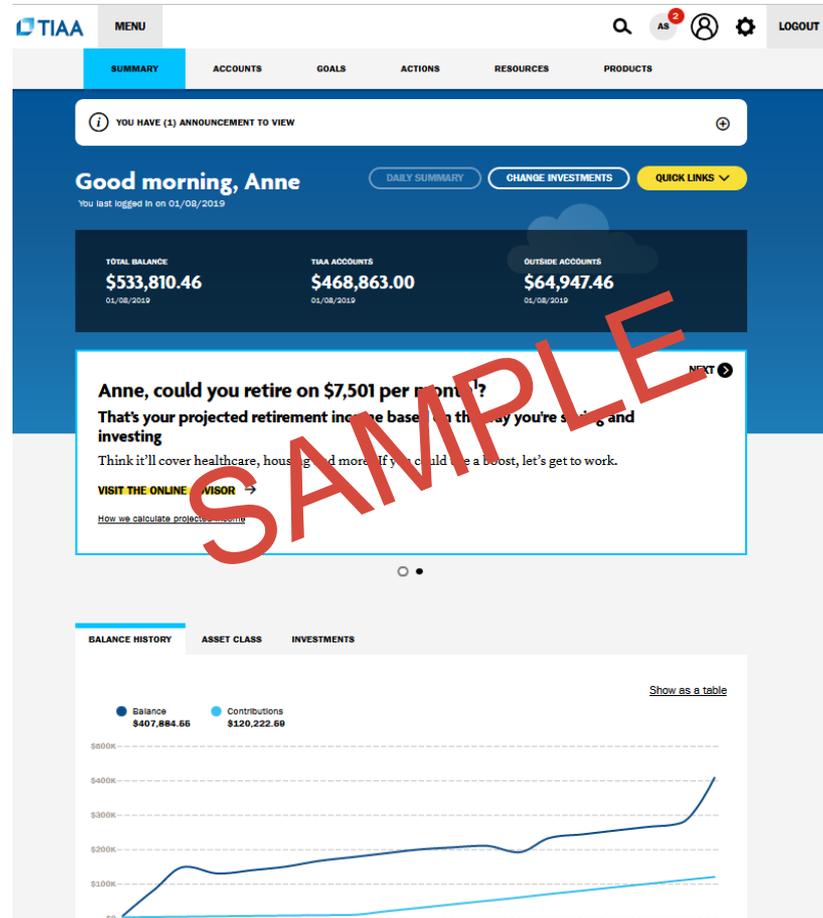
The screenshot shows the TIAA login page. At the top, there are navigation links for 'Institutional Investors' and 'Business Banking' on the left, and 'Get Help' and 'Open an account' on the right. The main navigation bar includes the TIAA logo and links for 'Bank', 'Borrow', 'Invest', 'Insure', 'Retire', and 'About TIAA'. The login section features a 'User ID' input field, a 'Password' input field, a yellow 'Log In' button, and a 'Remember Me?' toggle switch. A blue 'LOG IN' button is also present. Two red callout boxes with white numbers '1' and '2' are overlaid on the page. Callout 1 points to the blue 'LOG IN' button. Callout 2 points to a dropdown menu containing the links 'Forgot user ID', 'Forgot password', and 'New user access'.

My Account on TIAA.org

You can:

- 1 Review investment options
- 2 Manage your portfolio
- 3 Update beneficiaries
- 4 Get help

All of your accounts are visible on your home page.



How to update your investment choices

1

Select *Actions* then choose *Change your investments*

2

Choose *Exchange* or *Choose future investments*

3

Choose new investment choices and corresponding percentages

1

2

3

How do you want to change your investments?

EXPLORE INVESTING CHOICES

Exchange
Swap one or more of your current investments for new ones.

Choose future investments
Pick for incoming money only, and keep what you have now.

Rebalance
Realign your entire portfolio by investment type or category.

Need help?
Try our online Retirement Advisor tool to get personalized recommendations.

INVESTMENT NAME (INVESTMENT TYPE)	MORNINGSTAR RATING	RISK	GROSS EXPENSE RATIO	CURRENT VALUE
EQUITIES (%)				
<input checked="" type="checkbox"/> CRF Stock	★★★★★	Low	+8.48*	\$24,561.00
MONEY MARKET (%)				
<input checked="" type="checkbox"/> CRF Money Market	★★★★★	Low	+8.48*	\$1,209.00
<input checked="" type="checkbox"/> T. Rowe Price Prime Equity Income Fund	★★★★★	Low	+8.48*	\$5,278.00
FIXED INCOME (%)				
<input checked="" type="checkbox"/> CRF Bond Market	★★★★★	Low	+8.48*	\$16,000.00
UNASSIGNED (%)				
<input checked="" type="checkbox"/> TIAA Traditional	★★★★★	Low	+8.48*	\$28,000.00
				Estimated Total: \$0.00

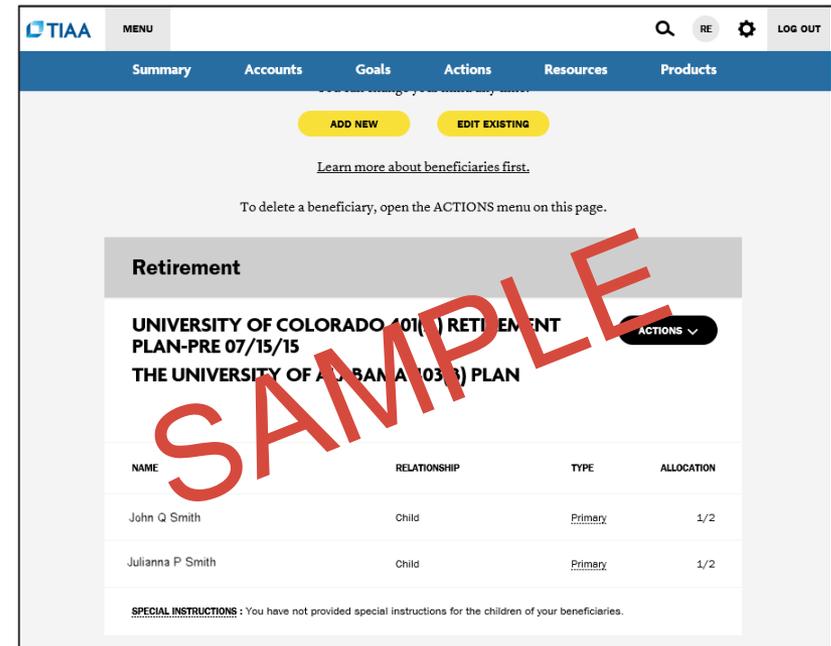
Materials depicted are samples and not intended to depict specific results.

How to update your beneficiary

You should review and update your beneficiary designation at least yearly, and more often if there is a change in your personal situation.

To update your beneficiary:

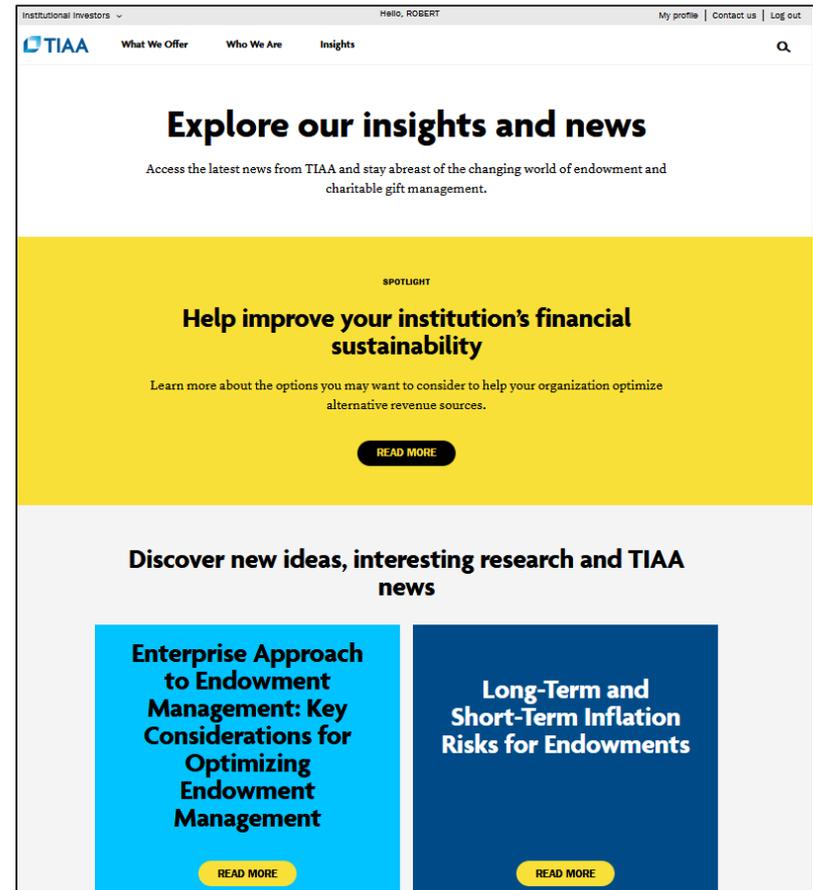
- 1 Once logged in, under the *Action* tab, choose *Add/edit beneficiaries*
- 2 Enter the information
- 3 Add your beneficiary information and percentage



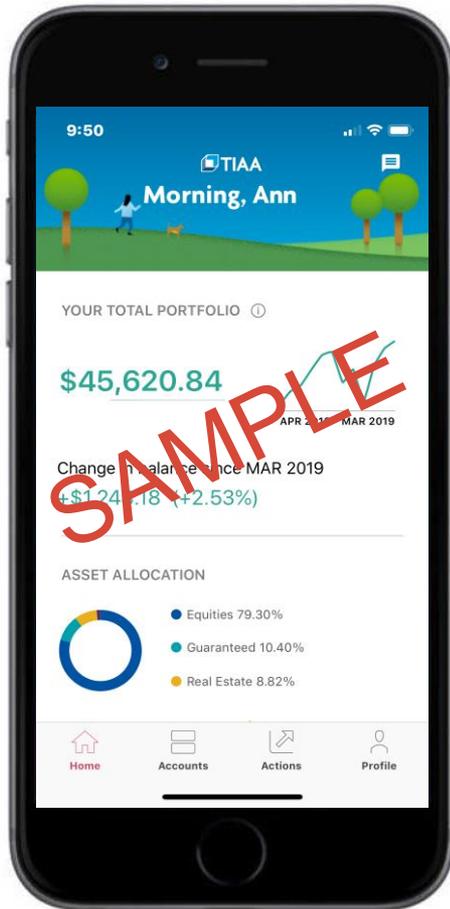
You can improve your financial know-how with advice and education



- Read informative articles about life events
- Access online tools and calculators
- Educate yourself about retirement concepts
- Attend monthly live webinars on a variety of financial and retirement planning topics at **TIAA.org/webinars**



The TIAA app



With the TIAA app, you can:

- See account details at a glance
- Monitor your contributions and asset allocations
- Update personal information and communication preferences
- Transfer money between retirement plan investments
- Contact your advisor or get in touch with a TIAA financial consultant anytime, anywhere
- Manage your account anytime, wherever you are



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Next steps

- Register your account online at **TIAA.org**
- Review and update your beneficiary designation
- Review investment options and contribution rate
- Get retirement plan advice and education on the 401(k) Plan's investment options from a TIAA financial consultant
 - Call TIAA at **800-842-2252**. Consultants are available weekdays, 8 a.m. to 8 p.m. (ET).
 - To schedule an individual one-on-one session, call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. (ET). You can also schedule a meeting online at **TIAA.org/schedulenow**.

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

This material is for informational or educational purposes only and does not constitute investment advice under ERISA. This material does not take into account any specific objectives or circumstances of any particular investor, or suggest any specific course of action. Investment decisions should be made based on the investor's own objectives and circumstances.

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

Diversification is a technique to help reduce risk. However, there is no guarantee that diversification will protect against a loss of income.

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.

You should consider the investment objectives, risks, charges, and expenses carefully before investing. Go to [TIAA.org/rcab](https://www.tiaa.org/rcab) for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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TIAA.org

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BUILT TO PERFORM.

CREATED TO SERVE.