



August, 2019

Dear Harvard University Retirement Program Participant:

Federal regulations require Harvard University to send you specific plan and investment information annually that provides details about your investment options, and the expenses associated with those investments. This information is intended to help you make more informed decisions when choosing among the available options.

Although no action is required by you at this time, please review the following sections:

- **Summary of Plan Services and Costs**, which provides information about administrative fees, individual transaction expenses and your right to direct how your contributions are invested
- **Investment Options Comparative Chart**, that provides information about your plan's available investment options including their respective performance and expenses.

Please note that this disclosure package covers the following plans:

- **Retirement Income Plan for Teaching Faculty of Harvard University** (ID 100311)
- **Harvard University Defined Contribution Retirement Plan** (ID 100312,100313)
- **Harvard University Retirement Plan** (ID 100316 or 405325)
- **Harvard University Tax-Deferred Annuity Plan** (ID 100314)

The Comparison Chart includes all funds currently held in the retirement plans, including funds which are closed to new deposits or transfers. The fund data is as of June 30, 2019; please contact Fidelity, TIAA or Vanguard to obtain updated fund information if needed. Vendor contact information is contained in the disclosure material.

If you would prefer to view this information online, and you have an existing account with TIAA, you may log into your account at TIAA.org, go to "Resources", select Research Investments within the "Research, performance & news" section, select your plan name in the drop-down list and your Plan & Investment Notice will appear under "Helpful Links". If you do not have an existing account with TIAA, you may still access this information online. You may go to TIAA.org/performance, enter your plan ID, and you'll be directed to plan and investment information.

Please review these materials carefully. Although no action is required at this time, please keep this information in mind when managing your retirement accounts. If you have any questions after you receive the disclosure material, please contact the Harvard University Retirement Center at 800 527-1398.

Plan and Investment Notice

HARVARD UNIVERSITY RETIREMENT PROGRAMS

Your participation in your employer's retirement plan is the first step to ensuring adequate retirement income. The purpose of this Plan and Investment Notice is to help you make informed decisions when managing your retirement account. It contains important information regarding your plan's services, investments and expenses. **While no action is required at this time**, please review the notice and file it with your other retirement plan documents for future reference.

Section I: Summary of Plan Services and Costs

This section provides important information to assist you in making decisions related to your participation in your employer's plan. It outlines the services available under this plan, explains your right to select the investments for your account, and any fees and plan restrictions that may apply.

Section II: Investment Options Comparative Chart

This section is designed to make it easier for you to compare investments that align with your retirement goals. It provides detailed information about your plan's investment options, including long-term performance and expenses.

Please note that this disclosure package covers the following plans:

- Retirement Income Plan for Teaching Faculty of Harvard University (ID 100311)
- Harvard University Defined Contribution Retirement Plan (ID 100312, 100313)
- Harvard University Retirement Plan (ID 100316 or 405325)
- Harvard University Tax-Deferred Annuity Plan (ID 100314)

Summary of Plan Services and Costs

Multiple providers have been selected to offer retirement services and investment options to employees in the plan. There are costs associated with these services and investments, some of which may be paid by you. In addition to explaining how to direct your investments, this section details the administrative and individual expenses associated with your plan.

The information is sorted by service provider to make it easier to compare. Your plan offers a range of investment options and services from the following providers:

TIAA
Fidelity Investments
Vanguard

TIAA

HOW TIAA RECORDKEEPS YOUR PLAN

TIAA provides recordkeeping services for your employer's plan which includes:

HARVARD UNIVERSITY RETIREMENT PROGRAMS

Retirement Income Plan for Teaching Faculty of Harvard University (ID 100311)
Harvard University Defined Contribution Retirement Plan (ID 100312,100313)
Harvard University Retirement Plan (ID 100316 or 405325)
Harvard University Tax-Deferred Annuity Plan (ID 100314)

Each of the above plans may offer different services and investments and may assess different fees. If you currently have a TIAA account, your quarterly statement lists the plan(s) that you have. If you do not have an account, please contact your employer to determine which plans apply to you.

RIGHT TO DIRECT INVESTMENTS

You may specify how your future contributions to the retirement plan are invested or make changes to existing investments in your plan as described in the Summary Plan Document. These changes can be made:

1. Online by visiting **TIAA.org**
2. By phone at **800 527-1398**, Monday – Friday 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 p.m. (ET)

RESTRICTIONS

Changes to existing investments usually take place at the close of the business day if a change is requested prior to 4:00 p.m. (ET). Refer to Section II: Investment Options Comparative Chart for investment-specific restrictions.

ADDITIONAL RIGHTS AND PRIVILEGES

Certain investments that you may hold may give you the opportunity to vote on proposals. If and when such opportunities arise, you will receive a notice with instructions on how to take advantage of what is being offered.

INVESTMENT OPTIONS

A variety of investment options are available in the plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance, is available online at www.TIAA.org/planinvestmentoptions. After entering a plan ID, 100311, 100312,100313, 100314, 100316 & 405325, you will be directed to plan and investment information.

COST OF PLAN SERVICES

There are three categories of services provided to your plan:

1. GENERAL ADMINISTRATIVE SERVICES

General administrative services include recordkeeping, legal, accounting, consulting, investment advisory and other plan administration services. Some of the expenses for general administrative services are fixed and other expenses such as legal or accounting may vary from year to year. These costs are allocated to each participant in a uniform way.

In addition to investment expenses you pay, there is a Plan Servicing Fee charged to specific investments which is used to pay for your Plan's record keeping and other plan services. Also, your Plan provides credits to certain investments so that plan participants share equally in the cost of such expenses. For more details, please refer to the "Shareholder Fees & Restrictions" column of Table 1 in Section II: Investment Options Comparative Chart. Applies to all plans.

2. SPECIFIC INVESTMENT SERVICES

Each investment offered within the plan charges a fee for managing the investment and for associated services. This is referred to as the expense ratio and is paid by all participants in that investment in proportion to the amount of their investment. The specific expense ratio for each investment option is listed in Section II: Investment Options Comparative Chart.

3. PERSONALIZED SERVICES

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

Qualified Domestic Relations Orders (QDRO)	No charge
Sales Charges, Purchase, Withdrawal And Redemption Fees For Certain Investments	Certain charges may apply. See Section II: Investment Options Comparative Chart or the prospectus for applicable charges.

FIDELITY INVESTMENTS

RIGHT TO DIRECT INVESTMENTS

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions summarized in this Notice. Your rights under the Plan, and any restrictions, are subject to the terms of the Plan. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, log on to www.fidelity.com/atwork or call 800-558-9179.

ACCESSING YOUR PLAN ACCOUNT STATEMENT

If you have a Plan account, one way to monitor your retirement savings is to periodically review your account statement. Your statement will also display any plan administrative or individual fees described in this Notice that have been deducted from your Plan account. Remember, on www.fidelity.com/atwork, you may do the following:

Access your online Fidelity statement, which is continuously available, by logging on to the Web site, clicking Quick Links for your applicable Plan(s) selecting Statements from the drop down list.

Please check your account information frequently and promptly review correspondence, account statements, and confirmations as they are made available to you. Contact Fidelity immediately if you see or suspect unauthorized activity, errors, discrepancies, or if you have not received your account statements or account documents or information.

Print your Fidelity statement. Keep in mind that you may obtain a paper version (free of charge) by calling your Plan's toll-free number.

Change the way Fidelity statements are delivered to you by logging on to your account and visiting Mail Preferences.

For additional assistance, log on to www.fidelity.com/atwork or call 800-558-9179.

RESTRICTIONS

Excessive trading in the Plan's investment options and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period. The above restriction does not apply to the Fidelity Investments Money Market Government Portfolio Class I.

ADDITIONAL RIGHTS AND PRIVILEGES

Exercising Voting, Tender, and Similar Rights

You have the right to exercise voting, tender, and similar rights related to the following investments you may have in your Plan account: Mutual Funds. You will receive information regarding such rights and how to exercise them at the time of a vote, tender or other event. If you do not vote the mutual fund shares that are held in your Plan account, your shares will be voted proportionately based on how all other Plan participants have voted their shares.

INVESTMENT OPTIONS

Fidelity Freedom Index 2005 Fund - Institutional Premium Class
 Fidelity Freedom Index 2010 Fund - Institutional Premium Class
 Fidelity Freedom Index 2015 Fund - Institutional Premium Class
 Fidelity Freedom Index 2020 Fund - Institutional Premium Class
 Fidelity Freedom Index 2025 Fund - Institutional Premium Class
 Fidelity Freedom Index 2030 Fund - Institutional Premium Class
 Fidelity Freedom Index 2035 Fund - Institutional Premium Class
 Fidelity Freedom Index 2040 Fund - Institutional Premium Class
 Fidelity Freedom Index 2045 Fund - Institutional Premium Class
 Fidelity Freedom Index 2050 Fund - Institutional Premium Class
 Fidelity Freedom Index 2055 Fund - Institutional Premium Class
 Fidelity Freedom Index 2060 Fund - Institutional Premium Class
 Fidelity Freedom Index 2065 Fund - Institutional Premium Class
 Fidelity Freedom Index Income Fund - Institutional Premium Class
 Fidelity International Index Fund - Institutional Class
 Fidelity Total Market Index Fund - Institutional Class
 Fidelity U.S. Bond Index Fund - Institutional Class
 Fidelity® Investments Money Market Government Portfolio Class I

SELF-DIRECTED BROKERAGE

Fidelity BrokerageLink

The Plans provide access to Fidelity BrokerageLink, which allows you to choose from investments beyond those options offered by the Plans. The Plans' fiduciaries do not monitor the investments available in BrokerageLink. This feature is intended for those who are comfortable actively managing a portfolio of expanded investment choices.

To utilize this feature, you must first open a separate brokerage account within the Plan. To open an account or if you have any questions about Fidelity BrokerageLink, please log on to www.fidelity.com/atwork or call 800-558-9179. Once you have opened an account, you may access, monitor, or change investments in your BrokerageLink account by contacting Fidelity.

Plan-imposed restrictions related to BrokerageLink are specified below; any fees associated with opening or maintaining a brokerage account within the Plan are reflected in the Fidelity BrokerageLink Fees section of this Notice. When you access your BrokerageLink account, there is additional information regarding available investment choices, which you should read before making any investment decisions. If purchasing a mutual fund through BrokerageLink, mutual fund minimums generally still apply. Prior to initiating a trade in your BrokerageLink account, you should review any fees associated with your transaction; please refer to the Brokerage Link Fees schedule below and the Fidelity BrokerageLink Commission Schedule for a complete listing of brokerage fees. This information is also available at www.fidelity.com/atwork, or you may request a copy by calling Fidelity at 800-558-9179.

There are certain restrictions on how investment directions may be made in the Plan, summarized as follows:

Investment elections for Fidelity BrokerageLink may not exceed 95%.

Additional exchanges into BrokerageLink require a \$100 minimum.

Exchanges into BrokerageLink are not allowed if the exchange will result in more than 95% of the total market value of your account being invested in BrokerageLink.

Any frequent trading restrictions imposed by the Plan and/or by the plan's investment options are listed elsewhere in this Notice. Keep in mind that restrictions are subject to change.

COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES

Plan administrative fees may include legal, accounting, trustee, recordkeeping, and other administrative fees and expenses associated with maintaining the Plan. A quarterly recordkeeping fee is deducted from individual accounts in each Plan.

Based on the information and direction Fidelity had on file at the time this disclosure was prepared, the plan administrative fees listed below may be deducted from Plan accounts. The plans' administrative services may also be paid for through offsets and/or payments associated with one or more of the plans' investment options. As you review this information, please keep in mind that fees are subject to change and that certain plan administrative fees may not be deducted from accounts in some circumstances.

Recordkeeping Fee \$9.25 per quarter. (\$37 per year.)

If any plan administrative fees are deducted directly from your account they will be reflected on your plan account statement.

COST OF PLAN SERVICES - PERSONALIZED SERVICES

Individual fees and expenses include those associated with a service or transaction you may select, or an investment option you hold in your account. In some instances, they may be deducted from the accounts of those individuals who utilize the service or engage in the transaction.

If you have an account in the Plan and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this disclosure was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

Overnight Mailing Fee \$25.00 per transaction

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see the investment comparative chart for details regarding the specific fees that may apply to the investment options available under the Plan.

If any individual fees are actually deducted from your account, they will be reflected on your Plan account statement.

COST OF PLAN SERVICES - ASSET-BASED FEES

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option.

Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio". You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to the investment options comparative chart for information about the Plan's investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a plan's administrative services may be paid for through offsets and/or payments associated with a plan's investment options.

Expense Ratio After Reductions is an annualized figure that reflects amounts reimbursed by the fund company or reductions from brokerage service arrangements or other expense offset arrangements. For Fidelity Funds, brokerage service and other offset arrangements may be discontinued at any time, and expense data is from the fund's most current annual or semiannual report. For non-Fidelity funds, expense data is from the fund's most current prospectus and is provided by Morningstar.

FIDELITY BROKERAGELINK FEES

Below are certain fees that may be deducted from your Plan's Fidelity BrokerageLink® account(s) in connection with various trades you execute. More detailed fee information is available on the Fidelity BrokerageLink® Commission Schedule, which you can obtain, along with additional information, on your Plan's Web site or by calling the Plan's toll-free number. Your Plan may limit the trades you are able to execute and the investments you are able to purchase within BrokerageLink®. Before directing transactions within Fidelity BrokerageLink®, remember to review the prospectus or other offering document of that investment, and consider the charges associated with that transaction. If any fees are deducted directly as a result of a BrokerageLink® transaction, they will be reflected on your transaction confirmation and/or your BrokerageLink® statement. Note that if you hire an advisor to assist you in managing your Plan account, and the advisor initiates trades within BrokerageLink®, your advisor's fee schedule will apply and fees may differ from those listed below; please refer to your advisor's fee schedule for more information.

Fidelity BrokerageLink®—Mutual Fund Transactions

Fidelity and Non-Fidelity No-Transaction-Fee FundsNetwork® Funds

Purchases--\$0 (standard load applies)

Short Term Trading Fee for Shares Held Less Than 60 Days--\$49.95 if executed online; \$250 max. if rep-assisted

FundsNetwork Funds—Transaction Fee Funds

Purchases--\$49.95 or \$75 per purchase. To identify any applicable transaction fees associated with the purchase of a given fund, please refer to the "Fees and Distributions" tab on the individual fund page on Fidelity.com. \$250 max. if rep-assisted

FundsNetwork Load Funds--standard load applies.

Certain FundsNetwork Funds may be subject to a separate and additional redemption fee imposed by the particular fund. Please check the fund's prospectus for details.

VANGUARD

RIGHT TO DIRECT INVESTMENTS

Your plan gives you the right to direct some or all of your plan investments. You can direct your plan investments using any of the three convenient methods listed below. For a list of the designated investment alternatives offered in your plan and any designated investment managers, please refer to the complete investment fee and performance chart contained in this notice.

Online. Log on to your account at vanguard.com anytime. If you have not signed up for secure online account access, visit vanguard.com/register and follow the prompts. You will need your plan number: 091365 (1995 and 2001 Programs), 90274 (TDA) or 99058 (Faculty Plan).

By phone. Call the 24 hour interactive VOICE Network at 800-523-1188. You will need a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts.

With personal assistance. Vanguard Participant Services associates are available at 800-523-1188 Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time. If calling from outside the United States, contact Vanguard at 610-669-1000.

You also can access current and previous account statements at any time through our secure website, using the online access instructions above. Your plan statements are published electronically on a periodic basis, at least quarterly. You have the right to request and obtain, free of charge, a paper version of your account statements. You can print it right off Vanguard's website, or contact Vanguard at 800-523-1188 to request that one be mailed. You can also get Vanguard statements by mail automatically. To review or update your mailing preferences, simply log on to your account at vanguard.com, go to My Profile, and select Mailing Preferences.

Transaction requests (for example, a contribution, exchange or redemption) must be in good order. "Good order" means that Vanguard has determined that (1) your transaction request includes complete information and (2) appropriate assets are already in your account or new assets have been received.

Vanguard will determine the necessary processing time for your transaction request before submission to the fund(s). Your transaction will then be based on the next determined net asset value ("NAV") of the investment's shares. If your transaction request is received by Vanguard in good order on a business day before the close of regular trading on the New York Stock Exchange (NYSE) (generally 4 p.m., Eastern time), you will receive that day's NAV and trade date. If your transaction request is received in good order while the NYSE is closed, you will receive the next business day's NAV and trade date.

If your transaction involves one or more investments with an early cutoff time for processing or another trading restriction, your entire transaction will be subject to that cutoff time when the trade date for your transaction is determined. If an early cutoff time applies to an investment available in your plan, please review the next section for additional information.

You may not cancel any transaction request once processing has begun. Please be careful when placing a transaction request.

RESTRICTIONS

Limitations on your ability to direct investments

Frequent trading policy

Because excessive transactions can disrupt the management of an investment and increase its transaction costs, limits are placed on exchanges and other transactions. If you move money out of an investment (other than money market funds, stable value investments, employer securities, short-term bond funds, but including Short-Term

Inflation-Protected Securities Index), you cannot move money back into the same investment for 30 days. This policy applies regardless of the dollar amount. Please note that the 30-day clock restarts after every exchange out of the investment.

The frequent trading policy does not apply to the following: exchange requests submitted by mail to Vanguard (exchange requests submitted by fax, if otherwise permitted, are not mail requests and are subject to the policy); exchanges of shares purchased with participant payroll or employer contributions or loan payments; exchanges of shares purchased with reinvested dividend or capital gains distributions; distributions, loans, and in-service withdrawals from a plan; redemptions of shares as part of a plan termination or at the direction of the plan; redemptions of shares to pay fund or account fees; share or asset transfers or rollovers; re-registrations of shares within the same investment; conversions of shares from one share class to another in the same investment; and automated transactions executed through the Vanguard Managed Account Program.

Note that your plan and the issuers of your plan's investments reserve the right to revise or terminate the exchange privilege (your ability to move money between investments), limit the amount of any exchange, or reject any exchange at any time, without notice.

ADDITIONAL RIGHTS AND PRIVILEGES

Proxy Voting

For Plans 99058 and 90274, you have the right to exercise voting, tender, and similar rights with respect to the mutual funds held in your plan accounts. You will receive copies of all notices, financial statements, proxies, and proxy soliciting materials provided to the plan in connection with any vote, tender, or similar opportunity. If you submit your directions in the required form by the applicable deadline, Vanguard or the trustee, if Vanguard is not trustee, will vote shares allocated to your account in accordance with your directions. If you do not provide timely instructions to Vanguard or the trustee, if Vanguard is not trustee, your plan trustee will vote your shares in the same proportion as the shares for which Vanguard or the trustee received timely instruction. You have the right to exercise voting, tender and similar rights with respect to the holdings in your self-directed brokerage account.

For Plan 91365, the plan administrator or other named fiduciary for the plan exercises voting, tender and similar rights with respect to the mutual funds in the plan, except for mutual fund investments in your self-directed brokerage account. You have the right to exercise voting, tender and similar rights with respect to the holdings in your self-directed brokerage account.

INVESTMENT OPTIONS

Vanguard Total Intl. Stock Index Fund (Inst)
 Vanguard Total Stock Market Index Fund (Inst Pl)
 Vanguard Institutional Target Retirement 2015 Fund (Inst)
 Vanguard Institutional Target Retirement 2020 Fund (Inst)
 Vanguard Institutional Target Retirement 2025 Fund (Inst)
 Vanguard Institutional Target Retirement 2030 Fund (Inst)
 Vanguard Institutional Target Retirement 2035 Fund (Inst)

Vanguard Institutional Target Retirement 2040 Fund (Inst)
 Vanguard Institutional Target Retirement 2045 Fund (Inst)
 Vanguard Institutional Target Retirement 2050 Fund (Inst)
 Vanguard Institutional Target Retirement 2055 Fund (Inst)
 Vanguard Institutional Target Retirement 2060 Fund (Inst)
 Vanguard Institutional Target Retirement 2065 Fund (Inst)
 Vanguard Institutional Target Retirement Income Fund (Inst)
 Vanguard Total Bond Market Index Fund (Inst)
 Vanguard Federal Money Market Fund (Inv)
 Vanguard FTSE Social Index Fund (Inst)

SELF-DIRECTED BROKERAGE

Your plan currently provides you with the option to open a self-directed brokerage account. A self-directed brokerage account provides you with access to an expanded range of investments beyond the plan's core investment lineup. The brokerage provider for plan brokerage accounts is TD Ameritrade, Inc.

Investments available through a brokerage account may charge fees like purchase fees or redemption fees that could be charged to your individual plan account. Please review a fund's prospectus and the commission and fee schedule included elsewhere in this document for details. You should contact TD Ameritrade or review tdameritrade.com for additional information about any fees associated with the purchase or sale of a security before buying or selling that security.

You can access your self-directed brokerage account by logging on to your plan account at vanguard.com or by logging on directly at tdameritrade.com. Transactions in your self-directed brokerage account can be initiated through TD Ameritrade online at tdameritrade.com or by speaking with a TD Ameritrade Participant Service Specialist at 866-766-4015.

TD Ameritrade's online and phone order systems are available anytime. TD Ameritrade Participant Service Specialists are available to accept orders on business days from 8 a. m. to 7 p.m., Eastern Time. Please see the commission and fee schedule included elsewhere in this document for transaction costs and other information regarding this service.

No more than 95% of your balance may be invested in a self-directed brokerage account.

The minimum amount for ongoing exchanges into the brokerage account is \$100.

You may allocate no more than 95% of your future contributions to the brokerage account.

COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES

An annual plan administration fee of \$34 (\$8.50 per quarter) is assessed to each retirement, TDA and 457(b) plan account. This fee is automatically deducted from your account balance. Please review your account statement for a detailed disclosure of the dollar amount actually charged to your account for these services and a description of

the services to which these fees relate.

COST OF PLAN SERVICES - SPECIFIC INVESTMENT SERVICES

Your account will be subject to additional fees if you select one of the following plan services. Please also review your account statement for a detailed disclosure of the dollar amount actually charged to your account for these services and a description of the services to which these fees relate.

Self-Directed Brokerage Option facilitation fee

If you open a self-directed brokerage account, an annual fee of \$50 will be deducted from your non-brokerage investments for services to support access to the brokerage account.

Investment fees charged to your account

Investments in your plan may carry additional fees, including administrative charges, commissions, sales loads, sales charges, deferred sales charges, redemption fees, surrender charges, exchange fees, account fees, and purchase fees. Please review the complete investment fee and performance chart contained in this notice to determine whether these fees may be charged for an investment option, and review your account statement for a detailed disclosure of the dollar amount actually charged to your account each quarter that is attributable to these fees.

FEE INFORMATION

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement plan account. Visit the Department of Labor's web site for an example showing the long-term effect of fees and expenses at <https://www.dol.gov/sites/default/files/ebsa/aboutebsa/ouractivities/resourcecenter/publications/alookat401kplanfees.pdf>

Fees and expenses are only one of many factors to consider when you decide to invest in options offered in your employer's plan. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your retirement goals.

Please visit <http://retirementplans.vanguard.com/PubFundChart/harvard/2148> (Staff Program), vanguard.com/PubFundChart/harvard/3992 (TDA) or vanguard.com/PubFundChart/harvard/9354 (Faculty Plan) for updated fee and performance information for each of these investment alternatives, along with additional information regarding the investments issuer, objectives and goals, principal strategies and risks and portfolio turnover rate.

To better understand your investment options, please also visit <https://retirementplans.vanguard.com/VGApp/pe/Glossary> for a glossary of investment terms.

Fee/Expense Definitions

Total annual operating expense (gross expense ratio) – The investment fund's annual operating expenses, often expressed as a percentage of average net assets. The total annual operating expense does not reflect any fee waivers or reimbursements that may be in effect.

Sales charge – A charge deducted from the amount invested when shares of a fund are initially purchased. The amount is generally relative to the amount of the investment, so that larger investments incur smaller rates of charge.

Redemption fee – The redemption fee is an amount charged when shareholders redeem shares of a fund within a specified number of days following the purchase of those shares. The redemption fee is intended to allow funds to recoup some of the costs incurred as a result of short-term trading strategies, such as market timing.

Deferred sales charge – This charge is imposed when investors redeem shares. The percentage charged generally declines the longer shares are held.

Liquidity Fee – A money market fund must impose (unless determined by its board) a liquidity fee of 1% on all redemptions if the money market fund's weekly liquid assets fall below 10% of total assets; a money market's fund board may impose a liquidity fee of up to 2% on all redemptions if the fund's weekly liquid assets fall below 30% of total assets.

TD AMERITRADE BROKERAGE COMMISSIONS AND FEES

Mutual Funds

No-Transaction-Fee Funds--no commission*
 Short-Term Redemption Fee--waived
 No-Load Funds--\$25
 Vanguard No-Load Funds--Waived***
 Load Funds--No Commission*
 Systematic Mutual Fund Transactions--Waived**

*The Fund Family will charge fees as detailed in the fund prospectuses.

NTF mutual funds are no-load mutual funds for which TD Ameritrade does not charge a transaction fee. TD Ameritrade receives remuneration from mutual fund companies, including those participating in its no-load, NTF program for recordkeeping, shareholder services, and other administrative and distribution services. The amount of TD Ameritrade's remuneration for these services is based in part on the amount of investments in such funds by our clients. NTF mutual funds and other funds offered through TD Ameritrade have other fees and expenses that apply to a continued investment in the fund and are described in the prospectus.

**All Periodic investments, withdrawals, and exchanges are subject to the rules and regulations of the Fund(s). You must be of legal age and have received and read the prospectus for each fund. You will be bound by the terms and conditions of the Fund(s).

There is no per-transaction charge. Please ensure there are sufficient funds in your TD Ameritrade account to make the systematic purchase.

***Specific fees may be waived for self-directed transactions in Vanguard ETFs and Mutual Funds within active Vanguard Retirement Plan Self-Directed Brokerage Accounts.

Investment Options Comparative Chart

Your plan offers a variety of professionally managed investments. One of the benefits of the plan is that you get to decide how your contributions are invested. When making investment decisions, you should keep in mind how long you have until retirement, your tolerance for risk, how this retirement plan fits into your overall financial picture, and the impact of fees. The information on the following pages will help you compare the investment options and make more informed decisions about your retirement plan.

Part A – Performance and Fee Information

Part A consists of performance and fee information for your plan's investment options. It shows you how well the investments have performed in the past as well as any fees and expenses you will pay if you invest in a particular option.

For more information on the impact of fees and expenses associated with your plan, refer to Section I: Summary of Plan Services and Costs or visit the DOL's website at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf. Fees are only one of many factors to consider when making an investment decision.

Part B– Annuity Income Information

Part B contains information about the annuity options available within your employer's retirement plan.

Part A. Performance and Fee Information

The following chart(s) list(s) your plan's investment options whose value may change based on market fluctuations. When evaluating performance of your variable investment options, you should consider comparing the returns of each investment to an appropriate benchmark, which is included in the chart. A benchmark is a generally accepted unmanaged group of securities whose performance is used as a standard point of reference to measure and compare investment gains or losses for variable return investments. Keep in mind that you may not invest in the benchmark indexes which are shown for comparative purposes only. For investments that use a blend of stocks and bonds to limit risk, such as Target Date or Multi-Asset funds, a difference from the benchmark may be due to a difference in the proportion of stocks to bonds in the fund when compared to the benchmark. Benchmark information for fixed-return investments is not provided in this chart. Past performance does not indicate how an investment will perform in the future.



For the most up-to-date information about your investment options, prospectuses for available TIAA investments and other helpful resources, visit www.TIAA.org/planinvestmentoptions. After entering a plan ID, 100311, 100312, 100313, 100314, 100314 & 405325, you'll be directed to plan and investment information.

Visit tiaa.org for information and resources to help you make informed decisions. To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800 527-1398 or write to us at TIAA, P.O. Box 1259, Charlotte, NC, 28201.

Table 1 – Variable Return Investment Performance as of June 30, 2019

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	Shareholder Fees & Restrictions*
Equities									
Mutual Fund									
TIAA-CREF International Equity Index Fund Institutional	Foreign Large Blend	TCIEX	10/01/2002	1.46%	2.40%	7.03%	0.06% \$0.60	0.06% \$0.60	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI EAFE NR USD				1.08%	2.25%	6.90%	Contractual Cap Exp: 02/29/2020		
TIAA-CREF Equity Index Fund Institutional	Large Blend	TIEIX	07/01/1999	8.94%	10.17%	14.62%	0.05% \$0.50	0.05% \$0.50	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 TR USD				8.98%	10.19%	14.67%	Contractual Cap Exp: 02/29/2020		
Vanguard FTSE Social Index Fund Institutional	Large Blend	VFTNX	01/14/2003	11.32%	11.55%	15.60%	0.12% \$1.20	0.12% \$1.20	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 1000 TR USD				10.02%	10.45%	14.77%			
Variable Annuity									

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
CREF Stock Account R3	Allocation--85%+ Equity	QCSTIX	04/24/2015	4.97%	7.31%	11.86%	0.30% \$3.00	0.30% \$3.00	Available in all plans. An annual plan servicing credit of 0.062% is credited on a quarterly basis. Applies to all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Morningstar Aggressive Target Risk TR USD				6.08%	6.76%	11.46%			
CREF Equity Index Account R3	Large Blend	QCEQIX	04/24/2015	8.80%	9.94%	14.32%	0.22% \$2.20	0.22% \$2.20	Available in all plans. An annual plan servicing credit of 0.062% is credited on a quarterly basis. Applies to all plans. Contributions and Transfers in not allowed.
Russell 3000 TR USD				8.98%	10.19%	14.67%			Applies to all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
CREF Growth Account R3	Large Growth	QCGRIX	04/24/2015	9.97%	13.07%	15.90%	0.24% \$2.40	0.24% \$2.40	Available in all plans. An annual plan servicing credit of 0.062% is credited on a quarterly basis. Applies to all plans. Contributions and Transfers in not allowed.
Russell 1000 Growth TR USD				11.56%	13.39%	16.28%			Applies to all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
CREF Global Equities Account R3	World Stock	QCGLIX	04/24/2015	3.31%	5.96%	10.44%	0.27% \$2.70	0.27% \$2.70	Available in all plans. An annual plan servicing credit of 0.062% is credited on a quarterly basis. Applies to all plans. Contributions and Transfers in not allowed.
MSCI ACWI NR USD				5.74%	6.16%	10.15%			Applies to all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Fixed Income									
Mutual Fund									
TIAA-CREF Bond Index Fund Institutional	Intermediate- Term Bond	TBIIX	09/14/2009	7.72%	2.82%	3.46%	0.12% \$1.20	0.12% \$1.20	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans.
Bloomberg Barclays US Aggregate Bond TR USD				7.87%	2.95%	3.66%	Contractual Cap Exp: 07/31/2019		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Variable Annuity									

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
CREF Inflation-Linked Bond Account R3	Inflation-Protected Bond	QCILIX	04/24/2015	4.40%	1.28%	3.19%	0.22% \$2.20	0.22% \$2.20	Available in all plans. An annual plan servicing credit of 0.062% is credited on a quarterly basis. Applies to all plans. Contributions and Transfers in not allowed. Applies to all plans.
Bloomberg Barclays US Treasury Inflation Notes 1-10 Yr TR USD				4.67%	1.42%	2.93%			Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
CREF Bond Market Account R3	Intermediate- Term Bond	QCBMIX	04/24/2015	7.99%	3.13%	4.09%	0.27% \$2.70	0.27% \$2.70	Available in all plans. An annual plan servicing credit of 0.062% is credited on a quarterly basis. Applies to all plans. Contributions and Transfers in not allowed. Applies to all plans.
Bloomberg Barclays US Aggregate Bond TR USD				7.87%	2.95%	3.90%			Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Money Market									
Mutual Fund									
TIAA-CREF Money Market Fund Institutional	Prime Money Market	TCIXX	07/01/1999	2.15%	0.78%	0.42%	0.15% \$1.50	0.15% \$1.50	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans.
7-day current annualized yield 2.25% as of 06/25/2019 7-day effective annualized yield 2.28% as of 06/25/2019									
iMoneyNet Money Fund Averages - All Government				1.84%	0.59%	0.30%	Contractual Cap Exp: 07/31/2019		
Variable Annuity									
CREF Money Market Account R3	Money Market- Taxable	QCMMIX	04/24/2015	2.06%	0.64%	0.32%	0.23% \$2.30	0.23% \$2.30	Available in all plans. An annual plan servicing credit of 0.062% is credited on a quarterly basis. Applies to all plans.
7-day current annualized yield 2.17% as of 06/25/2019 7-day effective annualized yield 2.19% as of 06/25/2019									
iMoneyNet Money Fund Averages - All Government				1.84%	0.59%	0.30%			
Multi-Asset									
Mutual Fund									

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
TIAA-CREF Lifecycle Index Retirement Income Fund Institutional	Retirement Income	TRILX	09/30/2009	7.03%	4.73%	6.49%	0.31%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date Retirement Income TR USD				5.92%	3.94%	5.39%	Contractual Waiver Exp: 09/30/2019		
TIAA-CREF Lifecycle Index 2010 Fund Institutional	Target Date 2000- 2010	TLTIX	09/30/2009	7.07%	4.90%	6.93%	0.25%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2010 TR USD				5.87%	4.34%	6.16%	Contractual Waiver Exp: 09/30/2019		
TIAA-CREF Lifecycle Index 2015 Fund Institutional	Target-Date 2015	TLFIX	09/30/2009	7.14%	5.21%	7.38%	0.23%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2015 TR USD				5.78%	4.77%	6.91%	Contractual Waiver Exp: 09/30/2019		
TIAA-CREF Lifecycle Index 2020 Fund Institutional	Target-Date 2020	TLWIX	09/30/2009	7.21%	5.59%	7.95%	0.21%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2020 TR USD				5.79%	5.15%	7.56%	Contractual Waiver Exp: 09/30/2019		
TIAA-CREF Lifecycle Index 2025 Fund Institutional	Target-Date 2025	TLQIX	09/30/2009	7.22%	6.04%	8.55%	0.20%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2025 TR USD				5.70%	5.53%	8.14%	Contractual Waiver Exp: 09/30/2019		
TIAA-CREF Lifecycle Index 2030 Fund Institutional	Target-Date 2030	TLHIX	09/30/2009	7.26%	6.47%	9.14%	0.20%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2030 TR USD				5.56%	5.89%	8.64%	Contractual Waiver Exp: 09/30/2019		

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
TIAA-CREF Lifecycle Index 2035 Fund Institutional	Target-Date 2035	TLYIX	09/30/2009	7.20%	6.85%	9.69%	0.19%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans.
S&P Target Date 2035 TR USD				5.36%	6.24%	9.07%	Contractual Waiver Exp: 09/30/2019		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
TIAA-CREF Lifecycle Index 2040 Fund Institutional	Target-Date 2040	TLZIX	09/30/2009	7.05%	7.21%	10.07%	0.19%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans.
S&P Target Date 2040 TR USD				5.26%	6.47%	9.38%	Contractual Waiver Exp: 09/30/2019		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
TIAA-CREF Lifecycle Index 2045 Fund Institutional	Target-Date 2045	TLXIX	09/30/2009	6.93%	7.41%	10.17%	0.20%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans..
S&P Target Date 2045 TR USD				5.15%	6.61%	9.58%	Contractual Waiver Exp: 09/30/2019		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
TIAA-CREF Lifecycle Index 2050 Fund Institutional	Target-Date 2050	TLLIX	09/30/2009	6.88%	7.50%	10.22%	0.20%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans.
S&P Target Date 2050 TR USD				5.04%	6.73%	9.74%	Contractual Waiver Exp: 09/30/2019		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
TIAA-CREF Lifecycle Index 2055 Fund Institutional	Target-Date 2055	TTIIX	04/29/2011	6.89%	7.58%	8.88%	0.24%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans.
S&P Target Date 2055 TR USD				5.03%	6.79%	8.23%	Contractual Waiver Exp: 09/30/2019		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
TIAA-CREF Lifecycle Index 2060 Fund Institutional	Target-Date 2060+	TVIIX	09/26/2014	6.87%	-	8.25%	0.48%	0.10%	Available in all plans. Effective July 1, 2019 an annual plan servicing fee of 0.024% is charged and deducted on a quarterly basis. Applies to all plans..
S&P Target Date 2060+ TR USD				5.12%		7.61%	Contractual Waiver Exp: 09/30/2019		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

Variable Annuity

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
CREF Social Choice Account R3	Allocation--50% to 70% Equity	QCSCIX	04/24/2015	7.84%	5.83%	9.19%	0.24% \$2.40	0.24% \$2.40	Available in all plans. An annual plan servicing credit of 0.062% is credited on a quarterly basis. Applies to all plans. Contributions and Transfers in not allowed. Applies to all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Morningstar Moderate Target Risk TR USD				7.08%	5.29%	8.61%			
Real Estate									
Variable Annuity									
TIAA Real Estate Account	N/A	QREARX	10/02/1995	5.26%	6.36%	6.91%	0.83% \$8.30	0.83% \$8.30	Available in all plans. An annual plan servicing credit of 0.202% is credited on a quarterly basis. Applies to all plans. Contributions and Transfers in not allowed. Applies to all plans. Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000.
S&P 500 TR USD				10.42%	10.71%	14.70%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

* Legend of plan name for each applicable plan number

Plans	Plan Names
100311	RETIREMENT INCOME PLAN FOR TEACHING FACULTY OF HARVARD UNIVERSITY
100312,100313	HARVARD UNIVERSITY DEFINED CONTRIBUTION RETIREMENT PLAN
100314	HARVARD UNIVERSITY TAX-DEFERRED ANNUITY PLAN
100316	HARVARD UNIVERSITY RETIREMENT PLAN
405325	HARVARD UNIVERSITY RETIREMENT PLAN

FIDELITY INVESTMENTS

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: Fidelity Investments
 PO Box 770003
 Cincinnati OH 45277-0065
 800-558-9179
<http://requireddisclosureinfo.com>
 Password: 54533 (Staff Program)
 Password: 72627 (TDA)
 Password: 72626 (Faculty Plan)

Table 1 – Variable Return Investment Performance as of June 30, 2019

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Allocation									
Mutual Fund									
Fidelity Freedom® Index 2005 Instl Prem	Target-Date 2000-2010	FFGFX	06/24/2015	6.67%	-	4.42%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
BBgBarc US Agg Bond TR USD				7.87%	2.95%	3.90%			
Fidelity Freedom® Index 2010 Instl Prem	Target-Date 2000-2010	FFWTX	06/24/2015	6.91%	-	4.99%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
BBgBarc US Agg Bond TR USD				7.87%	2.95%	3.90%			
Fidelity Freedom® Index 2015 Instl Prem	Target-Date 2015	FIWFX	06/24/2015	7.07%	-	5.55%	0.08%	0.08%	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross \$0.80	Net \$0.80	
BBgBarc US Agg Bond TR USD				7.87%	2.95%	3.90%			prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
Fidelity Freedom® Index 2020 Instl Prem	Target-Date 2020	FIWTX	06/24/2015	7.21%	-	5.93%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2025 Instl Prem	Target-Date 2025	FFEDX	06/24/2015	7.31%	-	6.24%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2030 Instl Prem	Target-Date 2030	FFEGX	06/24/2015	7.34%	-	6.97%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2035 Instl Prem	Target-Date 2035	FFEZX	06/24/2015	7.06%	-	7.54%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2040 Instl Prem	Target-Date 2040	FFIZX	06/24/2015	7.00%	-	7.58%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2045 Instl Prem	Target-Date 2045	FFOLX	06/24/2015	7.01%	-	7.58%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2050 Instl Prem	Target-Date 2050	FFOPX	06/24/2015	6.98%	-	7.58%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2055 Instl Prem	Target-Date 2055	FFLDX	06/24/2015	6.97%	-	7.57%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2060 Instl Prem	Target-Date 2060+	FFLEX	06/24/2015	6.97%	-	7.59%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
S&P 500 TR USD				10.42%	10.71%	14.70%			
Fidelity Freedom® Index 2065 Instl Prm	Target-Date 2060+	FFIKX	06/28/2019	-	-	0.00%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
Morningstar Lifetime Mod 2060 TR USD				5.35%	5.99%	10.83%			
Fidelity Freedom® Index Inc Instl Prem	Target-Date Retirement	FFGZX	06/24/2015	6.45%	-	3.78%	0.08% \$0.80	0.08% \$0.80	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
BBgBarc US Agg Bond TR USD				7.87%	2.95%	3.90%			
Equities									
Mutual Fund									
Fidelity® International Index Instl	Foreign Large Blend	FSPSX	09/08/2011	1.28%	2.34%	6.87%	0.045% \$0.50	0.045% \$0.50	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
MSCI EAFE NR USD				1.08%	2.25%	6.63%			
Fidelity® Total Market Index Instl	Large Blend	FSKAX	09/08/2011	8.86%	10.16%	14.43%	0.015% \$0.20	0.015% \$0.20	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions per calendar quarter for a 12-month period.
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
DJ US Total Stock Market TR USD				8.88%	10.13%	14.43%			
Fixed Income									
Mutual Fund									
Fidelity® US Bond Index Institutional	Intermediate- Term Bond	FXNAX	05/04/2011	7.89%	2.10%	3.20%	0.025% \$0.30	0.025% \$0.30	Excessive trading in this investment option and/or other investment options subject to such restrictions will result in the limitation or prohibition of additional purchases (other than contributions and loan repayments) for 85 calendar days; additional excessive trading will result in a limitation of one exchange day per calendar quarter for a 12-month period.
BBgBarc US Agg Bond TR USD				7.87%	2.95%	3.26%			
Money Market									
Mutual Fund									
Fidelity® Inv MM Fds Government I	Money Market- Taxable	FIGXX	07/25/1985	2.15%	0.78%	0.40%	0.21% \$2.10	0.18% \$1.80	
ICE BofAML USD 3M Dep OR CM TR USD				2.60%	1.12%	0.74%	Contractual Waiver Exp: 07/31/2020		

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

VANGUARD

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: Vanguard
P.O. Box 2900
Valley Forge, PA 19482-2900
800-523-1188
<http://retirementplans.vanguard.com/PubFundChart/harvard/2148> (1995 and 2001 Programs)
[/PubFundChart/harvard/3992](http://retirementplans.vanguard.com/PubFundChart/harvard/3992) (TDA)
[/PubFundChart/harvard/9354](http://retirementplans.vanguard.com/PubFundChart/harvard/9354) (Faculty Plan)

Table 1 – Variable Return Investment Performance as of June 30, 2019

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Equities									
Mutual Fund									
Vanguard Total International Stock Index Fund Institutional	Foreign Large Blend	VTSNX	11/29/2010	0.62%	2.34%	4.70%	0.08% \$0.80	0.08% \$0.80	
MSCI ACWI Ex USA NR USD				1.29%	2.16%	4.54%			
Vanguard FTSE Social Index Fund Institutional	Large Blend	VFTNX	01/14/2003	11.32%	11.55%	15.60%	0.12% \$1.20	0.12% \$1.20	
Russell 1000 TR USD				10.02%	10.45%	14.77%			
Vanguard Total Stock Market Index Fund Institutional Plus	Large Blend	VSMPX	04/28/2015	9.01%	-	9.98%	0.02% \$0.20	0.02% \$0.20	
CRSP US Total Market TR USD				9.00%		9.97%			
Fixed Income									
Mutual Fund									
Vanguard Total Bond Market Index Fund Institutional	Intermediate- Term Bond	VBPIX	09/18/1995	7.87%	2.90%	3.84%	0.04% \$0.40	0.04% \$0.40	
Bloomberg Barclays US Aggregate Float Adjusted TR				7.97%	2.96%				
Money Market									
Mutual Fund									

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Vanguard Federal Money Market Fund Investor	Money Market- Taxable	VMFXX	07/13/1981	2.20%	0.82%	0.42%	0.11% \$1.10	0.11% \$1.10	
FTSE Treasury Bill 3 Month USD				2.30%	0.84%	0.46%			
Multi-Asset									
Mutual Fund									
Vanguard Institutional Target Retirement Income Fund Institutional	Retirement Income	VITRX	06/26/2015	6.57%	-	4.69%	0.09% \$0.90	0.09% \$0.90	
Bloomberg Barclays US Aggregate Bond TR USD				7.87%		3.38%			
Vanguard Institutional Target Retirement 2015 Fund Institutional	Target-Date 2015	VITVX	06/26/2015	6.55%	-	5.29%	0.09% \$0.90	0.09% \$0.90	
Bloomberg Barclays US Aggregate Bond TR USD				7.87%		3.38%			
Vanguard Institutional Target Retirement 2020 Fund Institutional	Target-Date 2020	VITWX	06/26/2015	6.59%	-	5.94%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target Retirement 2025 Fund Institutional	Target-Date 2025	VRIVX	06/26/2015	6.68%	-	6.37%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target Retirement 2030 Fund Institutional	Target-Date 2030	VTTWX	06/26/2015	6.46%	-	6.63%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target Retirement 2035 Fund Institutional	Target-Date 2035	VITFX	06/26/2015	6.28%	-	6.89%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target	Target-Date	VIRSX	06/26/2015	6.03%	-	7.12%	0.09%	0.09%	

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions
				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
Retirement 2040 Fund Institutional	2040						\$0.90	\$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target Retirement 2045 Fund Institutional	Target-Date 2045	VITLX	06/26/2015	5.89%	-	7.29%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target Retirement 2050 Fund Institutional	Target-Date 2050	VTRLX	06/26/2015	5.87%	-	7.28%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target Retirement 2055 Fund Institutional	Target-Date 2055	VIVLX	06/26/2015	5.95%	-	7.30%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target Retirement 2060 Fund Institutional	Target-Date 2060+	VILVX	06/26/2015	5.95%	-	7.28%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		10.39%			
Vanguard Institutional Target Retirement 2065 Fund Institutional	Target-Date 2060+	VSXFX	07/12/2017	5.92%	-	8.08%	0.09% \$0.90	0.09% \$0.90	
MSCI US Broad Market GR USD				8.87%		11.55%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

TIAA

Table 2 – Fixed Return Investments

The following chart lists the plan's investment options that have a fixed or stated rate of return.

Name/Type/Option	Return	Term	Additional Information*
Guaranteed Annuity			<p>Available in all plans.</p> <p>An annual plan servicing credit of \$ 0.11 is credited on a quarterly basis. Applies to all plans. The current rate shown applies to premiums remitted during the month of July 2019 and will be credited through 2/28/2020. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.</p>
			<p>TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.</p>
			<p>TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you.</p>
TIAA Traditional-Group Retirement Annuity	3.25%	Through 02/29/2020	<p>For Group Retirement Annuity (GRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals are available from the TIAA Traditional account only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, income for a fixed period, interest-only payments and IRS required minimum distributions.</p>

Name/Type/Option	Return	Term	Additional Information*
TIAA Traditional-Retirement Annuity	3.25%	Through 02/29/2020	<p>Available in all plans.</p> <p>An annual plan servicing credit of \$ 0.11 is credited on a quarterly basis. Applies to all plans. The current rate shown applies to premiums remitted during the month of July 2019 and will be credited through 2/28/2020. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.</p> <p>TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.</p> <p>TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you.</p> <p>For Retirement Annuity (RA) contracts, lump-sum withdrawals are not available from the TIAA Traditional account. Subject to the terms of your plan, all withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, interest-only payments, and IRS required minimum distribution payments.</p>
TIAA Traditional-Retirement Choice Plus	2.75%	Through 02/29/2020	<p>Available in all plans.</p> <p>An annual plan servicing credit of \$ 0.11 is credited on a quarterly basis. Applies to all plans. The current rate shown applies to premiums remitted during the month of July 2019 and will be credited through 2/28/2020. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733.</p> <p>TIAA Traditional guarantees your principal and a minimum annual interest rate. The current guaranteed minimum interest rate is 1.30% for premiums remitted in March 2019 through February 2020, and is effective through February 2020. The account also offers the opportunity for additional amounts in excess of the minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability.</p> <p>For Retirement Choice Plus (RCP) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any surrender charges. For certain RCP contracts, any transfer from TIAA Traditional to a competing fund must first be directed to a non-competing fund for a period of 90 days. After 90 days, transfers may be made to a competing fund, including transferring back to TIAA Traditional. (TIAA Contract form IGRSP-02-ACC/ TIAA Certificate form IGRSP-CERT3-ACC). After termination of employment additional income options may be available including income for life and IRS required minimum distribution payments. The Contractholder (typically your employer as the sponsor of your plan) has the right to remove TIAA Traditional as a plan option. If elected, the contract's entire TIAA Traditional accumulation will be paid out in 60 monthly installments, without any surrender charge and will be reinvested at the direction of your plan sponsor. Please refer to your contract certificate for additional details.</p>

Part B. Annuity Information

The information below focuses on the annuity options under the plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

TIAA

TIAA Traditional Annuity Lifetime Income Option

OBJECTIVES / GOALS

To provide a guaranteed stable stream of income for your life and, if you choose, the life of an annuity partner. A TIAA Traditional Annuity provides income stability by providing a minimum guaranteed interest rate as well as the potential for additional interest. TIAA Traditional can be part of a diversified retirement portfolio that may include stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available under the TIAA Traditional Annuity.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods), and your selection of either the standard or graded benefit method.
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The projected returns of the TIAA Traditional Annuity.

Under no circumstances will you receive less than the guaranteed amount of income required under the annuity contracts. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.
- Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your TIAA annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.

- Once you have elected a lifetime annuity, your election is irrevocable.

TIAA Real Estate and CREF Variable Annuity Lifetime Income Options

OBJECTIVES / GOALS

To provide a variable stream of income for your life and, if you choose, the life of an annuity partner. This lifetime annuity provides a variable income that you cannot outlive. A variable annuity can be part of a diversified retirement portfolio that may include guaranteed, stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods).
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The investment performance of the variable annuity account your annuity is based upon.

Variable annuity accounts don't guarantee a minimum income. Income fluctuates based on market performance and is directly tied to the accounts' investment returns. A 4% annual investment return is assumed. Generally, if the actual return in a given year is greater than 4% the amount of annuity income will increase; if it is less than 4%, the income will decrease. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

- You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.

- Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.
- If your annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.
- Once you have elected a lifetime annuity, your election is irrevocable.
- Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization. The R3 Class has the lowest expense of all the CREF Classes.

Please visit www.TIAA.org/public/support/help/glossary/index.html for a glossary of investment terms relevant to the investment options under this plan.

Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf.

Other service provider important additional information:

The following funds are closed to new contributions and transfers-

TIAA-CREF
CREF Equity Index Account
CREF Global Account
CREF Growth Account
CREF Social Choice Account
CREF Inflation Linked Bond Account
CREF Bond Market Account
TIAA Real Estate Account

TIAA important additional information:

The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate. Current performance may be higher or lower than that shown, and you may have a gain or a loss when you redeem your investments. Expense ratios shown are based on the most recent information available, but may not reflect all updates. Please consult the most recent prospectus or offering document for more detailed information.

Variable return investments (mutual funds and/or variable annuities) are offered through your plan sponsor's retirement plan. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance as quoted.

If a variable return investment option includes performance for periods beyond its inception date that performance is based on the performance of an older share class of the investment option. Such performance has not been restated to reflect expense differences between the two classes. If expense differences had been reflected, performance for these periods would be lower or higher than stated.

Expense ratios shown are based on the most recent information available, but may not reflect all updates and may differ slightly from the prospectus due to rounding. Please consult the most recent prospectus or offering document for more detailed information.

TIAA provides information on restrictions on record kept investment options, as well as performance and product information for all proprietary investment options. TIAA assumes no responsibility for damages or losses arising from the use of such information, and has not independently verified the accuracy or completeness of such information.

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The Morningstar Category classifies an investment option based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the investment option is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

There are inherent risks in investing in variable return investments including loss of principal. Please read the prospectus and carefully consider the investment objectives, risks, charges and expenses before investing.

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