

INTRODUCING ROTH FOR YOUR 403(B)/401(K) RETIREMENT PLAN

You Now Have More Flexibility with Your Retirement Savings

Your employer offers you the opportunity to make Roth after-tax contributions to your 403(b)/401(k) plan(s). This allows you to:

- Designate elective deferrals as after-tax Roth contributions to your plan
- Receive **tax-deferred** growth on any earnings
- Reduce your income tax liability in retirement through tax-free withdrawals
- Potentially reduce the taxability of Social Security income benefits
- Enjoy tax-free distributions, provided:
 - Distribution is made five years after Roth contributions were first made to plan **and**
 - You are age 59½ or older
 - Distribution is made on account of your disability or death (distributions may be subject to plan provisions)
- Transfer your retirement assets tax-free to your beneficiaries

Your Roth after-tax contributions are included in your maximum contribution limits, plus any catch-up limits, if applicable. Your plan's Roth 403(b)/401(k) option offers the same benefits, rights and features that you currently have in your retirement plan, including investment choices. Your contributions and any accumulations you have are tracked separately to ensure that they are not commingled with any pre-tax or employer contributions you may have.

Getting Started

Adding the Roth contributions to your 403(b)/401(k) plan is easy. You need only to complete and submit a new Salary Reduction Agreement. If you are enrolling for the first time, you will also need to complete an enrollment application. Please visit your dedicated TIAA-CREF retirement plan website for enrollment instructions and forms.

To learn more about the advantages of the Roth 403(b)/401(k) option, call TIAA-CREF at **800 842-2776**, Monday through Friday, 8 a.m. to 10 p.m., or Saturday, 9 a.m. to 6 p.m. (ET).

Income taxes are payable on non-qualified withdrawals. Federal restrictions and tax penalties may apply to early withdrawals. Taxpayers should seek advice based on their own particular circumstances from an independent tax advisor.

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877 518-9161 or go to www.tiaa-cref.org for a prospectus that contains this and other information. Please read the prospectus carefully before investing. TIAA-CREF Individual & Institutional Services, LLC, and Teachers Personal Investors Services, Inc., provide advisory services and distribute securities products. TIAA (Teachers Insurance and Annuity Association), New York, NY issues annuities. TIAA-CREF Brokerage Services is a division of TIAA-CREF Individual & Institutional Services, LLC. Member NASD/SIPC. FINANCIAL SERVICES FOR THE GREATER GOOD is a registered trademark of Teachers Insurance and Annuity Association.

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