

NEW OPPORTUNITIES FOR YOUR RETIREMENT STRATEGY

**Announcing changes to The University of Alabama System
voluntary retirement plans with VALIC**



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TIAA



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A NEW CHAPTER IS ABOUT TO START

Helping you plan and save for the future is important. The University of Alabama System is pleased to announce updates to The University of Alabama System voluntary retirement plans.

What you need to know

- **TIAA will become the single service provider for the retirement plan(s).** TIAA was selected by The University of Alabama System to deliver comprehensive retirement services at a reasonable cost. As a result of this change, your transfer-eligible balances currently with VALIC will be transferred to TIAA.
- **New Retirement Choice (RC)/Retirement Choice Plus (RCP) contracts will be issued.** New plan accounts with TIAA will be created. You will receive instructions for accessing and managing your new account(s) at TIAA.
- **Blackout period for VALIC account balances.** To facilitate a smooth transfer of current investment balances to TIAA, a brief “blackout period” will take place. During this time, you will not be able to change your investment choices, affect loans, make withdrawals or transfer funds. The blackout period applies to balances currently invested at VALIC. Please review the enclosed Blackout Notice for additional details. Any scheduled payroll contributions will continue to be deducted from your paycheck during the blackout period.
- **New investment options.** The University of Alabama System is taking this opportunity to improve the investment options available through the voluntary retirement plans. Several investment options will be removed from the lineup and replaced with new options.
- **Online contributions.** Beginning October 4, 2019, TIAA will become the new portal for making contribution elections. New salary deferral agreements and changes to current deferrals will be completed through your TIAA online access for pre-tax and Roth contributions. You can make percentage elections only.
- **Retirement Plan Loans.** Retirement Plan Loans will continue to be available. New loans will be offered with a fixed interest rate and funded directly from your plan account. If you have an existing loan at VALIC, you will receive additional information from TIAA on how your loan will transfer.
- **Increased transparency on fees.** Your retirement plan has always been subject to fees—now they will be more transparent. A new fee structure will make it easier to see the cost of each investment option.

No longer employed by a University of Alabama System employer? You are receiving this guide because you have investments in one or more of The University of Alabama System retirement plans at VALIC. Even though you are not actively contributing and actions may not be required, you should review this information carefully to learn how your account could be affected.



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WHAT TO EXPECT DURING THE TRANSITION FROM VALIC TO TIAA

Enrollment

Based on the number of accounts you have at VALIC, you will be enrolled in one or more new TIAA accounts the week ending September 20, 2019, and sent an enrollment confirmation.

Beneficiary designations

Your current beneficiary designation(s) will transfer to your new account(s); however, if you do not have beneficiary designations at VALIC, or you have beneficiary designations at VALIC **and** you are currently contributing to and/or hold a balance in mutual funds at TIAA, your beneficiary will default to "Estate." After the transition to TIAA is complete, you should log in to your account(s) to verify that designated beneficiaries are up to date.

How your future contributions and current account balances will transfer to TIAA

Starting October 4, 2019, if you're contributing to VALIC, any future contributions will be directed to your new account and the new investment options at TIAA. No new contributions can be directed to VALIC.

On or about October 10, 2019, your transfer-eligible balance(s) with VALIC will transfer to your new TIAA account. **Please note:** The date of the transfer depends on the accurate, timely transfer of data from VALIC to TIAA. If this does not occur, transfers could be delayed.

Your future contributions and current account balance(s) will transfer as shown below. Investment options at TIAA are similar to those at VALIC.

CURRENT OPTION	TICKER		FUTURE OPTION	TICKER
American Funds Capital World Growth and Income R4	RWIEX	▶	American Funds Capital World Gr&Inc R6	RWIGX
American Funds New World R4	RNWEX	▶	American Funds New World R6	RNWGX
American Funds The Growth Fund of America R4	RGAX	▶	American Funds Growth Fund of Amer R6	RGAGX
BlackRock Multi-Asset Income Portfolio Institutional	BIICX	▶	Age-appropriate Lifecycle Index Fund	Various
ClearBridge Small Cap Growth I	SBPYX	▶	ClearBridge Small Cap Growth IS	LMOIX
Columbia Dividend Income R4	CVIRX	▶	Vanguard Equity-Income Adm	VEIRX
Columbia Large Cap Index A	NEIAX	▶	Vanguard Institutional Index I	VINIX
Columbia Mid Cap Index A	NTIAX	▶	Vanguard Extended Market Index Inst	VIEIX
Columbia Small Cap Index A	NMSAX	▶	Vanguard Extended Market Index Inst	VIEIX
Davis Financial Y	DVFX	▶	Age-appropriate Lifecycle Index Fund	Various
Fidelity Advisor® Gold I	FGDIX	▶	Age-appropriate Lifecycle Index Fund	Various
Fidelity Advisor® New Insights I	FINSX	▶	American Funds Growth Fund of Amer R6	RGAGX
Fidelity Advisor® Strategic Income I	FSRIX	▶	PGIM Total Return Bond R6	PTRQX
Fidelity Treasury Only Money Market	FDLXX	▶	CREF Money Market R3	QCMMIX

CURRENT OPTION	TICKER		FUTURE OPTION	TICKER
Fixed Interest Option	FB125	▶	TIAA Stable Value (403(b) and 401(a) plans) TIAA Traditional Annuity (457(b) plan)	N/A
Goldman Sachs Small Cap Value Inst	GSSIX	▶	Goldman Sachs Small Cap Value R6	GSSUX
iShares MSCI EAFE International Index A	MDIIX	▶	TIAA-CREF International Eq Idx Institutional	TCIEX
Ivy Mid Cap Growth Y	WMGYX	▶	Carillon Eagle Mid Cap Growth R6	HRAUX
JPMorgan Core Bond I	WOBDX	▶	PGIM Total Return Bond R6	PTRQX
MFS® Value R3	MEIHX	▶	Vanguard Equity-Income Adm	VEIRX
Oppenheimer International Diversified Y	OIDYX	▶	T. Rowe Price Overseas Stock I	TROIX
PIMCO Real Return A	PRTNX	▶	CREF Inflation-Linked Bond R3	QCILIX
Schwab Personal Choice Retirement Account®	N/A	▶	TIAA Brokerage	N/A
Templeton Global Bond A	TPINX	▶	Templeton Global Bond R6	FBNRX
VALIC Global Real Estate	VGREX	▶	Age-appropriate Lifecycle Index Fund	Various
Vanguard Health Care Adm	VGHAX	▶	Vanguard Health Care Adm	VGHAX
Vanguard Market Neutral Investor	VMNFX	▶	Age-appropriate Lifecycle Index Fund	Various
Vanguard Target Retirement 2015 Inv	VTXVX	▶	TIAA-CREF Lifecycle Index 2015 Institutional	TLFIX
Vanguard Target Retirement 2020 Inv	VTWNX	▶	TIAA-CREF Lifecycle Index 2020 Institutional	TLWIX
Vanguard Target Retirement 2025 Inv	VTTVX	▶	TIAA-CREF Lifecycle Index 2025 Institutional	TLQIX
Vanguard Target Retirement 2030 Inv	VTHRX	▶	TIAA-CREF Lifecycle Index 2030 Institutional	TLHIX
Vanguard Target Retirement 2035 Inv	VTTHX	▶	TIAA-CREF Lifecycle Index 2035 Institutional	TLYIX
Vanguard Target Retirement 2040 Inv	VFORX	▶	TIAA-CREF Lifecycle Index 2040 Institutional	TLZIX
Vanguard Target Retirement 2045 Inv	VTIVX	▶	TIAA-CREF Lifecycle Index 2045 Institutional	TLXIX
Vanguard Target Retirement 2050 Inv	VFIFX	▶	TIAA-CREF Lifecycle Index 2050 Institutional	TLLIX
Vanguard Target Retirement 2055 Inv	VFFVX	▶	TIAA-CREF Lifecycle Index 2055 Institutional	TTIIX
Vanguard Target Retirement 2060 Inv	VTTSX	▶	TIAA-CREF Lifecycle Index 2060 Institutional	TVIIX
Vanguard Target Retirement 2065 Inv	VLXVX	▶	TIAA-CREF Lifecycle Index 2060 Institutional	TVIIX
Vanguard Target Retirement Income Inv	VTINX	▶	TIAA-CREF Lifecycle Index Ret Inc Institutional	TRILX
Victory Sycamore Established Value A	VETAX	▶	Victory Sycamore Established Value R6	VEVRX

If you are currently contributing to and/or hold a balance in mutual funds at TIAA **and** have an account at VALIC, your future contributions will be directed to the plan's default investment option. See page 4 for more details.

continued

WHAT TO EXPECT DURING THE TRANSITION FROM VALIC TO TIAA *(continued)*

If you’re contributing to or have a balance in the VALIC Fixed Interest Option

Under the terms of your contract in **The University of Alabama System 403(b) Plan and The University of Alabama System 457(b) Deferred Compensation Plan** with VALIC, assets in the Fixed Interest Option may not be transferred to TIAA without action from you. Therefore, these assets will remain at VALIC. If you would like to transfer these balances to the investment options at TIAA, please contact a TIAA financial consultant for more information.

If you participate in the **Callahan Eye Hospital 401(a) Plan** at VALIC, any balances in the VALIC Fixed Interest Option will transfer over a five-year period to the TIAA Stable Value option. This transfer will be reported on your VALIC quarterly statement and TIAA will send you confirmation on the transfer to the TIAA Stable Value option. See pages 2, 3, 7 and 8 for more information about TIAA Stable Value.

Lifecycle Index Fund birth date chart

If you are currently contributing to or have a balance in the BlackRock Multi-Asset Income Portfolio Institutional, Davis Financial Y, Fidelity Advisor Gold I, VALIC Global Real Estate, Vanguard Global Bond A, and/or any of the Vanguard Target Retirement Funds, your future contributions and current account balance(s) will transfer to the Lifecycle Index Fund that corresponds to the year you turn 65 as shown below. For example, if you will turn 65 in 2044, contributions and balance(s) will be directed to the Lifecycle Index 2045 Fund. The TIAA-CREF Lifecycle Index Funds are the plans’ default option. Each Lifecycle Index Fund provides a diversified retirement portfolio in a single fund.

BIRTH YEAR	NEW INVESTMENT OPTION	TICKER
Before 1949	TIAA-CREF Lifecycle Index 2010 Fund – Institutional Class	TLTIX
1949 – 1953	TIAA-CREF Lifecycle Index 2015 Fund – Institutional Class	TLFIX
1954 – 1958	TIAA-CREF Lifecycle Index 2020 Fund – Institutional Class	TLWIX
1959 – 1963	TIAA-CREF Lifecycle Index 2025 Fund – Institutional Class	TLQIX
1964 – 1968	TIAA-CREF Lifecycle Index 2030 Fund – Institutional Class	TLHIX
1969 – 1973	TIAA-CREF Lifecycle Index 2035 Fund – Institutional Class	TLYIX
1974 – 1978	TIAA-CREF Lifecycle Index 2040 Fund – Institutional Class	TLZIX
1979 – 1983	TIAA-CREF Lifecycle Index 2045 Fund – Institutional Class	TLXIX
1984 – 1988	TIAA-CREF Lifecycle Index 2050 Fund – Institutional Class	TLLIX
1989 – 1993	TIAA-CREF Lifecycle Index 2055 Fund – Institutional Class	TTIIX
1994 – Present	TIAA-CREF Lifecycle Index 2060 Fund – Institutional Class	TVIIX

How your account balance(s) will transfer

Your investments may transfer in one or more of the following four ways: one-step transfer, two-step transfer, share class change, or an in-kind transfer.

One-step transfer

The majority of VALIC account balance(s) will move to TIAA following a one-step, fund-to-fund transfer process. Balances and future contributions will be directed to a replacement fund as shown in the transfer chart on pages 2-3. Account balance(s) from VALIC will be applied to the new investment option(s) as of 3 p.m. (CT) on the date the balance(s) are received in accurate and complete order. Your account will not be invested in the new funds for at least one business day. You’ll receive two confirmations: One from VALIC showing the transfer out of your account and a second from TIAA showing the balance(s) applied to your new TIAA account.



Two-step transfer

Any balance(s) directed to a TIAA-CREF Lifecycle Index Fund will transfer in a two-step process. The first step transfers to the TIAA-CREF Money Market Fund. Once the information is received from VALIC, TIAA will then transfer the balance(s) from the TIAA-CREF Money Market Fund to an age-appropriate TIAA-CREF Lifecycle Index Fund as the second step. For this transfer, you'll typically receive three confirmations: One from VALIC showing the transfer out of your account, one from TIAA for the transfer to the TIAA-CREF Money Market Fund, and another from TIAA for the transfer to the age-appropriate Lifecycle Index Fund.

Lower-cost share class

Some of the VALIC investment options will be directed to a lower-cost share class of the same fund, which can reduce your investment expenses. The affected investments are shown in the chart below and will transfer in kind, then transfer to the new share class. There is no investment strategy difference between different share classes of the same fund. Investing in a lower-cost share class means that less of your money goes toward fees. As a result, you keep a larger portion of the potential returns generated by each investment. While returns cannot be guaranteed, paying lower fees may help you reach your retirement goals faster.

CURRENT OPTION	TICKER		FUTURE OPTION	TICKER
American Funds Capital World Growth and Income Fund R4	RWIEX	▶	American Funds Capital World Growth and Income Fund R6	RWIGX
American Funds New World R4	RNWEX	▶	American Funds New World R6	RNWGX
American Funds The Growth Fund of America R4	RGAEX	▶	American Funds Growth Fund of America R6	RGAGX
Goldman Sachs Small Cap Value Inst	GSSIX	▶	Goldman Sachs Small Cap Value R6	GSSUX
Templeton Global Bond A	TPINX	▶	Templeton Global Bond R6	FBNRX
Victory Sycamore Established Value A	VETAX	▶	Victory Sycamore Established Value R6	VEVRX

continued

WHAT TO EXPECT DURING THE TRANSITION FROM VALIC TO TIAA *(continued)*

In-kind fund-to-fund transfer

The retirement plan investment options below will be retained in the new investment lineup and will transfer in kind as shown. An in-kind balance transfer means your holdings will not be sold and repurchased; your holdings will simply transfer and remain fully invested while moving from VALIC to your new account with TIAA. VALIC brokerage balances currently in the Schwab Personal Choice Retirement Account® (PCRA) will also transfer in kind to the TIAA Self-directed Brokerage option.

CURRENT OPTION	TICKER		FUTURE OPTION	TICKER
Schwab Personal Choice Retirement Account®	N/A	►	TIAA Self-directed Brokerage	N/A
Vanguard Health Care Adm	VGHAX	►	Vanguard Health Care Adm	VGHAX

Please note: The date of the transfer of all investments depends on the accurate, timely transfer of data from VALIC to TIAA. If this does not occur, transfers could be delayed.

Blackout period

To help ensure the smooth transfer of account balance(s) from VALIC, there will be a brief blackout period. During this time, you will not be able to perform transactions (e.g., change investments, make withdrawals, take a loan, transfer funds). The blackout period is expected to begin at VALIC on or around September 24, 2019, at 3 p.m. (CT).

Please note: The date of the plan changes and the end of the blackout period depend on the accurate, timely transfer of data from VALIC to TIAA. If this does not occur, the end of the blackout period could be delayed. Payroll contributions to The University of Alabama System 403(b) Plan, 457(b) Plan and 401(a) Plan will continue to be withheld during the blackout period. **See the enclosed Blackout Notice for more details.**

Accessing your TIAA account

You can manage your account online by going to **TIAA.org** and selecting *Log in*.

If you are new to TIAA, select *Log in*, then *Register for online access*. Follow the on-screen directions to access your account.

If you already have an account with TIAA, your user ID and password will be the same. If you need help resetting your user ID and/or password, follow the on-screen directions for login help.

YOUR INVESTMENT OPTIONS

Following is the investment lineup at TIAA. You can see details about the investment options online at **TIAA.org** by entering a ticker symbol in the site's search feature. TIAA Self-directed Brokerage details appear on page 11 of this guide.

The two guaranteed options in the lineup are fixed annuities that pay you interest at competitive crediting rates that are announced in advance. The fixed annuities do not have an explicit expense ratio and are:

- TIAA Stable Value^{1,2}
- TIAA Traditional¹

Account or Fund/Share Class	Ticker	ANNUAL FUND OPERATING EXPENSES		PLAN SERVICING FEE CALCULATIONS		
		Gross Expense Ratio ³ %	Net Expense Ratio ³ %	Revenue Sharing ⁴ %	+ Plan Servicing Fee/(Credit) %	= Total Administrative Cost %
American Funds Capital World Gr&Inc R6	RWIGX	0.450	0.450	0.00	0.057	0.057
American Funds Growth Fund of Amer R6	RGAGX	0.330	0.330	0.00	0.057	0.057
American Funds New World R6	RNWGX	0.640	0.640	0.00	0.057	0.057
Carillon Eagle Mid Cap Growth R6	HRAUX	0.690	0.690	0.00	0.057	0.057
ClearBridge Small Cap Growth IS	LMOIX	0.790	0.790	0.00	0.057	0.057
CREF Bond Market R3 – Variable Annuity	QCBMIX	0.310	0.310	0.10	(0.043)	0.057
CREF Equity Index R3 – Variable Annuity	QCEQIX	0.230	0.230	0.10	(0.043)	0.057
CREF Global Equities R3 – Variable Annuity	QCGLIX	0.340	0.340	0.10	(0.043)	0.057
CREF Growth R3 – Variable Annuity	QCGRIX	0.260	0.260	0.10	(0.043)	0.057
CREF Inflation-Linked Bond R3 – Variable Annuity	QCILIX	0.240	0.240	0.10	(0.043)	0.057
CREF Money Market R3 – Variable Annuity	QCMMIX	0.240	0.240	0.10	(0.043)	0.057
CREF Social Choice R3 – Variable Annuity	QCSCIX	0.270	0.270	0.10	(0.043)	0.057
CREF Stock R3 – Variable Annuity	QCSTIX	0.310	0.310	0.10	(0.043)	0.057
Goldman Sachs Small Cap Value R6 ⁵	GSSUX	0.960	0.940	0.00	0.057	0.057
PGIM Total Return Bond R6	PTRQX	0.410	0.410	0.00	0.057	0.057
T. Rowe Price Overseas Stock I ⁶	TROIX	0.670	0.670	0.00	0.057	0.057
Templeton Global Bond R6 ⁷	FBNRX	0.630	0.560	0.00	0.057	0.057
TIAA Real Estate Account – Variable Annuity	QREARX	0.790	0.790	0.24	(0.183)	0.057
TIAA Stable Value ^{1,2} – Guaranteed Annuity	N/A	0.000	0.000	0.00	0.057	0.057
TIAA Traditional Annuity ¹ – Guaranteed Annuity	N/A	0.000	0.000	0.15	(0.093)	0.057
TIAA-CREF International Eq Idx Institutional ⁵	TCIEX	0.060	0.060	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2010 Institutional ⁵	TLTIX	0.250	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2015 Institutional ⁵	TLFIX	0.230	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2020 Institutional ⁵	TLWIX	0.210	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2025 Institutional ⁵	TLQIX	0.200	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2030 Institutional ⁵	TLHIX	0.200	0.100	0.00	0.057	0.057

continued

YOUR INVESTMENT OPTIONS *(continued)*

		ANNUAL FUND OPERATING EXPENSES		PLAN SERVICING FEE CALCULATIONS		
Account or Fund/Share Class	Ticker	Gross Expense Ratio ³ %	Net Expense Ratio ³ %	Revenue Sharing ⁴ %	+ Plan Servicing Fee/(Credit) %	= Total Administrative Cost %
TIAA-CREF Lifecycle Index 2035 Institutional ⁵	TLYIX	0.190	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2040 Institutional ⁵	TLZIX	0.190	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2045 Institutional ⁵	TLXIX	0.200	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2050 Institutional ⁵	TLLIX	0.200	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2055 Institutional ⁵	TTIIX	0.240	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index 2060 Institutional ⁵	TVIIX	0.480	0.100	0.00	0.057	0.057
TIAA-CREF Lifecycle Index Ret Inc Institutional ⁵	TRILX	0.310	0.100	0.00	0.057	0.057
Vanguard Equity-Income Adm	VEIRX	0.170	0.170	0.00	0.057	0.057
Vanguard Extended Market Idx I	VIEIX	0.060	0.060	0.00	0.057	0.057
Vanguard Health Care Adm	VGHAX	0.330	0.330	0.00	0.057	0.057
Vanguard Institutional Index I	VINIX	0.035	0.040	0.00	0.057	0.057
Victory Sycamore Established Value R6	VEVRX	0.540	0.540	0.00	0.057	0.057

¹ TIAA Traditional Annuity and TIAA Stable Value are guaranteed insurance contracts and are not investments for federal securities law purposes. Any guarantees under annuities issued by Teachers Insurance and Annuity Association of America (TIAA) are subject to its claims-paying ability. Interest credited includes a guaranteed rate plus additional amounts as may be established by the TIAA Board of Trustees. Such additional amounts, when declared, remain in effect for the “declaration year,” which begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for periods other than the period for which they were declared.

² TIAA Stable Value is available in The University of Alabama System 403(b) and 401(a) plans.

³ 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.

⁴ “Revenue Sharing” 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 an explicit revenue share. Rather, they have a “plan services offset” that is applied to your plan’s administrative and recordkeeping costs.

⁵ A voluntary fee waiver applies. See the prospectus for the fee waiver expiration date.

⁶ A redemption fee may apply. See the fund’s prospectus for details.

⁷ A contractual fee waiver applies. See the prospectus for the fee waiver expiration date.

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit **TIAA.org** for details. Stable value investment options may be subject to equity wash restrictions.

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.

TIAA Stable Value, CREF Money Market R3, and TIAA Real Estate Account—equity wash restriction: To provide the performance, stability and liquidity attributes of a stable value option, participant transfers from stable value options are subject to an industry-standard 90-day equity wash rule. This means participants are prohibited from transferring from TIAA Stable Value directly to competing funds. Competing funds are plan investment options that exhibit a pattern of performance consistent with stability and include money market funds, short-term bond funds, the TIAA Real Estate Account and the TIAA Self-directed Brokerage account. The TIAA Self-directed Brokerage account option is considered a competing fund since it offers access to competing funds. Participants wishing to transfer amounts from TIAA Stable Value to competing funds must first transfer to noncompeting funds, where the amount originally transferred must remain for 90 days before the participant can then transfer the amount to one or more competing funds. In addition, to minimize the negative effects of frequent trading, transfers into TIAA Stable Value are restricted for 30 days following a transfer out.

UNDERSTANDING RETIREMENT PLAN FEES

When making decisions about your account, it's important to know there are fees associated with many of the plans' services and investments. A recent change impacts how your plan administration costs will be assessed and displayed on your quarterly statement.

General administrative services fee

Administrative fees cover services such as recordkeeping, legal, accounting, investment advisory, and other plan and participant services.¹

There have always been fees associated with your retirement plan—now they will be more transparent. Effective October 1, 2019, an annual plan servicing fee of up to 0.057% (\$0.57 per \$1,000 invested) will be deducted proportionally from each of your investments each quarter. This amount will be realized by assessing a fee or credit to each investment you choose within your plan. Each fee or credit will be applied to your account on the last business day of each quarter and identified as a "TIAA Plan Servicing Fee" or a "Plan Servicing Credit" on your quarterly statements (see the "Investment-specific services" section of your statement for more detail).

Investment-specific services fee

Each investment option has a fee for investment management and associated services. You 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 (PGIM, T. Rowe Price, TIAA, Vanguard, etc.) share in the cost of plan administration. This practice is called "revenue sharing." An investment manager, distribution company or transfer agent may pay a portion of a mutual fund's expense ratio from their revenues to a plan recordkeeper, such as TIAA, for keeping track of the ownership of the mutual fund's shares and other shareholder services. Any revenue shared by an investment provider is included as part of each investment's expense ratio (it is not in addition to the published expense ratios).

Please note that TIAA Traditional, TIAA Real Estate Account and all CREF Annuity accounts do not have revenue sharing. Rather, TIAA may apply a "plan services expense offset" to a plan's administrative and recordkeeping costs for these investment options.

If an investment's revenue sharing amount exceeds 0.057%, no additional plan servicing fee is assessed and the excess will be returned to you as a credit. If the revenue sharing amount is less than 0.057%, the difference is applied as a plan servicing fee. These fee assessments will be shown on your next quarterly statement.

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** or in the prospectuses at **TIAA.org/performance**.

Redemption fee

A redemption fee is charged when the mutual fund shares have not been held in an account for a specified period of time. This fee is designed to discourage frequent trading activities by investors, which drive up fund operating costs and reduce returns for long-term investors in the funds. Each mutual fund company imposes its own rules regarding the amount charged and the holding period, which are both detailed in a fund's prospectus.

T. Rowe Price Overseas Stock (TROIX), shown on page 7, is the only fund on the investment lineup that has a redemption fee associated with it. See the prospectus at **TIAA.org** for more information.

Self-directed brokerage fee

TIAA Self-directed Brokerage customers are charged a commission on all transactions and other account-related fees in accordance with the TIAA Commission and Fee Schedule. Please visit **TIAA.org/SDA_CAA** for a complete list of commissions and fees. Other fees and expenses apply to a continued investment in the funds and are described in the fund's current prospectuses.

continued

¹ Plan servicing fees can be deducted from investment options in Retirement Choice (RC) and Retirement Choice Plus (RCP) contracts; however, plan servicing fees cannot be deducted from Retirement Annuity (RA), Group Retirement Annuity (GRA), Supplemental Retirement Annuity (SRA) and Group Supplemental Retirement Annuity (GSRA) contracts.

UNDERSTANDING RETIREMENT PLAN FEES

(continued)

Loan issuance fee

TIAA will charge an origination fee of \$75 for each new general purpose Retirement Plan Loan and \$125 for each residential loan. The full loan amount is deducted from your account, and the initiation fee is reduced from the proceeds of the loan check. In addition, there is an annual maintenance fee of \$25 for each new active loan, which is deducted from your account. No maintenance fee will be charged for loans transferred from VALIC.

All things considered

Fees are important, but they are just one factor in how you make your decisions. In addition to fees and expenses, you should be sure your investment choices reflect your personal risk tolerance, the time frame until your retirement and the appropriate asset allocation to suit your investment needs.

RETIREMENT PLAN INVESTMENT ADVICE

HOW TO ACCESS TIAA'S ADVICE

Online

Get quick, convenient answers using the Retirement Advisor online tool. Visit **TIAA.org/retirementadvisor** and log in to your account.

By phone or in person

Receive personalized retirement plan investment advice either over the phone or in person.

Schedule your advice session by calling **800-732-8353**, weekdays, 7 a.m. to 7 p.m. (CT).

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

As a participant in The University of Alabama System retirement program at TIAA, you now have access to personalized retirement plan advice on the plans' investment options from a TIAA financial consultant. This service is available as part of your retirement program *at no additional cost to you*.

TIAA's advice session is designed to help you answer important 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 the right investments based on your plan 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.

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.



TIAA SELF-DIRECTED BROKERAGE OPTION

Access thousands of mutual funds and many well-known fund families beyond the investment lineup.

For investors with specialized investing needs, more choice can mean more opportunity to direct retirement investments across markets and asset classes outside of the investment lineup.

With a brokerage account, you can independently research and select from thousands of mutual funds.

It's important to understand that The University of Alabama System will not monitor the performance of the funds offered through the brokerage account, and TIAA does not offer investment advice for brokerage assets. Plan participants will bear the risk of investing through the brokerage account. The University of Alabama System recommends that you exercise caution and consider seeking professional guidance when investing through a TIAA Self-directed Brokerage account.

Please note that you may only invest up to 90% of your plan account balance in a TIAA Brokerage account.

**BEFORE INVESTING
IN A BROKERAGE
ACCOUNT, CONSIDER
CONTACTING TIAA
TO LEARN MORE.**

Call **800-927-3059**,
weekdays, 7 a.m. to
6 p.m. (CT).

The brokerage account option is available to participants who maintain both a legitimate U.S. residential address and a legitimate U.S. mailing address. Certain securities may not be suitable for all investors. Securities are subject to investment risk, including possible loss of the principal amount invested.

By opening a brokerage account, you will be charged a commission only on applicable transactions and other account-related fees in accordance with the TIAA Commission and Fee Schedule. Please visit **[TIAA.org/SDA_CAA](https://www.tiaa.org/SDA_CAA)**. Other fees and expenses apply to a continued investment in the funds and are described in the fund's current prospectuses.



ABOUT TIAA

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

TIAA's purpose has remained constant since it was established 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, religious institutions and K-12—TIAA is committed to continuous learning. When we see opportunities to enhance our retirement plan services, we share them with the institutions we serve.

1918 | TIAA

**Teachers Insurance and
Annuity Association
of America created**

Q&A

1. Why is The University of Alabama System updating The University of Alabama System retirement program?

The University of Alabama System is committed to providing you with competitive retirement benefits. Based on a recent review of the retirement program, updates will be made to provide you with 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 program website at **TIAA.org** for additional information.

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

You can get personalized advice on the plans' 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, 7 a.m. to 7 p.m. (CT). 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 45 minutes. Bring all your investment account statements, including any retirement investments outside of the retirement program and your most recent Social Security statement, if available. A TIAA financial consultant will use this information to understand your current financial situation and develop an action plan. A family member or guest is welcome to join the consultation with you.

5. What happens to my current outstanding loan, systematic withdrawal, or required minimum distribution?

You will receive separate communications from TIAA if you need to take any action.

6. Will loans continue to be available?

Yes, The University of Alabama System retirement plan lets participants borrow against their retirement account. If you have an outstanding loan at VALIC, it will transfer to TIAA. The number of new loans will be limited to three at TIAA.

7. How do lifecycle funds¹ work?

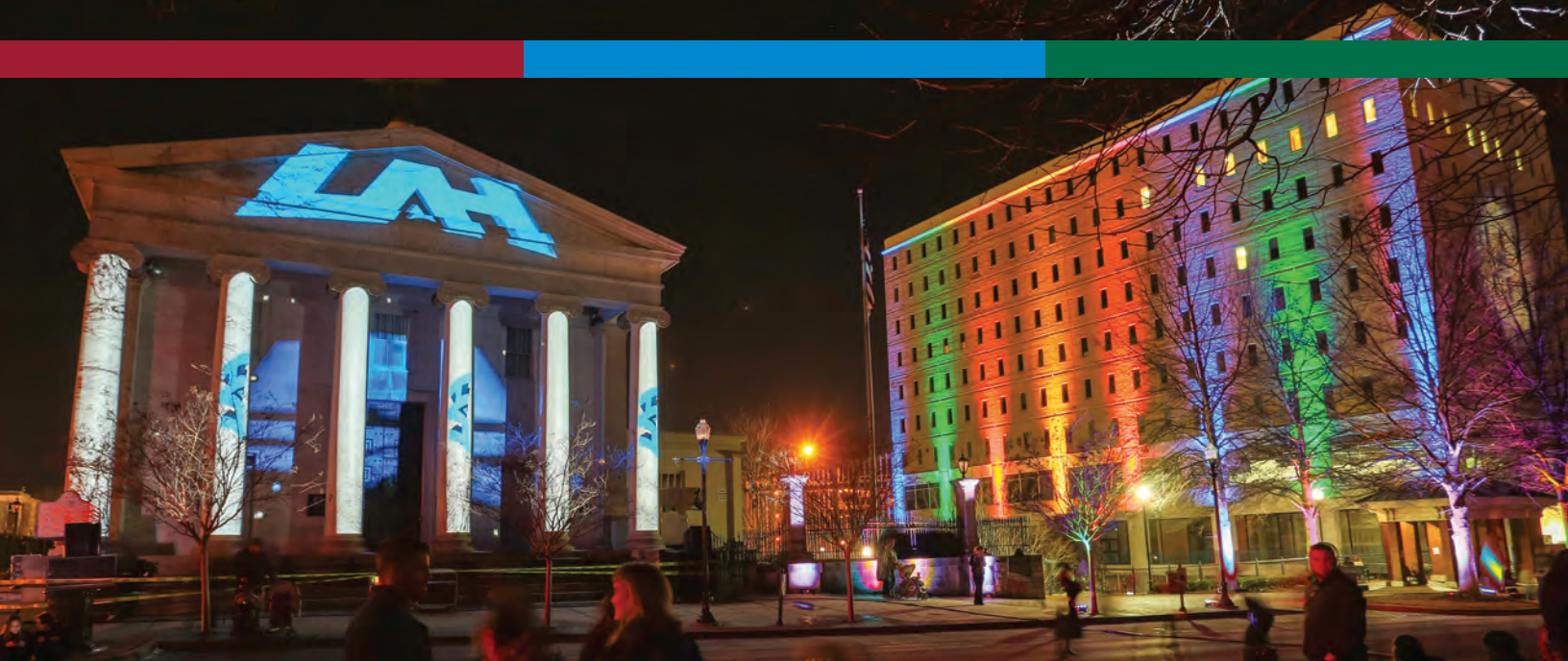
Each lifecycle fund consists of underlying mutual funds that invest in a broad range of asset classes. The allocations and risk level depend on how many years remain until the fund's target date. To help reduce risk as the fund's target date approaches, the fund's mix of stocks, bonds and other types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

8. What else should I know about lifecycle funds?

As with all mutual funds, the principal value of a lifecycle fund isn't guaranteed at any time 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. A TIAA financial consultant can help you decide whether a lifecycle fund is right for you.

continued

¹ Lifecycle 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 lifecycle funds, there is exposure to the fees and expenses associated with the underlying mutual funds.



Q&A *(continued)*

9. Does it make sense to consolidate my retirement accounts from other providers?

You might find it easier to manage your retirement money by working with only one provider. That said, transferring balances can sometimes trigger costs. Before consolidating outside retirement balances, call TIAA at **800-842-2252**, or schedule a one-on-one advice session by calling TIAA at **800-732-8353**, to see if you can transfer those balances directly to your TIAA retirement account. 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.

10. What if I am splitting my contributions among TIAA and VALIC?

Effective October 4, 2019, future contributions will be directed to TIAA and invested according to the transfer chart for those balances, if applicable. If you are currently contributing to and/or hold a balance in mutual funds at TIAA **and** have an account at VALIC, your future contributions will be directed to the plan's default investment option. See page 4 for more details.

11. What are annuities?

There are different types of annuities, but they are typically designed to give you the opportunity to grow your money while you're working and provide you with the option to receive income for life when you retire. In fact, annuities are the only retirement products that can guarantee to pay you (or you and a spouse or partner) income for life.

Guaranteed annuities (also known as fixed annuities): Earn a minimum guaranteed interest rate on your contributions, plus the potential for additional amounts of interest. In retirement, guaranteed annuities can offer you income for life that will never fall below a certain guaranteed level and provide income that is guaranteed to last for your lifetime. For example, TIAA Stable Value and TIAA Traditional are guaranteed annuities.¹

Variable annuities: Invest in a variety of asset classes, and account values will fluctuate based on the performance of the investments in the accounts. It is possible to lose money in variable annuities. In retirement, variable annuities can provide an income stream that is guaranteed to last for your lifetime, but the actual amount will rise or fall based on investment performance. For example, CREF Bond Market R3, CREF Equity Index R3, CREF Global Equities R3, CREF Growth R3, CREF Inflation-Linked Bond R3, CREF Money Market R3, CREF Social Choice R3 and CREF Stock R3 are variable annuities.

¹ Guarantees are based on the claims-paying ability of the issuing company.



RETIREMENT PLAN UPDATES START SEPTEMBER 2019

KEY DATES	EVENTS
Beginning August 28, 2019, through October 1, 2019	Webinars and on-site seminars begin. Watch for additional information, including dates and locations, from your employer.
September 16, 2019	Last day to submit changes to your contribution amounts or percentages at VALIC before the transfer occurs.
Week ending September 20, 2019	You will be enrolled in your new RC/RCP account at TIAA and receive a confirmation with important information on making the most of your participation with TIAA.
Week ending September 27, 2019	Last contribution to VALIC.
September 24, 2019, at 3 p.m. (CT)	Last day to submit requests to VALIC for loans, withdrawals, distribution and transactions prior to the transfer. Blackout period expected to begin for brokerage transactions. See accompanying Blackout Notice for details.
October 1, 2019, at 3 p.m. (CT)	Blackout period expected to begin for all other transactions. During this time, you will be unable to access or modify your VALIC account(s). Additionally, you will not be able to obtain a distribution, loan or hardship withdrawal from your account.
After October 4, 2019	Your new account at TIAA receives the first payroll contribution.
October 10, 2019	On or about this date, account balances transfer from VALIC to TIAA. TIAA becomes the single service provider for the retirement plans.
October 24, 2019	Blackout period is expected to end. You can now access and update your retirement account(s) at TIAA, including balances transferred from VALIC.

Important note: The date of the transfer/end of the blackout period depends on the accurate, timely transfer of data and assets from VALIC to TIAA. If this does not occur, the transfer/blackout period could extend past October 24, 2019.



ACTION PLAN FOR THE CHANGES

Starting October 4, 2019

- Access your new account at **TIAA.org**.
- Review your beneficiary designation and update it if needed. **Please note:** if you do not have beneficiary designations at VALIC, or you have beneficiary designations at VALIC **and** you are currently contributing to and/or hold a balance in mutual funds at TIAA, your beneficiary will default to "Estate."
- Review your future contributions and update if needed. **Please note:** if you are currently contributing to and/or hold a balance in mutual funds at TIAA **and** have an account at VALIC, your future contributions will be directed to the plan's default investment option.
- Once the transition is complete, you will be able to make changes to your existing balances. For details on how balances and future contributions will transfer, refer to pages 4-6.

Have questions?

- Use the online Retirement Advisor tool for investment advice based on your goals and risk tolerance. Visit **TIAA.org/retirementadvisor** and log in to your account.
- Schedule an advice session with a financial consultant to get personalized retirement plan advice (see page 10).

WE'RE HERE TO HELP

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

IN PERSON	PHONE	ONLINE
Schedule a one-on-one advice session by calling TIAA at 800-732-8353 , weekdays, 7 a.m. to 7 p.m. (CT), or visit TIAA.org/schedulenow . There is <i>no additional cost to you</i> for this service.	If you have any questions or would like assistance selecting your new investment options, call TIAA at 800-842-2252 , weekdays, 7 a.m. to 9 p.m., and Saturday, 8 a.m. to 5 p.m. (CT).	Manage your account online by going to TIAA.org and selecting <i>Log in</i> . If you're new to TIAA, select <i>Log in</i> , then click on <i>Register for online access</i> . Follow the on-screen directions to gain online access to your account.

Retirement planning on the go

Take your planning with you using the TIAA mobile app. You can get a clear picture of your accounts anytime with the TIAA app:

- Check your balances
- Track investment/fund performance
- Contact a TIAA financial consultant
- Retrieve secure messages and notifications about account activity

Visit your favorite app store to download today.



University of Alabama System

THE UNIVERSITY OF ALABAMA
THE UNIVERSITY OF ALABAMA AT BIRMINGHAM
THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
UAB MEDICINE



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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.

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

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You should consider the investment objectives, risks, charges, and expenses carefully before investing. Please call 877-518-9161 or go to [TIAA.org](https://www.tiaa.org) for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

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