

The road to retirement

Announcing changes to the Montana University System Retirement Plans





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A new chapter is about to start

Helping you plan and save for the future is important to us here at the Montana University System (MUS). That's why we're pleased to announce the following updates to the Montana University System Retirement Plans.

What you need to know

- **TIAA will become the single service provider for the MUS Retirement Plans.**

Retirement Plans. The Montana Department of Administration, in order to ensure continued delivery of comprehensive retirement services at a reasonable cost, approved the sole source selection of TIAA for continued recordkeeping services. As a result of this change, new contributions and accounts will no longer be available through the MetLife, Valic and/or Voya 403(b) plans. Assets currently invested with MetLife, T. Rowe Price, Valic and/or Voya will remain with these legacy service providers unless you choose to transfer those assets to the MUS 403(b) plan with services provided by TIAA.

- **New investment options.** The new investments for both the Montana University System Retirement Plan (MUS-RP) and 403(b) have carefully been selected by an independent investment consultant¹ hired by the MUS. This new investment menu may give you the ability to create a diversified retirement portfolio that matches your investment goals and preferences.

- **No longer employed by or retired from the MUS?** You are receiving this guide because you may have investments in one or more of the MUS's Retirement Plans. Even though you are not actively contributing, you should review this information carefully to learn how your account could be affected. No action is required from you at this time.

- **New Retirement Choice and Retirement Choice Plus accounts were issued.**

All contributions made on or after February 1, 2018, will be directed to your new accounts at TIAA. Additionally any TIAA-CREF mutual fund balances will be transferred to your new accounts. Any TIAA and CREF annuity account balances, and any balances at MetLife, T. Rowe Price, Valic and/or Voya will remain in your existing contracts unless you choose to transfer them.

- **Lower fees.** The MUS has negotiated lower fees and selected investment options with a lower overall cost.

- **You can receive personalized advice on the plan's investment options from a TIAA financial consultant.** This service is available as part of your retirement plan at *no additional cost to you*. Investment advice is available online, by phone or through a one-on-one advice session.

Retirement plan change key dates

Key dates	Event
Week of December 18, 2018	Participants currently contributing to the plans, or those who have mutual fund assets in the existing TIAA contracts, were issued a new RC and/or RCP contracts. A confirmation kit with important information on making the most of your participation was mailed to your home address.
Beginning week of January 8, 2018	On-site seminars and information desks begin. A TIAA representative will be available at an on-campus information desk to answer questions. Retirement plan investment advice is now available online, by phone or in person through a one-on-one advice session.
January 2018	Open Investment Election Period starts. You may change the way future contributions are directed before the new investment menu takes effect.
Beginning February 1, 2018	All future contributions will be directed to your new accounts.
Week of February 5, 2018	Your current TIAA-CREF mutual fund balances are scheduled to be transferred to your new TIAA account(s).

¹ TIAA and Meketa Investment Group (Meketa), an independent consultant hired by MUS, or any of their affiliates or subsidiaries are not affiliated with or in any way related to each other. TIAA acts as a recordkeeper for the plan and, in that capacity, is not a fiduciary to the plan. TIAA is not responsible for the advice and education provided by Meketa. TIAA also provides advice and education to plan participants and when it provides advice, TIAA takes fiduciary responsibility for that advice. Meketa is not responsible for the advice and education provided by TIAA.

For TIAA participants

Enrollment

During the week of December 18, 2017, you may have been enrolled in new Retirement Choice (RC) and Retirement Choice Plus (RCP) accounts and sent an enrollment confirmation. Your current beneficiary designation(s) were applied to your new account(s).

The new RC/RCP annuity contracts you may have received make it easier for the MUS, as Plan Sponsor, to monitor investments and expenses, add and/or remove investment options, and transfer account balances to alternate investment options in the plan.

Choosing different investments

Beginning January 1, 2018, you may change the way future contributions are directed before the new investment menu takes effect. The new MUS investment menu can be found on page 6.

How your future contributions and current account balances will be affected

If you do not provide investment instructions, beginning February 1, 2018, your future contributions will be invested in the age-appropriate Vanguard Target Date Fund that corresponds to the year you turn 65. See the Target-date fund birth chart on page 4 to identify the corresponding fund. You can always make changes after the new investment menu is in effect.

During the week of February 5, 2018, your current mutual fund balance(s) are scheduled to be transferred to your new TIAA account(s). See the Investment Transfer chart on page 4 to understand how your investments may be affected. You may update your investment choices for transferred mutual fund balances once the transfer is completed.

Any TIAA and CREF annuity balances will remain in your existing accounts, although no new contributions, rollovers or transfers may be made to these accounts. You will be permitted to transfer your annuity balances amongst the CREF Money Market Account, CREF Stock Account and TIAA Traditional Annuity. If you would like to transfer balances to your new account, contact a TIAA financial consultant for more information.

Changes to the retirement plan's investment lineup

The MUS is taking this opportunity to change the investment options available through the plan. The new investments for both the MUS-RP and 403(b) have carefully been selected by the MUS's investment consultant, on behalf of the MUS, and may give you the ability to create a diversified retirement portfolio that matches your investment goals and preferences.

In addition, the MUS has decided to change the plans' default investment option. The new default option is the age-appropriate Vanguard Target Date Fund. Each Vanguard Target Date Fund provides a diversified retirement portfolio in a single fund.

Action steps

Get advice. Has it been a while since you reviewed your investment mix? You're eligible to receive retirement plan investment advice at no additional cost. It's all about helping you retire on your terms.

Select investments. Once your new account is issued, you can update your investment choices for future contributions.

Check your beneficiary designation. TIAA will copy the beneficiary information you currently have on file to your new account. Since it's important to keep your beneficiary information up to date, please confirm your choice(s).

Attend a seminar. Find out about the retirement plan changes and steps you may wish to take. For details when TIAA representatives will be on your campus, please visit [TIAA.org/montana](#). There you can find the dates when TIAA will deliver on-campus or online seminar presentations.

For former MetLife, T. Rowe Price, Valic or Voya participants

Enrollment

On December 18, 2017, actively contributing participants were enrolled in new Retirement Choice Plus (RCP) accounts and sent an enrollment confirmation. If you are an active participant currently contributing to MetLife, Voya or Valic, you will have your beneficiaries and investment allocations defaulted to the MUS's plan defaults. The beneficiary plan default is spouse, children, parents and then 'Estate'.

The new RCP annuity contracts you may have received make it easier for the MUS, as Plan Sponsor, to monitor investments and expenses, add and/or remove investment options, and transfer account balances to alternate investment options in the plan.

Choosing different investments

Beginning January 1, 2018, you may change the way future contributions are directed before the new investment menu takes effect. The new MUS investment menu can be found on page 6.

How your future contributions and current account balances will be affected

If you do not provide investment instructions, beginning February 1, 2018, your future contributions will be invested in the age-appropriate Vanguard Target Date Fund that corresponds to the year you turn 65. See the *Target-date fund birth chart* on page 4 to identify the corresponding fund. You can always make changes after the new investment menu is in effect.

Any account balance(s) you have with MetLife, T. Rowe Price, Voya or Valic will remain in those existing account(s). If you would like to transfer balances to your new account, contact a TIAA financial consultant for more information.

Changes to the retirement plan's investment lineup

The MUS is taking this opportunity to change the investment options available through the plan. The new investments for both the MUS-RP and 403(b) have carefully been selected by the MUS's investment consultant, on behalf of the MUS, and may give you the ability to create a diversified retirement portfolio that matches your investment goals and preferences.

In addition, the MUS has decided to change the plans' default investment option. The new default option is the age-based Vanguard Target Date Fund. Each Vanguard Target Date Fund provides a diversified retirement portfolio in a single fund.

Action steps

Name your beneficiary. The beneficiary plan default is spouse, children, parents and then 'Estate'. Naming a beneficiary is an important aspect of managing your retirement account. Please complete this task at your earliest convenience.

Attend a seminar. Find out about the retirement plan changes and steps you may wish to take. For details when TIAA representatives will be on your campus, please visit TIAA.org/montana. There you can find the dates when TIAA will deliver on-campus or on-line seminar presentations.

Get advice. Has it been a while since you reviewed your investment mix? You're eligible to receive retirement plan investment advice at no additional cost. It's all about helping you retire on your terms.

Select investments. Once your new account is issued, you can update your investment choices for future contributions.

Transfer chart for TIAA participants with mutual fund assets

The chart below shows how the MUS will transfer current mutual fund account balances to the new investment options in the new TIAA accounts the week of February 5, 2018.

TIAA will transfer the TIAA-CREF mutual fund balances in the legacy contracts to the respective RC and RCP contracts during the week of February 5, 2018.

Current Option	Ticker	Replacement Option	Ticker
TIAA-CREF High-Yield Fund	TIHPX	Hotchkis & Wiley High Yield I	HWHIX
TIAA-CREF International Equity Index Fund	TRIPX	Vanguard Total International Stock Index	VTIAX
TIAA-CREF Large-Cap Value Index Fund	TRCVX	Vanguard 500 Index Admiral	VFIAX
TIAA-CREF Lifecycle 2010 Fund	TCTPX	Vanguard Institutional Target Retirement Income Fund Institutional Shares	VITRX
TIAA-CREF Lifecycle 2015 Fund	TCFPX	Vanguard Institutional Target Retirement 2015 Fund Institutional Shares	VITVX
TIAA-CREF Lifecycle 2020 Fund	TCWPX	Vanguard Institutional Target Retirement 2020 Fund Institutional Shares	VITWX
TIAA-CREF Lifecycle 2025 Fund	TCQPX	Vanguard Institutional Target Retirement 2025 Fund Institutional Shares	VRIVX
TIAA-CREF Lifecycle 2030 Fund	TCHPX	Vanguard Institutional Target Retirement 2030 Fund Institutional Shares	VTTWX
TIAA-CREF Lifecycle 2035 Fund	TCYPX	Vanguard Institutional Target Retirement 2035 Fund Institutional Shares	VITFX
TIAA-CREF Lifecycle 2040 Fund	TCZPX	Vanguard Institutional Target Retirement 2040 Fund Institutional Shares	VIRSX
TIAA-CREF Lifecycle 2045 Fund	TTFPX	Vanguard Institutional Target Retirement 2045 Fund Institutional Shares	VITLX
TIAA-CREF Lifecycle 2050 Fund	TCLPX	Vanguard Institutional Target Retirement 2050 Fund Institutional Shares	VTRLX
TIAA-CREF Lifecycle 2055 Fund	TTRPX	Vanguard Institutional Target Retirement 2055 Fund Institutional Shares	VIVLX
TIAA-CREF Lifecycle 2060 Fund	TLXPX	Vanguard Institutional Target Retirement 2060 Fund Institutional Shares	VILVX
TIAA-CREF Lifecycle Income Target Retirement	TPILX	Vanguard Institutional Target Retirement Income Fund Institutional Shares	VITRX
TIAA-CREF Mid-Cap Growth Fund	TRGPX	Champlain Mid Cap Core Institutional	CIPIX
TIAA-CREF Mid-Cap Value Fund	TRVPX	Champlain Mid Cap Core Institutional	CIPIX
TIAA-CREF Small-Cap Blend Index Fund	TRBIX	Aristotle Small Cap Core I Shares	ARSBX

Target-date fund birth chart

These are the plan's default investment options selected by the MUS.

Birth year	New investment option	Ticker
Before 1948	Vanguard Institutional Target Retirement Income Institutional	VITRX
1948 – 1952	Vanguard Institutional Target Retirement 2015 Institutional	VITVX
1953 – 1957	Vanguard Institutional Target Retirement 2020 Institutional	VITWX
1958 – 1962	Vanguard Institutional Target Retirement 2025 Institutional	VRIVX
1963 – 1967	Vanguard Institutional Target Retirement 2030 Institutional	VTTWX
1968 – 1972	Vanguard Institutional Target Retirement 2035 Institutional	VITFX
1973 – 1977	Vanguard Institutional Target Retirement 2040 Institutional	VIRSX
1978 – 1982	Vanguard Institutional Target Retirement 2045 Institutional	VITLX
1983 – 1987	Vanguard Institutional Target Retirement 2050 Institutional	VTRLX
1988 – 1992	Vanguard Institutional Target Retirement 2055 Institutional	VIVLX
1993 – 1997	Vanguard Institutional Target Retirement 2060 Institutional	VILVX
1988 – present	Vanguard Institutional Target Retirement 2065 Institutional	VSXFX



Understanding your retirement plan fees

When making decisions about your MUS account, it's important to know there are fees associated with many of the plan's services and investments. Some fees may be paid by your employer; others may be paid by you, based on the services and investments you choose. A recent change impacts how your plan administration costs will be assessed.

General administrative services

Your plan charges an annual Administrative Fee to cover services such as recordkeeping, legal, accounting, investment advisory and other plan and participant services.*

Effective January 1, 2018, an annual Plan Servicing Fee of up to 0.08%, \$0.80 per \$1,000 invested, will be deducted proportionally from each of your investments on a quarterly basis. This amount will be realized by assessing a fee or credit to each investment you choose within the plan. Each fee or credit will be applied to your account on the last business day of each quarter and is identified as a "TIAA Plan Servicing Fee" or a "Plan Servicing Credit" on your quarterly statements (see the "Investment-specific services" section for more detail).

Investment-specific services

Each of the plan's investment options has a fee for investment management and associated services. Plan participants generally pay for these costs through what is called an expense ratio. Expense ratios are displayed as a percentage of assets. For example, an expense ratio of 0.50% means a plan participant pays \$5 annually for every \$1,000 in assets.

Taking the expense ratio into consideration helps you to compare investment fees. In some cases, investment providers share in the cost of plan administration. This practice is called "Revenue Sharing." An investment company may pay a portion of an investment option's expense ratio to TIAA, the recordkeeper, to help offset the cost of plan administration (see pages 6 and 7 for details on which investment options revenue share). The amount of any associated fee or credit is determined by comparing the Total Administration Cost to the Revenue Sharing amount. If the Revenue Sharing amount exceeds the Total Administration Cost, a credit is applied. If the Revenue Sharing amount is less than the Total Administration Cost, then a fee is applied.

For information on investment-specific expenses and fees, please refer to the investment table(s) provided. You can also find the expense ratios and other fees and expenses at TIAA.org/montana or in the prospectuses at TIAA.org/performance.

Continued

* Please note: Plan servicing fees can be deducted from Retirement Choice and Retirement Choice Plus contracts. However, plan servicing fees cannot be deducted from Retirement Annuity, Group Retirement Annuity, Supplemental Retirement Annuity and Group Supplemental Retirement Annuity contracts.

Understanding your retirement plan fees *continued*

The MUS new investment lineup and fees

Below are your new investment options, which include the following asset classes: Money Market, Fixed Income (Bonds), Multi-Asset, and Equities (Stocks). The following table details each investment option in the plan and any associated TIAA Plan Servicing Fee and/or (Credit). The Total Administrative Fee equals the Revenue Share plus the TIAA Plan Servicing Fee/(Credit).

Account or Fund/Share Class	Ticker	Investment Expenses		Plan Servicing Fee Calculations (A + B = C)		
		Gross Expense Ratio ¹ (%)	Net Expense Ratio ¹ (%)	A. Revenue Sharing ² (%)	B. Plan Servicing Fee/(Credit) ³ (%)	C. Total Admin Cost (%)
Money Market						
Vanguard Treasury Money Mkt Inv	VUSXX	0.09	0.09	0.00	0.08	0.08
Fixed Income (Bonds)						
Baird Core Plus Bond Inst	BCOIX	0.30	0.30	0.00	0.08	0.08
Hotchkis & Wiley High Yield I ⁴	HWHIX	0.74	0.70	0.15	(0.07)	0.08
Vanguard Inflation-Protected Secs Adm	VAIPX	0.10	0.10	0.00	0.08	0.08
Vanguard Short-Term Bond Index Adm	VBIRX	0.07	0.07	0.00	0.08	0.08
Vanguard Total Bond Market Index Adm	VBTLX	0.05	0.05	0.00	0.08	0.08
Multi-Asset						
Vanguard Institutional Target Retirement Income Institutional	VITRX	0.09	0.09	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2015 Institutional	VITVX	0.09	0.09	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2020 Institutional	VITWX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2025 Institutional	VRIVX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2030 Institutional	VTTWX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2035 Institutional	VITFX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2040 Institutional	VIRSX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2045 Institutional	VITLX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2050 Institutional	VTRLX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2055 Institutional	VIVLX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2060 Institutional	VILVX	0.10	0.10	0.00	0.08	0.08
Vanguard Institutional Target Retirement 2065 Institutional	VSXFX	0.09	0.09	0.00	0.08	0.08
Equities (Stocks)						
Aristotle Small Cap Equity I ⁵	ARSBX	0.92	0.98	0.15	(0.07)	0.08
Champlain Mid Cap Institutional ⁴	CIPIX	0.96	0.95	0.00	0.08	0.08
Goldman Sachs GQG Ptnrs Intl Opp R6	GSIYX	1.10	0.88	0.00	0.08	0.08
Vanguard 500 Index Admiral	VFIAX	0.04	0.04	0.00	0.08	0.08
Vanguard Extended Market Idx Adm	VEXAX	0.08	0.08	0.00	0.08	0.08
Vanguard Total Intl Stock Index Admiral	VTIAX	0.11	0.11	0.00	0.08	0.08

Continued

Understanding your retirement plan fees *continued*

The MUS restricted annuities and credits

The following table includes retirement plan annuities that are restricted, as participant contributions are no longer accepted. These annuities will, however, continue to rebate plan offsets.

After completion of this transition, the annuities below will be the only remaining investment options in the MUS legacy accounts. Plan servicing fees* cannot be deducted from legacy accounts, so a slightly smaller credit will be applied to these annuities to cover the administrative services associated with the legacy accounts.

Account or Fund/Share Class	Ticker	Investment Expenses		Plan Servicing Fee Calculations (A + B = C)		
		Gross Expense Ratio ¹ (%)	Net Expense Ratio ¹ (%)	A. Revenue Sharing ² (%)	B. Plan Servicing (Credit) ³ (%)	C. Total Admin Cost (%)
Annuities						
CREF Bond Market R2 (Variable annuity)	QCBMPX	0.40	0.40	0.20	(0.07)	0.13
CREF Equity Index R2 (Variable annuity)	QC EQPX	0.34	0.34	0.20	(0.07)	0.13
CREF Global Equities R2 (Variable annuity)	QC GLPX	0.44	0.44	0.20	(0.07)	0.13
CREF Growth R2 (Variable annuity)	QC GRPX	0.38	0.38	0.20	(0.07)	0.13
CREF Inflation-Linked Bond R2 (Variable annuity)	QC ILPX	0.35	0.35	0.20	(0.07)	0.13
CREF Money Market R2 (Variable annuity)	QC MMPX	0.34	0.34	0.20	(0.07)	0.13
CREF Social Choice R2 (Variable annuity)	QC SCPX	0.38	0.38	0.20	(0.07)	0.13
CREF Stock R2 (Variable annuity)	QC STPX	0.43	0.43	0.20	(0.07)	0.13
TIAA Real Estate Account (Variable annuity)	QREARX	0.85	0.85	0.24	(0.11)	0.13
TIAA Traditional Annuity ^{6,7} (Guaranteed annuity)	N/A	N/A	N/A	0.15	(0.02)	0.13

* Please note: Plan servicing fees can be deducted from Retirement Choice and Retirement Choice Plus contracts. However, plan servicing fees cannot be deducted from Retirement Annuity, Group Retirement Annuity, Supplemental Retirement Annuity and Group Supplemental Retirement Annuity contracts.

¹ Gross expense ratio includes all of an investment's expenses. Net expense ratio takes into account any investment fee waivers and expense reductions, giving an indication of what is currently being charged.

² "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, TIAA Stable Value, and all CREF Annuity accounts do not have a revenue sharing, rather they have a "plan services offset" that is applied to your plan's administrative and recordkeeping costs.

³ Plan Servicing Fee/(Credit) is determined by subtracting the amount of revenue share provided by each investment option you choose from 0.08%, the plan's cost for administrative services. If you choose an investment with revenue sharing of more than 0.08%, you'll receive a credit for the difference.

⁴ A contractual or voluntary fee waiver may apply. See fund prospectus for details.

⁵ A redemption fee may apply. See fund prospectus for details.

⁶ This guaranteed option is a fixed annuity that pays you interest at competitive crediting rates that are announced in advance. There is no expense ratio because these are fixed annuities. Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

⁷ TIAA Traditional is a guaranteed insurance contracts and not an investment(s) for federal securities law purposes.



Retirement plan investment advice

How you can access TIAA's advice

Online

You can get quick, convenient answers via the Retirement Advisor online tool. Visit TIAA.org/retirementadvisor and log in to your account.

By phone or in person

You can receive personalized retirement plan investment advice either over the phone or in person. You can schedule your advice session by calling **800-732-8353**, weekdays, 6 a.m. to 6 p.m. (MT).

You can also schedule online at TIAA.org/schedulenow.

As a participant in the MUS Plans, you have access to personalized retirement plan advice on the plan's investment options from a TIAA financial consultant representative. This service is available as part of your retirement program *at no additional cost to you*.

TIAA's advice is designed to help you answer key questions, including:

1. Am I on track to reach my retirement savings goals?

We'll help you analyze how your investments are performing, and determine if you're saving enough to help meet your needs.

2. Which combination of retirement plan investments is right for me?

Get assistance picking suitable investments, based on your plan's investment options, diversifying properly and allocating contributions to balance your need for growth potential with your tolerance for risk.*

3. How can I meet my income needs in retirement?

Get help determining the amount you'll need to meet your retirement income goals.

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

IMPORTANT: The projections or other information generated by the Retirement Advisor tool regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. Results may vary with each use and over time.

Choose your investment path



Option 1: Selecting a target-date fund

A diversified retirement portfolio in a single “fund of funds”

How do target-date funds work?

Each 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 date approaches.

What are some other considerations?

As with all mutual funds, the principal value of a target-date fund isn’t guaranteed at any time, even at the target date, and will fluctuate. The target date indicates when investors may plan to start making withdrawals. However, you are not required to withdraw funds at the target date. After the target date, your money may be merged into a fund with a more stable asset allocation. A TIAA financial consultant can help you decide whether a target-date fund is right for you.

Option 2: Building your own portfolio

A retirement portfolio of your own design

What types of investments are included?

The new investment menu offers you a wide range of investment options. These options cover the major asset classes, including equities, fixed income, money market and multi-asset, and give you the flexibility to create a diversified retirement portfolio.

What are some other considerations when choosing my own investments?

Consider your risk tolerance when selecting investments. If you prefer to work with a financial professional, you may wish to have a TIAA financial consultant suggest a portfolio based on the options available in your retirement plan. This retirement plan investment advice is available at no extra cost.

Please keep in mind that there are risks associated with investing in securities, including possible loss of principal.

Your retirement plan is designed to work for both types of investment styles.

* 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.



About TIAA

Providing strong support on the road to retirement no matter where you are today

1918 | TIAA

Teachers Insurance and
Annuity Association
of America created

TIAA's purpose has remained constant since TIAA was established nearly 100 years ago: We're here to help you save for—and generate income during—retirement. Over the years, we've regularly enhanced the ways we deliver on our purpose.

As an organization with deep roots among nonprofits—in higher education, government, hospital/medical, research, K-12—TIAA is committed to continuous learning. And when we see opportunities to enhance our retirement plan services, we share them with the institutions we serve.

Not sure where to begin? You can meet with us to help you take the next step!

Personalized retirement plan advice is available on the plan's investment options from a TIAA financial consultant. This service is available as part of your retirement program *at no additional cost to you*. You can schedule a session by calling **800-732-8353**, weekdays, 6 a.m. to 6 p.m. (MT). You can also visit **TIAA.org/schedulenow**.



Q&A

1. Why is the MUS updating the Montana University System Retirement Plans?

The MUS is committed to providing you with competitive retirement benefits and recently conducted a review of the MUS plans. As a result of this review and bidding process, the MUS Pension and Retirement Taskforce and the Inter-Unit Benefits Committee selected TIAA as the single provider for administrative recordkeeping and education services because TIAA offered the best overall value to the participants and the plan. The resulting changes are intended to give you the investments, services and tools you need to pursue your retirement savings goals.

2. How can I learn about the new investment options?

A list of the new investment options is included in this guide. You can visit the dedicated retirement plan website at TIAA.org/montana for additional information.

3. What if I would like help making investment choices?

You can get personalized advice on the plan's investment options from a TIAA financial consultant. This service is available as part of your retirement program *at no additional cost to you*.

To schedule an advice session, call TIAA at **800-732-8353**, weekdays, 6 a.m. to 6 p.m. (MT). You can also schedule online at TIAA.org/schedulenow.

4. What should I expect from an advice session?

You can expect a thorough review of your account and an action plan for moving forward. Advice sessions last approximately forty-five minutes. Bring all your investment account statements, including any retirement investments outside of the retirement plan and your most recent Social Security statement, if available. A TIAA financial consultant will use this information to understand your current financial situation and help you develop an action plan. You may bring anyone you like to your session with you.

5. What happens to my current outstanding loan, systematic withdrawal, TPA (transfer payout annuity), or required minimum distribution?

You will receive separate communications if any actions are required on your part.

6. Will loans continue to be available?

Yes, the MUS Retirement Plan lets participants borrow against their 403(b) retirement account. New loans going forward will only be available through TIAA's Retirement Plan Loans on the Retirement Choice Plus contracts in 403(b) plans with repayments being made directly by participants through an Automated Clearing House (ACH) debit to your checking/savings account. There are no changes to the MUS participants with existing collateralized loans and they will continue to pay them off as they do today. For more information on retirement plan loans and fees, visit TIAA.org/public/support/faqs/loans.

Continued

Q&A

7. Will I pay any fees to invest in the MUS Retirement Plans?

All investment options have expenses and other fees that can be found in the prospectuses at TIAA.org/montana. Some investment options may also have redemption and other fees. See pages 5-7 for more details.

In addition to investment fees, there is an annual TIAA Plan Servicing Fee of 8 basis points (0.08%). These fees are deducted in quarterly installments of 2 basis points (0.02%), respectively (deducted pro rata from the investment options in your account). The deductions will be identified as "TIAA Plan Servicing Fee" on your statement and when you view your account online.

8. How do target-date funds work?

Each target-date fund consists of underlying mutual funds that invest in a broad range of asset classes. The allocations and risk level depend on how many years remain until the fund's target date. To help reduce risk as the fund's target date approaches, the fund's mix of stocks, bonds and other types of investments is adjusted to a more conservative mix.

9. What else should I know about target-date funds?

As with all mutual funds, the principal value of a target-date fund isn't guaranteed at any time, even at the target date, and will fluctuate with market changes. The target date indicates when investors may plan to start making withdrawals. However, you are not required to withdraw your money at the target date. After the target date, some of your money may be merged into a fund with a more stable asset allocation.¹ A TIAA financial consultant can help you decide whether a target-date fund is right for you.

10. I am currently contributing to TIAA. What happens to my current account balances and future contributions?

Current mutual fund balances will be transferred to your new retirement accounts in early February. All annuity balances will remain where they are.

Starting January 2018, you can direct future contributions to options on the new investment menu. If you do not provide investment instructions, beginning February 1, 2018, your future contributions will be directed to your new accounts and the target-date fund closest to the year you turn 65.

11. Does it make sense to consolidate my MUS retirement accounts?

Many people find it easier to manage their retirement money by working with only one provider.

That said, transferring balances can sometimes trigger costs. Before consolidating outside MUS 403(b) balances, check with MetLife, T. Rowe Price, Valic or Voya to confirm you can transfer those balances directly to your TIAA retirement account. You can direct a transfer of your existing balances into investment options offered under the new lineup (see page 6) at TIAA by completing a participant-directed transfer.

You should carefully consider all your options. For instance, you may be able to leave money with a prior provider, roll over money to an IRA, or cash out all or part of the account value. Weigh the advantages and disadvantages of each option carefully, including investment options and services, fees and expenses, withdrawal options, required minimum distributions, tax treatment and your particular financial needs. You should seek the guidance of your financial professional and tax advisor before consolidating balances.

12. Can I move money from an existing TIAA account to a new one?

Yes, but it's a move you'll want to weigh carefully. Current mutual fund balances will be transferred to your new RC and RCP contracts. You may move money out of your existing TIAA or CREF annuities to the new contracts, subject to any restrictions that apply to the investments. However, any money that you move out of your existing contract(s) cannot be moved back into them. Money in the TIAA Traditional Annuity deserves special attention. For instance, money moved out of TIAA Traditional in the existing contracts will no longer receive the 3% minimum guaranteed rate. In short, the pros and cons are different for every participant. A TIAA financial consultant can help you explore your options.

¹ 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.

We're here to help

Not sure where to begin? Let us help you take the next step!



In person

You can schedule a one-on-one advice session by calling TIAA at **800-732-8353**, weekdays, 6 a.m. to 6 p.m. (MT) or visit **TIAA.org/schedulenow**. There is no additional cost to you for this service.



Phone

If you have any questions or would like assistance selecting your new investment options, you can call TIAA at **800-842-2252**, weekdays, 6 a.m. to 8 p.m., and Saturday, 7 a.m. to 4 p.m. (MT).



Online

You can update your account online by going to **TIAA.org/montana** and selecting *Log In*.

If you're new to TIAA, select *Log in*, then click on *Register for Online Access*. Follow the on-screen directions to gain online access to your account.



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Distributions from 403(b) plans before age 59½, severance from employment, death or disability may be prohibited, limited and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.

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. Please call 877-518-9161 or go to TIAA.org/montana for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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