

Understanding your Retirement Plan Fees at TIAA-CREF

As communicated in the enclosed Transition Guide, Nova Southeastern University is making an important change in how the Retirement Plan's recordkeeping and fund management fees are charged and reported to participants.

Participating in your employer's retirement plan is an important step toward generating adequate retirement income. When making investment decisions about your account, you should keep in mind how long you have until retirement, your tolerance for risk, your financial goals and the impact of plan fees. At TIAA, we are committed to providing you with the information you need to take full advantage of Nova Southeastern University Retirement Plan's.

You may not be aware that fees and expenses have always been part of a retirement plan. Some fees are associated with the administration of the plan and may be covered by your employer. Others are paid by participants based on the specific investments and services they choose. Costs typically fall into three categories of services: investment-specific, general administrative or personalized.

Investment-specific services

Each funding option offered within the plan charges a fee for investment management and associated services. Plan participants generally pay for these costs through what is commonly called an expense ratio. Expense ratios are displayed as a percentage of assets. For instance, an expense ratio of 0.50% means a plan participant would pay \$5.00 annually for every \$1,000 in assets. Taking this expense ratio into consideration lets you compare investment fees so you can make better informed investment decisions.

In some cases, investment providers may share in the cost of plan administration. This practice is commonly called "revenue sharing," whereby an investment company pays a portion of a fund's expense ratio to TIAA, the recordkeeper, to help offset the cost of plan administration.

You can find the expense ratios and any other charges, such as purchase, withdrawal and redemption fees for each investment option, in the Nova Southeastern University Retirement Plan at [TIAA.org/nova](https://www.tiaa.org/nova) and on the TIAA website, or in the prospectuses that you receive for funds available under the plan.

General administrative services

General plan administration services include recordkeeping, legal, accounting, consulting, investment advisory, and other plan and participant services. Some of the expenses for plan administration are fixed and other expenses, such as legal or accounting, may vary from year to year.

Effective May 3, 2016, an annual Plan Servicing Fee of up to 0.17% will be deducted from each of your investments on a quarterly basis. This Plan Servicing Fee will be determined by subtracting the amount of "revenue share" provided by each investment option you choose from 0.17% (the plan's cost for administrative services). Revenue sharing is the practice used by investment providers to help offset the cost of servicing the plan.

See the chart on the next page for the list of fees and expenses for each investment offered under your plans. On your quarterly statements, these fees will be listed as a "TIAA Plan Servicing Fee." This "fee leveling" practice ensures that all plan participants share equally in the cost of general administrative services regardless of the investments they choose.*

* TIAA reserves the right to assess administrative fees on plans using Retirement Choice and Retirement Choice Plus contracts. However, TIAA does not assess administrative fees on plans using Retirement Annuity, Group Retirement Annuity, Supplemental Retirement Annuity and Group Supplemental Retirement Annuity contracts.

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.

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

NSU's New Investment Menu & Fee Structure as of May 3, 2016

Investment Option	Ticker Symbol	Annual Fund Operating Expenses ²		Plan Servicing Fee Components		
		Gross Expense Ratio	Net Expense Ratio	Revenue Sharing ¹	Plan Service Fee	Total Administrative Fee
Tier 1: Allocation Tier						
CREF Social Choice Account R2 – Variable Annuity	QCSCPX	0.42%	0.42%	0.20%	0.00%	0.20%
TIAA-CREF Lifecycle Retirement Income Fund Institutional Class	TLRIX	0.51%	0.36%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2010 Fund Institutional Class	TCTIX	0.49%	0.37%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2015 Fund Institutional Class	TCNIX	0.50%	0.38%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2020 Fund Institutional Class	TCWIX	0.51%	0.39%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2025 Fund Institutional Class	TCYIX	0.53%	0.41%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2030 Fund Institutional Class	TCRIX	0.54%	0.42%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2035 Fund Institutional Class	TCIIX	0.55%	0.43%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2040 Fund Institutional Class	TCOIX	0.56%	0.44%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2045 Fund Institutional Class	TTFIX	0.57%	0.44%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2050 Fund Institutional Class	TFTIX	0.57%	0.44%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2055 Fund Institutional Class	TTRIX	0.65%	0.44%	0.00%	0.17%	0.17%
TIAA-CREF Lifecycle 2060 Fund Institutional Class	TLXNX	2.08%	0.44%	0.00%	0.17%	0.17%
Tier 2: Actively Managed Tier						
American Funds EuroPacific Growth Fund® Class R-6	REGRX	0.49%	0.49%	0.00%	0.17%	0.17%
CREF Bond Market Account R2 – Variable Annuity	QCBMPX	0.46%	0.46%	0.20%	0.00%	0.20%
CREF Money Market Account R2 – Variable Annuity	QCMPX	0.40%	0.40%	0.20%	0.00%	0.20%
CREF Stock Account R2 -Variable Annuity	QCSTPX	0.46%	0.46%	0.20%	0.00%	0.20%
Eagle Small Cap Growth Fund Class R6	HSRUX	0.66%	0.66%	0.00%	0.17%	0.17%
Goldman Sachs Small Cap Value R6	GSSUX	0.97%	0.92%	0.00%	0.17%	0.17%
Harbor Capital Appreciation Fund Institutional Class	HACAX	0.68%	0.66%	0.10%	0.07%	0.17%
JHancock Funds Disciplined Value Fund Class R6	JDVWX	0.72%	0.70%	0.00%	0.17%	0.17%
MassMutual Select Mid Cap Growth Equity III	MEFZX	0.75%	0.75%	0.00%	0.17%	0.17%
Metropolitan West Total Return Bond Fund Plan Class	MWTSX	0.40%	0.39%	0.00%	0.17%	0.17%
MFS® Mid Cap Value Fund Class R5	MVCKX	0.84%	0.84%	0.00%	0.17%	0.17%
TIAA Real Estate Account – Variable Annuity	QREARX	0.71%	0.71%	0.24%	0.00%	0.24%
TIAA-CREF Real Estate Securities Fund Institutional	TIREX	0.52%	0.52%	0.00%	0.17%	0.17%
TIAA Traditional Annuity – Guaranteed Annuity** (GA, GRA contracts)	N/A	0.00%	0.00%	0.15%	0.00%	0.15%
TIAA Traditional Annuity – Guaranteed Annuity** (RC, RCP contracts)	N/A	0.00%	0.00%	0.15%	0.02%	0.17%
Tier 3: Passively Managed Tier						
Vanguard 500 Index Fund Admiral Class	VFIAX	0.05%	0.05%	0.00%	0.17%	0.17%
Vanguard Extended Market Index Fund Admiral Shares	VEXAX	0.10%	0.10%	0.00%	0.17%	0.17%
Vanguard Total Bond Market Index Fund Admiral Shares	VBTLX	0.07%	0.07%	0.00%	0.17%	0.17%
Vanguard Total International Stock Index Fund Admiral Shares	VTIAX	0.14%	0.14%	0.00%	0.17%	0.17%

continued

¹ Revenue Sharing¹ 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 an explicit revenue share. Rather they have a “plan services offset” that is applied to your Plan’s administrative and recordkeeping costs.

² A contractual or a voluntary fee waiver may apply. See fund prospectus for details.

** Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. TIAA Traditional is a guaranteed insurance contract and not an investment for federal securities law purposes.

NSU's New Investment Menu & Fee Structure as of May 3, 2016 *continued*

Investment Option	Ticker Symbol	Annual Fund Operating Expenses ²		Plan Servicing Fee Components		
		Gross Expense Ratio	Net Expense Ratio	Revenue Sharing ¹	Plan Service Fee	Total Administrative Fee
The following four investment options listed below are frozen to new contributions or transfers in:						
CREF Equity Index Account R2 – Variable Annuity	QCEQPX	0.38%	0.38%	0.20%	0.00%	0.20%
CREF Global Equities Account R2 – Variable Annuity	QCGLPX	0.46%	0.46%	0.20%	0.00%	0.20%
CREF Growth Account R2 – Variable Annuity	QCGRPX	0.41%	0.41%	0.20%	0.00%	0.20%
CREF Inflation-Linked Bond Account R2 – Variable Annuity	QCILPX	0.40%	0.40%	0.20%	0.00%	0.20%

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Personalized services

Personalized services refer to a number of plan features and investments that you pay for only if you use them. The personalized services used most often are:

- **Retirement Plan Portfolio Manager:** If you enroll in the RPPM service, a fee of 0.40% is deducted from your account annually. Through this fee-based service, you receive ongoing, active portfolio management from a team of TIAA investment professionals.
- For additional information on investment-specific purchase, withdrawal and redemption fees, please see the prospectus or visit TIAA.org/nova.

Fees are important but they should just be one factor in your decision-making process. We are committed to providing you with the support you need to better understand retirement plan fees and expenses. If you have any questions, visit TIAA.org/nova or call TIAA at **800-842-2252**, weekdays, 8 a.m. to 10 p.m. and Saturdays, 9 a.m. to 6 p.m. (ET).

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call **877-518-9161** or go to TIAA.org/nova for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

