Fees
Understanding Retirement Plan Fees
Understanding Plan Costs

- Fees have always been a part of your workplace retirement savings plan, but new regulations will require your employer to provide additional information to you.

- Newly developed Summary of Plan Services & Costs and Investment Options Comparative Chart disclosures will make it easier to understand the plan fees and expenses that you are responsible for – and help you evaluate the services you receive.

- Plan fees should be considered when you make investment decisions – along with investment performance, contribution amount and asset allocation.

You will receive new plan and investment disclosures by <Month XX, XXXX.>
Plan fees and who pays for them

There are three types of costs involved with a workplace retirement savings plan:

<table>
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<th>General administrative services</th>
<th>Personalized services</th>
<th>Specific investment services</th>
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<td>Necessary for the day-to-day operation of your employer’s plan</td>
<td>Apply to any specific services you request (i.e., loan initiation and/or maintenance charges)</td>
<td>Paid for the specific investment options you choose</td>
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Providing broad-based value

There are a number of ways we help you pursue your financial well-being:

1. **Offering a wide array of investments** and a disciplined investment approach designed to seek competitive, risk-adjusted returns

2. **Keeping our fees low** to ensure more of your money is working harder for you

3. **Offering access to professional, unbiased advice** from highly skilled investment professionals based on your retirement time frame, risk tolerance and overall financial needs

4. **Providing comprehensive access** to educational resources available online, by phone, or in person
Things to consider

- Understanding plan fees and expenses helps you make more informed investment decisions in planning for your retirement.

- Beginning in 2012, your employer will provide you with information that will make it easier to review retirement plan and investment-related fee information – so that you can evaluate the services you receive in exchange for the fees paid.

- Fees are important, but are just one factor in your retirement planning decision-making process.

Learn More

- Request a personal appointment with a TIAA-CREF Financial Consultant by calling 800 842-2252
- Visit www.tiaa-cref.org/fees
You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877 518-9161 or visit www.tiaa-cref.org/prospectuses for a prospectus that contains this and other information. Please read the prospectus carefully before investing.

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