
**THE GEORGE
WASHINGTON
UNIVERSITY**

WASHINGTON, DC

November 2024

THE GEORGE WASHINGTON UNIVERSITY maintains the The George Washington University Retirement Plan for Faculty & Staff (the "Plan"). This brochure contains important information that will help you become better informed about the Plan.

Your Plan administrator has directed Fidelity Investments® ("Fidelity"), one of the Plan's providers, to develop this consolidated brochure based upon information provided by each of the following investment providers:

- Fidelity Investments®
- TIAA

Whether you have an account already or are eligible to participate in the Plan, the information in this brochure can help you make informed investment decisions regarding your participation in the Plan and your Plan account.

Additional information is available as indicated in each investment provider's document.

Sincerely,

THE GEORGE WASHINGTON UNIVERSITY

Please note that the investment providers above have supplied the information for their individual notices. Fidelity Investments is not responsible for other providers' content.



Required Disclosure Information
The George Washington University Retirement Plan for Faculty & Staff

IMPORTANT PLAN AND INVESTMENT-RELATED INFORMATION FOR PLAN ACCOUNTS ESTABLISHED WITH FIDELITY

The Plan Administrator has directed Fidelity Investments® ("Fidelity"), a Plan service provider, to collect, consolidate, and provide you with this Required Disclosure Information, which consists of these separate and distinct regulatory notices as required by federal law because you are/will be eligible to participate or have a balance in The George Washington University Retirement Plan for Faculty & Staff (the "Plan") and have the right to direct investments.

- Information about managing your Plan account
- Certain Plan information, including an explanation of the right to direct investments, any Plan restrictions, and a description of the types of fees and expenses associated with a Plan account
- Various details about the Plan's investment options, which may include historical rates of return, benchmark information, expense ratios, and other fees and restrictions that may be imposed
- Qualified Default Investment Alternative Notice
- Participant Disclosure Notice

Please review these materials carefully. Please keep this information in mind when managing or monitoring any account you may have in the Plan. For more information about participating in the Plan, or if you already have an account with Fidelity in The George Washington University Retirement Plan for Faculty & Staff and would like to make any changes, please access the NetBenefits® mobile app or log on to www.fidelity.com/atwork.

Note: If this is your first time logging on to www.fidelity.com/atwork, you will need to register and set up a username and password to access your account. If you already have a username and password for a Fidelity site (including NetBenefits® from a previous employer), you do not need to register again.

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- Review information about the Plan's investment options, including historical or stated rates of return, fees and expenses, and restrictions across the available investment options

Qualified Default Investment Alternative Notice

This notice is to inform you that any contributions for which you have the right to provide investment direction, but have not done so, will be invested in the Plan's designated default investment option, unless and until you direct otherwise. Provided below is a description of the Plan's designated default investment option(s), as well as certain applicable fee information. Additional fee information is available within the Participant Fee Disclosure document.

If you are satisfied with your current investment election(s), no action is required on your part. You always retain the right under the Plan to direct the investment of your existing balances, which includes contributions and any earnings on those contributions, and your future contributions to any of the Plan's available investment options. In the event that you have not made an investment election and the Plan Sponsor has not provided direction for a given contribution, it will be invested in the Plan's default investment option as described below. If your contributions are invested in the default investment option, you have the right to transfer out of this option to another investment option available in the Plan.

To obtain information about your Plan, including your contribution percentage, your current investment options and information (including objective, strategy, risk, performance and expense information) on other Plan investment options available to you, please access the NetBenefits® mobile app, log on to NetBenefits® at www.fidelity.com/atwork or call **800-558-9179** to speak to a representative. If you are a rehire, you should contact Fidelity® to confirm if you already have investment direction on file.

Plan's Current Designated Default Investment Option

The Target Date Fund used as the Plan's designated default investment option is based on the assumption that the participant will retire at age 65. Please use the chart below, decided by your Plan Sponsor, to determine in which Target Date Fund your future contributions will be directed, based on your date of birth on the Fidelity recordkeeping system.

Your Birth Date	Fund Name	Gross Expense Ratio
Before 12/31/1942	Fidelity Freedom® Income Fund Class K	0.420%
1/1/1943 – 12/31/1947	Fidelity Freedom® 2010 Fund Class K	0.430%
1/1/1948 – 12/31/1952	Fidelity Freedom® 2015 Fund Class K	0.460%
1/1/1953 – 12/31/1957	Fidelity Freedom® 2020 Fund Class K	0.490%
1/1/1958 – 12/31/1962	Fidelity Freedom® 2025 Fund Class K	0.530%
1/1/1963 – 12/31/1967	Fidelity Freedom® 2030 Fund Class K	0.560%
1/1/1968 – 12/31/1972	Fidelity Freedom® 2035 Fund Class K	0.600%
1/1/1973 – 12/31/1977	Fidelity Freedom® 2040 Fund Class K	0.630%
1/1/1978 – 12/31/1982	Fidelity Freedom® 2045 Fund Class K	0.650%
1/1/1983 – 12/31/1987	Fidelity Freedom® 2050 Fund Class K	0.650%
1/1/1988 – 12/31/1992	Fidelity Freedom® 2055 Fund Class K	0.650%
1/1/1993 – 12/31/1997	Fidelity Freedom® 2060 Fund Class K	0.650%

Your Birth Date	Fund Name	Gross Expense Ratio
1/1/1998 or after	Fidelity Freedom® 2065 Fund Class K	0.650%

Reflects data recordkept as of October 28, 2024

Fidelity Freedom® Income Fund Class K

Objective: Seeks high current income and, as a secondary objective, capital appreciation.

Strategy: Investing in a combination of Fidelity U.S. equity funds, international equity funds, bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a stable "neutral" asset allocation strategy (approximately 11% in domestic U.S. equity funds, 8% in international equity funds, 43% in U.S. investment grade bond funds, 5% in international bond funds, 3% in long-term treasury bond funds, 20% in inflation-protected bond funds, and 10% in short-term funds) The Adviser may modify the fund's neutral asset allocations from time to time when in the interests of shareholders. Buying and selling futures contracts (both long and short positions) in an effort to manage cash flows efficiently, remain fully invested, or facilitate asset allocation. Through an active asset allocation strategy, the Adviser may increase or decrease asset class exposures relative to the neutral asset allocations by up to 10 percentage points for equity, bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term.

Risk: The fund is subject to risks resulting from the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The fund is subject to the volatility of the financial markets, including that of equity and fixed income investments. Fixed income investments entail issuer default and credit risk, inflation risk, and interest rate risk (as interest rates rise, bond prices usually fall and vice versa). This effect is usually more pronounced for longer-term securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more quickly. No target date fund is considered a complete retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Short term trading fees: None

Footnotes:

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

On July 20, 2017, an initial offering of the Fidelity Freedom K class took place. Returns and expenses prior to that date are those of the Freedom (retail) class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Fidelity Freedom Funds are designed for investors expecting to retire around the year indicated in each fund's name. Except for the Freedom Income Fund, the funds' asset allocation strategy becomes increasingly conservative as it approaches the target date and beyond. Ultimately, they are expected to merge with the Freedom Income Fund. The investment risks of each Fidelity Freedom Fund change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap and, commodity-related, foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

Fidelity Freedom® 2010 Fund Class K, Fidelity Freedom® 2015 Fund Class K, Fidelity Freedom® 2020 Fund Class K, Fidelity Freedom® 2025 Fund Class K, Fidelity Freedom® 2030 Fund Class K, Fidelity Freedom® 2035 Fund Class K, Fidelity Freedom® 2040 Fund Class K, Fidelity Freedom® 2045 Fund Class K, Fidelity Freedom® 2050 Fund Class K, Fidelity Freedom® 2055 Fund Class K, Fidelity Freedom® 2060 Fund Class K

Objective: Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

Strategy: Designed for investors who anticipate retiring in or within a few years of the fund's target retirement year at or around age 65. Investing in a combination of Fidelity U. S. equity funds, international equity funds, bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a "neutral" asset allocation strategy that adjusts over time until it reaches an allocation similar to that of the Freedom Income Fund approximately 10 to 19 years after the target year. Ultimately, the fund will merge with the Freedom Income Fund. Fidelity Management & Research Company LLC (the Adviser) may modify the fund's neutral asset allocations from time to time when in the interests of investors. Buying and selling futures contracts (both long and short positions) in an effort to manage cash flows efficiently, remain fully invested, or facilitate asset allocation. Through an active asset allocation strategy, the Adviser may increase or decrease asset class exposures relative to the neutral asset allocations by up to 10 percentage points for equity, bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term.

Risk: Investment performance of the Fidelity Freedom Fund products depends on the performance of the underlying investment options and on the proportion of the assets invested in each underlying investment option. The investment risk of each Fidelity Freedom Fund changes over time as its asset allocation changes. These risks are subject to the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, commodity-linked and foreign securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more

quickly. No target date fund is considered a complete retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Short term trading fees: None

Footnotes:

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

On July 20, 2017, an initial offering of the Fidelity Freedom K class took place. Returns and expenses prior to that date are those of the Freedom (retail) class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Fidelity Freedom Funds are designed for investors expecting to retire around the year indicated in each fund's name. Except for the Freedom Income Fund, the funds' asset allocation strategy becomes increasingly conservative as it approaches the target date and beyond. Ultimately, they are expected to merge with the Freedom Income Fund. The investment risks of each Fidelity Freedom Fund change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap and, commodity-related, foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

Fidelity Freedom® 2065 Fund Class K

Objective: Seeks high total return until its target retirement date. Thereafter, the fund's objective will be to seek high current income and, as a secondary objective, capital appreciation.

Strategy: Designed for investors who anticipate retiring in or within a few years of the fund's target retirement year at or around age 65. Investing in a combination of Fidelity U. S. equity funds, international equity funds, bond funds, and short-term funds (underlying Fidelity funds). Allocating assets among underlying Fidelity funds according to a "neutral" asset allocation strategy that adjusts over time until it reaches an allocation similar to that of the Freedom Income Fund approximately 10 to 19 years after the target year. Ultimately, the fund will merge with the Freedom Income Fund. Fidelity Management & Research Company LLC (the Adviser) may modify the fund's neutral asset allocations from time to time when in the interests of investors. Buying and selling futures contracts (both long and short positions) in an effort to manage cash flows efficiently, remain fully invested, or facilitate asset allocation. Through an active asset allocation strategy, the Adviser may increase or decrease asset class exposures relative to the neutral asset allocations by up to 10 percentage points for equity, bond and short-term funds to reflect the Adviser's market outlook, which is primarily focused on the intermediate term.

Risk: Investment performance of the Fidelity Freedom Fund products depends on the performance of the underlying investment options and on the proportion of the assets

invested in each underlying investment option. The investment risk of each Fidelity Freedom Fund changes over time as its asset allocation changes. These risks are subject to the asset allocation decisions of the Investment Adviser. Pursuant to the Adviser's ability to use an active asset allocation strategy, investors may be subject to a different risk profile compared to the fund's neutral asset allocation strategy shown in its glide path. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, commodity-linked and foreign securities. Leverage can increase market exposure, magnify investment risks, and cause losses to be realized more quickly. No target date fund is considered a complete retirement program and there is no guarantee any single fund will provide sufficient retirement income at or through retirement. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Short term trading fees: None

Footnotes:

This description is only intended to provide a brief overview of the mutual fund. Read the fund's prospectus for more detailed information about the fund.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market or economic developments.

Fidelity Freedom Funds are designed for investors expecting to retire around the year indicated in each fund's name. Except for the Freedom Income Fund, the funds' asset allocation strategy becomes increasingly conservative as it approaches the target date and beyond. Ultimately, they are expected to merge with the Freedom Income Fund. The investment risks of each Fidelity Freedom Fund change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap and, commodity-related, foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

Before investing in any investment option, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

In the event of a discrepancy between this notice and the terms of the Plan, the Plan document will govern.

A mutual fund expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund's total net assets. For other types of investments, the figure in the expense ratio field reflects similar information, but may have been calculated differently than for mutual funds. Mutual fund data comes from the fund's prospectus. For non-mutual fund investment options, the information has been provided by the Plan Sponsor, the investment option's manager or the trustee. When no ratio is shown for these options, it is because none was available. There may be fees and expenses associated with the investment option. Expense information changes periodically. Please consult NetBenefits® for updates.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

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Participant Disclosure Notice

SECTION 1:

Helping You Manage Your Plan Account

This Participant Disclosure Notice (the "Notice") includes important Plan and investment-related information. Additional tools and other resources are available through your Plan's Web site. Your workplace savings plan is an important benefit, and you'll want to monitor your account periodically to help keep your savings plan on track.

Accessing Your Plan Account Statement

On the NetBenefits® mobile app or at www.fidelity.com/atwork you can access your online Fidelity statement, which is continuously available. You may also obtain a paper version (free of charge) by calling **800-558-9179**.

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.

For additional assistance and resources to help you make informed decisions, including more detailed information on the Plan's investment options, access the NetBenefits® mobile app, log on to www.fidelity.com/atwork or call **800-558-9179**.

Access the NetBenefits® mobile app or visit <https://pcs.fidelity.com/public/netbenefits/planfunds/performance/cr?plan=73754&client=700009> for information and resources to help you make informed investment decisions, including more detailed information on the Plan's investment options.

SECTION 2:

Certain Plan Information for You to Review

This Participant Disclosure Notice provides certain information about your Plan. Your rights under the Plan are subject to the terms of the Plan. This Notice describes only your Fidelity account within the Plan.

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. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, access the NetBenefits® mobile app or log on to www.fidelity.com/atwork or call **800-558-9179**.

Investment Options

The Plan offers a choice of investment options that allow you to create a diversified portfolio to help you meet your individual needs. The Plan's investment options, along with certain information about each of them, are listed in Section 3 of this Notice.

Restrictions

Any frequent trading restrictions imposed by the Plan and/or by the Plan's investment options are listed in Section 3 of this Notice. Keep in mind that restrictions are subject to change.

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. You will receive information regarding such rights and how to exercise them at the time of a vote, tender, or other event.

- Mutual Funds

Fees and Expenses

If you have an account in the Plan, it may be subject to the following types of fees and expenses:

- Asset-based fees
- Plan administrative fees and expenses
- Individual fees and expenses

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 Section 3 of this Notice 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.

Plan Administrative Fees and Expenses

Plan administrative fees may include recordkeeping, legal, accounting, trustee, and other administrative fees and expenses associated with maintaining the Plan. Some plans may deduct these fees and expenses from individual accounts in the Plan.

Based on the information and direction Fidelity had on file at the time this Notice was prepared, no Plan administrative fees will be deducted directly as a transaction viewable in account history from accounts in the Plan. However, the Plan's administrative services may be paid for through offsets and/or payments associated with one or more of the Plan's investment options. Please keep in mind that fees are subject to change.

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

Individual Fees and Expenses

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 Notice 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.

Type of Individual Fee	Amount
Overnight Mailing Fee	\$25.00 per transaction
Participant Hired Advisory (Adv) Fee	Varies based on advisor

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 Section 3 for details regarding the specific fees that may apply to the investment options available under the Plan.

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

SECTION 3:

Evaluating the Plan's Investment Options

This section provides information about the investment options in the Plan and reflects data recordkept as of October 28, 2024, except for performance data, which is as of December 31 of the prior year. To help you better understand the Plan's investment options, information is available at

<https://pcs.fidelity.com/public/netbenefits/planfunds/performance/cr?plan=73754&client=700009>, including a glossary of investment terms available online at

<https://www.fidelity.com/research/funds/glossary-workplace.shtml>. To request additional investment-related information or a paper copy of certain information available online, free of charge, contact a Fidelity representative at

Fidelity Investments, P.O. Box 770003, Cincinnati, OH 45277-0065 or call 800-558-9179.

As you review this information, you may want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. Keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings, but is only one of many factors to consider when you decide to invest in an option. Visit the Department of Labor's Web site at

<https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees> for an example of the long-term effect of fees and expenses.

Variable Return Investments

The chart below lists the Plan's investment options that do not have a fixed or stated rate of return, and underneath each investment option is an applicable benchmark(s) for that option. A benchmark is a standard against which the performance of a security, mutual fund, or investment manager can be measured. This Notice requires that a broad-based market index be listed on the chart for each investment option. Additional benchmarks for an investment option may be available online at

<https://pcs.fidelity.com/public/netbenefits/planfunds/performance/cr?plan=73754&client=700009> along with benchmark index definitions. Please note that the benchmark to measure and monitor performance may be different from the benchmark displayed in the chart. Keep in mind that you cannot invest in a benchmark index.

Understanding investment performance: As you review the following information, please remember that the performance data stated represents past performance, which does not guarantee future results. Investment return and principal value of an investment will fluctuate; therefore, you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance stated. To learn more or to obtain the most recent month-end performance, go to

<https://pcs.fidelity.com/public/netbenefits/planfunds/performance/cr?plan=73754&client=700009>.

Investment Name <i>Benchmark(s)</i>	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
TIER I - LIFECYCLE FUNDS				
Asset Class: Blended Investments				
Fidelity Asset Manager® 20% <i>BBg US Agg Bond</i>	7.99%	3.93%	3.32%	10/01/1992
	5.53%	1.10%	1.81%	
Fidelity Asset Manager® 50% <i>S&P 500</i>	13.09%	7.46%	5.63%	12/28/1988
	26.29%	15.69%	12.03%	
Fidelity Asset Manager® 70% <i>S&P 500</i>	16.45%	9.68%	6.94%	12/30/1991
	26.29%	15.69%	12.03%	
Fidelity Asset Manager® 85% <i>S&P 500</i>	18.98%	11.32%	7.93%	09/24/1999
	26.29%	15.69%	12.03%	

Fees and Expenses		Shareholder Fees [^]	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.490%	\$4.90	N/A	Yes [§]	N/A
0.570%	\$5.70	N/A	Yes [§]	N/A
0.650%	\$6.50	N/A	Yes [§]	N/A
0.670%	\$6.70	N/A	Yes [§]	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Blended Investments (cont'd)				
Fidelity Freedom® 2010 Fund Class K	9.94%	5.11%	4.48%	10/17/1996
<i>BBg US Agg Bond</i>	5.53%	1.10%	1.81%	
<i>FID FF 2010 Comp Idx</i>	9.96%	5.02%	4.48%	
Fidelity Freedom® 2015 Fund Class K	11.44%	6.00%	5.08%	11/06/2003
<i>BBg US Agg Bond</i>	5.53%	1.10%	1.81%	
<i>FID FF 2015 Comp Idx</i>	11.41%	5.87%	5.10%	
Fidelity Freedom® 2020 Fund Class K	13.00%	6.81%	5.57%	10/17/1996
<i>BBg US Agg Bond</i>	5.53%	1.10%	1.81%	
<i>FID FF 2020 Comp Idx</i>	12.87%	6.64%	5.59%	
Fidelity Freedom® 2025 Fund Class K	14.22%	7.55%	6.02%	11/06/2003
<i>S&P 500</i>	26.29%	15.69%	12.03%	
<i>FID FF 2025 Comp Idx</i>	14.07%	7.35%	6.08%	
Fidelity Freedom® 2030 Fund Class K	15.47%	8.60%	6.75%	10/17/1996
<i>S&P 500</i>	26.29%	15.69%	12.03%	
<i>FID FF 2030 Comp Idx</i>	15.26%	8.35%	6.82%	
Fidelity Freedom® 2035 Fund Class K	17.80%	10.17%	7.61%	11/06/2003
<i>S&P 500</i>	26.29%	15.69%	12.03%	
<i>FID FF 2035 Comp Idx</i>	17.43%	9.83%	7.68%	
Fidelity Freedom® 2040 Fund Class K	20.09%	11.21%	8.08%	09/06/2000
<i>S&P 500</i>	26.29%	15.69%	12.03%	
<i>FID FF 2040 Comp Idx</i>	19.58%	10.86%	8.15%	

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.430%	\$4.30	N/A	Yes [§]	N/A
0.460%	\$4.60	N/A	Yes [§]	N/A
0.490%	\$4.90	N/A	Yes [§]	N/A
0.530%	\$5.30	N/A	Yes [§]	N/A
0.560%	\$5.60	N/A	Yes [§]	N/A
0.600%	\$6.00	N/A	Yes [§]	N/A
0.630%	\$6.30	N/A	Yes [§]	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Blended Investments (cont'd)				
Fidelity Freedom® 2045 Fund Class K	20.66%	11.31%	8.12%	06/01/2006
<i>S&P 500</i>	26.29%	15.69%	12.03%	
<i>FID FF 2045 Comp Idx</i>	20.11%	10.95%	8.19%	
Fidelity Freedom® 2050 Fund Class K	20.64%	11.30%	8.12%	06/01/2006
<i>S&P 500</i>	26.29%	15.69%	12.03%	
<i>FID FF 2050 Comp Idx</i>	20.11%	10.95%	8.19%	
Fidelity Freedom® 2055 Fund Class K	20.65%	11.31%	8.12%	06/01/2011
<i>S&P 500</i>	26.29%	15.69%	12.03%	
<i>FID FF 2055 Comp Idx</i>	20.11%	10.95%	8.19%	
Fidelity Freedom® 2060 Fund Class K	20.59%	11.30%	8.33%*	08/05/2014
<i>S&P 500</i>	26.29%	15.69%	12.24%*	
<i>FID FF 2060 Comp Idx</i>	20.11%	10.95%	8.27%*	
Fidelity Freedom® 2065 Fund Class K	20.69%	N/A	9.16%*	06/28/2019
<i>S&P 500</i>	26.29%	N/A	13.21%*	
<i>FID FF 2065 Comp</i>	20.11%	N/A	8.53%*	
Fidelity Freedom® Income Fund Class K	8.26%	3.64%	3.29%	10/17/1996
<i>BBg US Agg Bond</i>	5.53%	1.10%	1.81%	
<i>FID FF Income Comp Idx</i>	8.47%	3.68%	3.31%	
TIER II - CORE FUNDS				
Asset Class: Stocks				
Fidelity® 500 Index Fund	26.29%	15.68%	12.02%	02/17/1988
<i>S&P 500</i>	26.29%	15.69%	12.03%	

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.650%	\$6.50	N/A	Yes [§]	N/A
0.650%	\$6.50	N/A	Yes [§]	N/A
0.650%	\$6.50	N/A	Yes [§]	N/A
0.650%	\$6.50	N/A	Yes [§]	N/A
0.650%	\$6.50	N/A	Yes [§]	N/A
0.420%	\$4.20	N/A	Yes [§]	N/A
0.015%	\$0.15	N/A	Yes [§]	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Stocks (cont'd)				
Fidelity® Blue Chip Growth Fund Class K	55.76%	20.64%	15.90%	12/31/1987
<i>Russell 1000 Growth</i>	42.68%	19.50%	14.86%	
Fidelity® Contrafund® Class K	39.47%	16.56%	12.92%	05/17/1967
<i>S&P 500</i>	26.29%	15.69%	12.03%	
Fidelity® Emerging Markets Fund Class K	15.35%	8.58%	5.68%	11/01/1990
<i>MSCI EM Net MA</i>	9.86%	3.71%	2.70%	
Fidelity® Growth Company Fund Class K	47.33%	22.71%	16.93%	01/17/1983
<i>Russell 3000 Growth</i>	41.21%	18.85%	14.33%	
Fidelity® Low-Priced Stock Fund Class K	14.44%	13.10%	8.83%	12/27/1989
<i>Russell 2000</i>	16.93%	9.97%	7.16%	
Fidelity® Magellan® Fund Class K	31.05%	15.41%	11.86%	05/02/1963
<i>S&P 500</i>	26.29%	15.69%	12.03%	
Fidelity® Mid-Cap Stock Fund Class K	11.14%	13.43%	9.60%	03/29/1994
<i>S&P MidCap 400</i>	16.44%	12.62%	9.27%	
Fidelity® OTC Portfolio Class K	42.92%	19.97%	16.15%	12/31/1984
<i>NASDAQ Composite</i>	44.64%	18.75%	14.80%	
Fidelity® Overseas Fund Class K	20.69%	10.03%	6.33%	12/04/1984
<i>MSCI EAFE (Net MA)</i>	18.49%	8.39%	4.48%	
Fidelity® Small Cap Discovery Fund	21.32%	13.34%	7.72%	09/26/2000
<i>Russell 2000</i>	16.93%	9.97%	7.16%	
Vanguard FTSE Social Index Fund Admiral	31.79%	15.95%	12.51%	01/14/2003

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.400%	\$4.00	N/A	Yes [§]	N/A
0.320%	\$3.20	N/A	Yes [§]	N/A
0.740%	\$7.40	N/A	Yes [§]	N/A
0.620%	\$6.20	N/A	Yes [§]	N/A
0.820%	\$8.20	N/A	Yes [§]	N/A
0.400%	\$4.00	N/A	Yes [§]	N/A
0.710%	\$7.10	N/A	Yes [§]	N/A
0.660%	\$6.60	N/A	Yes [§]	N/A
0.590%	\$5.90	N/A	Yes [§]	N/A
1.030%	\$10.30	N/A	Yes [§]	N/A
0.140%	\$1.40	N/A	Yes [§]	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Stocks (cont'd)				
Vanguard Growth and Income Fund Admiral Shares <i>S&P 500</i>	24.76% 26.29%	15.39% 15.69%	11.90% 12.03%	12/10/1986
Vanguard Institutional Index Fund Institutional Shares <i>S&P 500</i>	26.24% 26.29%	15.66% 15.69%	12.00% 12.03%	07/31/1990
Vanguard International Growth Fund Admiral Shares <i>MSCI AC Wld ex US (N)</i>	14.81% 15.62%	10.62% 7.08%	7.09% 3.83%	09/30/1981
Vanguard International Value Fund Investor Shares <i>MSCI AC Wld ex US (N)</i>	16.15% 15.62%	7.77% 7.08%	3.78% 3.83%	05/16/1983
Vanguard Real Estate Index Fund Admiral Shares <i>MSCI US IMI 25/50 RE</i>	11.81% 11.96%	7.33% 7.44%	7.36% --	05/13/1996
Vanguard Total International Stock Index Fund Admiral Shares <i>FTSE Global All Cap x US</i>	15.52% 16.17%	7.34% 7.78%	4.09% 4.51%	04/29/1996
Vanguard Total Stock Market Index Fund Institutional Shares <i>CRSP US Total Mkt Index</i>	26.02% 25.98%	15.08% 15.08%	11.44% 11.44%	04/27/1992
Vanguard U.S. Growth Fund Admiral™ Shares <i>Russell 1000 Growth</i>	45.31% 42.68%	15.91% 19.50%	13.00% 14.86%	01/06/1959
Vanguard Windsor™ Fund Admiral™ Shares <i>Russell 1000 Value</i>	15.03% 11.46%	14.95% 10.91%	9.84% 8.40%	10/23/1958

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.250%	\$2.50	N/A	Yes§	N/A
0.035%	\$0.35	N/A	Yes§	N/A
0.310%	\$3.10	N/A	Yes§	N/A
0.390%	\$3.90	N/A	Yes§	N/A
0.130%	\$1.30	N/A	Yes§	N/A
0.120%	\$1.20	N/A	Yes§	N/A
0.030%	\$0.30	N/A	Yes§	N/A
0.200%	\$2.00	N/A	Yes§	N/A
0.320%	\$3.20	N/A	Yes§	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Blended Investments				
Fidelity® Balanced Fund Class K	21.68%	12.46%	9.14%	11/06/1986
<i>S&P 500</i>	26.29%	15.69%	12.03%	
Fidelity® Puritan® Fund Class K	20.28%	11.68%	8.92%	04/16/1947
<i>S&P 500</i>	26.29%	15.69%	12.03%	
Fidelity® Real Estate Income Fund	9.32%	5.32%	5.71%	02/04/2003
<i>ICE BofA US HY Const</i>	13.47%	5.19%	4.51%	
Vanguard Wellesley® Income Fund Admiral™ Shares	7.10%	5.99%	5.48%	07/01/1970
<i>BBg Credit A+ TR</i>	7.23%	1.89%	2.46%	
Vanguard Wellington™ Fund Admiral™ Shares	14.43%	9.66%	7.96%	07/01/1929
<i>DJ US Total Stk Mkt</i>	26.06%	15.05%	11.40%	
Asset Class: Bonds				
Fidelity® GNMA Fund	5.43%	0.34%	1.30%	11/08/1985
<i>BBg GNMA</i>	5.40%	0.34%	1.34%	
Fidelity® Government Income Fund	4.21%	0.23%	1.08%	04/04/1979
<i>BBg Government Bond</i>	4.09%	0.56%	1.27%	
Fidelity® Inflation-Protected Bond Index Fund	3.78%	3.04%	2.34%	05/16/2012
<i>BBg US TIPS</i>	3.90%	3.15%	2.42%	
Fidelity® Intermediate Bond Fund	5.54%	1.78%	1.84%	05/23/1975
<i>BBg Int Govt/Cr Bond</i>	5.24%	1.59%	1.72%	
Fidelity® Investment Grade Bond Fund	6.49%	1.96%	2.27%	08/06/1971
<i>BBg US Agg Bond</i>	5.53%	1.10%	1.81%	
Fidelity® Short-Term Bond Fund	5.34%	1.72%	1.40%	09/15/1986
<i>BBg 1-3 Gov/Cred</i>	4.61%	1.51%	1.27%	

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.390%	\$3.90	N/A	Yes§	N/A
0.390%	\$3.90	N/A	Yes§	N/A
0.670%	\$6.70	N/A	Yes§	N/A
0.160%	\$1.60	N/A	Yes§	N/A
0.180%	\$1.80	N/A	Yes§	N/A
0.440%	\$4.40	N/A	Yes§	N/A
0.450%	\$4.50	N/A	Yes§	N/A
0.050%	\$0.50	N/A	Yes§	N/A
0.450%	\$4.50	N/A	Yes§	N/A
0.450%	\$4.50	N/A	Yes§	N/A
0.300%	\$3.00	N/A	Yes§	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Bonds (cont'd)				
Fidelity® Strategic Income Fund <i>BBg US Universal</i>	9.54% 6.17%	3.86% 1.44%	3.50% 2.08%	10/31/1994
Fidelity® U.S. Bond Index Fund <i>BBg US Agg Bond</i>	5.55% 5.53%	1.06% 1.10%	1.78% 1.81%	03/08/1990
Vanguard GNMA Fund Admiral Shares <i>BBg GNMA</i>	5.26% 5.40%	0.46% 0.34%	1.52% 1.34%	06/27/1980
Vanguard High-Yield Corporate Fund Admiral Shares <i>BBg Corp High-Yield</i>	11.74% 13.44%	5.21% 5.37%	4.43% 4.60%	12/27/1978
Vanguard Inflation-Protected Securities Fund Admiral Shares <i>BBg US TIPS</i>	3.79% 3.90%	3.02% 3.15%	2.33% 2.42%	06/29/2000
Vanguard Intermediate-Term Treasury Fund Admiral Shares <i>BBg 5-10 TSY</i>	4.18% 4.11%	1.03% 0.70%	1.52% 1.62%	10/28/1991
Vanguard Long-Term Investment-Grade Fund Admiral Shares <i>BBg Long A+ US Cr</i>	9.38% 9.36%	2.06% 1.90%	3.85% 3.59%	07/09/1973
Vanguard Long-Term Treasury Fund Admiral Shares <i>BBg US LT Treasury Bond</i>	3.41% 3.06%	-1.22% -1.24%	2.31% 2.28%	05/19/1986
Vanguard Short-Term Inflation-Protected Securities Index Fund Admiral Shares <i>BBg US TIPS 0-5 Years</i>	4.59% 4.57%	3.32% 3.37%	1.92% 1.98%	10/16/2012
Vanguard Short-Term Investment-Grade Fund Admiral Shares <i>BBg 1-5 Yr Cred</i>	6.17% 5.94%	2.13% 2.21%	1.95% 2.01%	10/29/1982

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.660%	\$6.60	N/A	Yes [§]	N/A
0.025%	\$0.25	N/A	Yes [§]	N/A
0.110%	\$1.10	N/A	Yes [§]	N/A
0.120%	\$1.20	N/A	Yes [§]	N/A
0.100%	\$1.00	N/A	Yes [§]	N/A
0.100%	\$1.00	N/A	Yes [§]	N/A
0.110%	\$1.10	N/A	Yes [§]	N/A
0.100%	\$1.00	N/A	Yes [§]	N/A
0.060%	\$0.60	N/A	Yes [§]	N/A
0.100%	\$1.00	N/A	N/A	N/A

Investment Name Benchmark(s)	Average Annual Total Return as of 12/31/2023			
	1 Year	5 Year	10 Year (if less, since Inception*)	Inception Date
Asset Class: Bonds (cont'd)				
Vanguard Short-Term Treasury Fund Admiral Shares	3.61%	1.14%	1.01%	10/28/1991
<i>BBg 1-5 TSY</i>	4.37%	1.18%	1.12%	
Asset Class: Short-Term				
Fidelity® Government Money Market Fund £	4.78%	1.63%	1.01%	02/05/1990
7-Day Yield % as of 12/31/2023: 5.01				
<i>FTSE 3-Mo Treasury Bill</i>	5.26%	1.91%	1.26%	
Vanguard Federal Money Market Fund Investor Shares □	5.09%	1.83%	1.21%	07/13/1981
7-Day Yield % as of 12/31/2023: 5.31				
<i>FTSE 3-Mo Treasury Bill</i>	5.26%	1.91%	1.26%	

N/A = Not Applicable/None

-- = Not Available

^ Some outside investment and vendor information may not be available to Fidelity. When "N/A" does not appear and no shareholder fee is shown, it is due to the fact that our recordkeeping system does not have a shareholder fee(s) on file. Nevertheless, there may be shareholder fees associated with the investment option. If a shareholder fee is shown, please keep in mind there may be other fees associated with the investment that our recordkeeping system does not have on file. More information may be found in the prospectus and/or other investment-related information, as well as by contacting the outside investment manager or vendor directly.

Investment Restrictions

§ 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.

Additional Investment Information

* Performance provided is Life of Fund, which is since the inception date noted, when the investment option has been in existence for less than 10 years. Life of fund figures are from the inception date to the period shown. For unitized funds, the inception date shown may be that of the fund's underlying investment option. For non-mutual fund pools and trusts whose strategies may be offered to multiple clients and whose returns may be based on a composite, the inception date shown may be the beginning date of the composite's returns.

Fees and Expenses		Shareholder Fees^	Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio				
As a %	Per \$1,000			
0.100%	\$1.00	N/A	N/A	N/A
0.420%	\$4.20	N/A	N/A	N/A
0.110%	\$1.10	N/A	N/A	N/A

Total returns are historical and include change in share price and reinvestment of dividends and capital gains, if any. These figures do not include the effect of sales charges, if any, as these fees are waived for contributions made through your retirement plan. If sales charges were included, returns would have been lower.

The current yield reflects the current earnings of the fund, while the total return refers to a specific past holding period. The 7-Day Yield is the average income return over the previous seven days, assuming the rate stays the same for one year. It is the Fund's total income net of expenses, divided by the total number of outstanding shares and includes any applicable waiver or reimbursement.

Please see the Additional Disclosure Information section at the back of this Notice for additional information, including performance and index disclosures.

Expense Ratio

Expense ratio 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, and are required to be disclosed on the chart as a gross amount. For a mutual fund, the gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information, but may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds.

For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor or other third party.

In certain instances, there may be fee waivers and/or expense reimbursements, which could result in a temporary reduction to the gross expense ratios listed in the chart. More information is available online at

<https://pcs.fidelity.com/public/netbenefits/planfunds/performance/cr?plan=73754&client=700009>.

Additional Disclosure Information

Generally, data on Fidelity mutual funds is provided by FMR LLC, data on non-Fidelity mutual funds is provided by Morningstar, LLC, and data on non-mutual fund products is provided by Morningstar, LLC, the product's investment manager or trustee, the plan sponsor whose plan is offering the product to participants, or other third party. Although Fidelity believes data gathered from these third-party sources is reliable, it does not review such information and cannot warrant it to be accurate, complete, or timely. Fidelity is not responsible for any damages or losses arising from any use of this third-party information.

Fidelity Freedom[®] Income Fund Class K, Fidelity Freedom[®] 2010 Fund Class K, Fidelity Freedom[®] 2015 Fund Class K, Fidelity Freedom[®] 2020 Fund Class K, Fidelity Freedom[®] 2025 Fund Class K, Fidelity Freedom[®] 2030 Fund Class K, Fidelity Freedom[®] 2035 Fund Class K, Fidelity Freedom[®] 2040 Fund Class K, Fidelity Freedom[®] 2045 Fund Class K, Fidelity Freedom[®] 2050 Fund Class K, Fidelity Freedom[®] 2055 Fund Class K, Fidelity Freedom[®] 2060 Fund Class K : On July 20, 2017, an initial offering of the Fidelity Freedom K class took place. Returns and expenses prior to that date are those of the Freedom (retail) class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] 500 Index Fund : Returns prior to May 4, 2011 are those of the Premium Class and reflect the Premium Class' expense ratio. Had the Institutional Premium Class' expense ratio been reflected, total returns would have been higher.

Fidelity[®] Blue Chip Growth Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] Contrafund[®] Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] Emerging Markets Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] Growth Company Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] Low-Priced Stock Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] Magellan[®] Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] Mid-Cap Stock Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] OTC Portfolio Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity[®] Overseas Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Vanguard Total Stock Market Index Fund Institutional Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 07/07/1997. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 04/27/1992, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Growth and Income Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/14/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 12/10/1986, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard International Growth Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/13/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 09/30/1981, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard U.S. Growth Fund Admiral[™] Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 08/13/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 01/06/1959, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Total International Stock Index Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/29/2010. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 04/29/1996, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Real Estate Index Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 05/13/1996, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Windsor™ Fund Admiral™ Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 10/23/1958, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard FTSE Social Index Fund Admiral : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/07/2019. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 01/14/2003, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Fidelity® Balanced Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Fidelity® Puritan® Fund Class K : On May 9, 2008, an initial offering of the retirement (K) class took place. Returns and expenses prior to that date are those of the non-K, non-advisor class. Had K class expenses been reflected in the returns shown, total returns would have been higher.

Vanguard Wellesley® Income Fund Admiral™ Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/14/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 07/01/1970, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Wellington™ Fund Admiral™ Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 05/14/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 07/01/1929, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Fidelity® U.S. Bond Index Fund : Returns prior to May 4, 2011 are those of the Premium Class and reflect the Premium Class' expense ratio. Had the Institutional Premium Class' expense ratio been reflected, total returns would have been higher.

Fidelity® Strategic Income Fund : On April 13, 2018, an initial offering of the Fidelity Strategic Income Fund took place. Returns and expenses prior to that date are those of the Fidelity Advisor Strategic Income Fund - Class M. Had Fidelity Strategic Income Fund expenses been reflected in the returns shown, total returns would have been higher.

Vanguard Intermediate-Term Treasury Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 10/28/1991, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's

prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Long-Term Investment-Grade Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 07/09/1973, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Short-Term Treasury Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/13/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 10/28/1991, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Inflation-Protected Securities Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 06/10/2005. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 06/29/2000, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard GNMA Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 06/27/1980, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard High-Yield Corporate Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 11/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 12/27/1978, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Long-Term Treasury Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 05/19/1986, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Vanguard Short-Term Investment-Grade Fund Admiral Shares : The analysis on these pages may be based, in part, on adjusted historical returns for periods prior to the class's actual inception of 02/12/2001. These calculated returns reflect the historical performance of the oldest share class of the fund, with an inception date of 10/29/1982, adjusted to reflect the fees and expenses of this share class (when this share class's fees and expenses are higher.) Please refer to a fund's prospectus for information regarding fees and expenses. These adjusted historical returns are not actual returns. Calculation methodologies utilized by Morningstar may differ from those applied by other entities, including the fund itself.

Benchmarks

Benchmark indices are unmanaged, and you cannot invest directly in an index. More information on benchmarks for the investment options through Fidelity is available online at <https://pcs.fidelity.com/public/netbenefits/planfunds/performance/cr?plan=73754&client=700009>.

Fidelity Investments Institutional Operations Company LLC, 245 Summer Street, Boston MA 02210

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Plan and Investment Notice

THE GWU RETIREMENT PLAN FOR FACULTY AND STAFF

January 13, 2024

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.

Summary of Plan Services and Costs

TIAA has been selected to provide 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.

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 **800 842-2252**, weekdays, 8 a.m. to 10 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 the 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 your plan ID, 101340, you'll 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.

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 plan designated 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.

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 lists 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 your plan ID, 101340, you'll be directed to plan and investment information.

To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800 842-2252 or write to us at TIAA, P.O. Box 1259, Charlotte, NC 28201.

Table 1 – Variable Return Investment Performance as of December 31, 2023

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 Inception	Gross	Net	Shareholder Fees & Restrictions
Equities									
Mutual Fund									
MFS International Diversification Fund R6	Foreign Large Blend	MDIZX	10/02/2017	14.44%	8.29%	5.58%	0.74% \$7.40	0.73% \$7.30	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI ACWI Ex USA NR USD				15.62%	7.08%	3.89%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF International Equity Index Fund Institutional	Foreign Large Blend	TCIEX	10/01/2002	18.20%	8.25%	4.40%	0.05% \$0.50	0.05% \$0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI EAFE NR USD				18.24%	8.16%	4.28%	Contractual Cap Exp: 02/29/2024		
TIAA-CREF Equity Index Fund Institutional	Large Blend	TIEIX	07/01/1999	25.91%	15.12%	11.45%	0.05% \$0.50	0.05% \$0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 TR USD				25.96%	15.16%	11.48%	Contractual Cap Exp: 02/29/2024		
TIAA-CREF S&P 500 Index Fund Institutional	Large Blend	TISPX	10/01/2002	26.22%	15.63%	11.97%	0.05% \$0.50	0.05% \$0.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P 500 TR USD				26.29%	15.69%	12.03%	Contractual Cap Exp: 02/29/2024		
TIAA-CREF Social Choice Equity Fund Institutional	Large Blend	TISCX	07/01/1999	22.49%	15.05%	11.00%	0.18% \$1.80	0.18% \$1.80	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 3000 TR USD				25.96%	15.16%	11.48%	Contractual Cap Exp: 02/29/2024		
TIAA-CREF Large-Cap Growth Fund Institutional	Large Growth	TILGX	03/31/2006	47.04%	16.83%	13.44%	0.41% \$4.10	0.41% \$4.10	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

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 Inception	Gross	Net	Shareholder Fees & Restrictions
Russell 1000 Growth TR USD				42.68%	19.50%	14.86%			
TIAA-CREF Large-Cap Growth Index Fund Institutional	Large Growth	TILIX	10/01/2002	42.63%	19.44%	14.80%	0.05%	0.05%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 1000 Growth TR USD				42.68%	19.50%	14.86%			
TIAA-CREF Large-Cap Value Fund Institutional	Large Value	TRLIX	10/01/2002	14.31%	12.50%	7.95%	0.41%	0.41%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 1000 Value TR USD				11.46%	10.91%	8.40%			
TIAA-CREF Large-Cap Value Index Fund Institutional	Large Value	TILVX	10/01/2002	11.47%	10.88%	8.36%	0.05%	0.05%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 1000 Value TR USD				11.46%	10.91%	8.40%			
MFS Mid Cap Growth Fund R6	Mid-Cap Growth	OTCKX	01/02/2013	21.50%	13.25%	11.02%	0.67%	0.66%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell Mid Cap Growth TR USD				25.87%	13.81%	10.57%			
American Century Mid Cap Value Fund R6	Mid-Cap Value	AMDVX	07/26/2013	6.52%	11.40%	9.08%	0.63%	0.63%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell Mid Cap Value TR USD				12.71%	11.16%	8.26%			
TIAA-CREF Real Estate Securities Fund Institutional	Real Estate	TIREX	10/01/2002	12.19%	8.17%	8.36%	0.48%	0.48%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
FTSE Nareit All Equity REITs TR USD				11.36%	7.59%	7.95%			
TIAA-CREF Quant Small- Cap Equity Fund Institutional	Small Blend	TISEX	10/01/2002	18.70%	11.90%	8.60%	0.42%	0.42%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 2000 TR USD				16.93%	9.97%	7.16%			

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	
TIAA-CREF Small-Cap Blend Index Fund Institutional	Small Blend	TISBX	10/01/2002	17.04%	10.08%	7.33%	0.06%	0.06%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 2000 TR USD</i>				16.93%	9.97%	7.16%		Contractual Cap Exp: 02/29/2024	
Variable Annuity									
CREF Stock Account R3	Allocation--85%+ Equity	QCSTIX	07/31/1952	22.37%	12.26%	8.64%	0.26%	0.26%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<i>Morningstar Aggressive Target Risk TR USD</i>				18.30%	10.72%	7.83%			
CREF Global Equities Account R3	Global Large- Stock Blend	QCGLIX	05/01/1992	23.94%	12.97%	8.18%	0.25%	0.25%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<i>MSCI ACWI NR USD</i>				22.20%	11.72%	7.93%			
CREF Equity Index Account R3	Large Blend	QCEQIX	04/29/1994	25.77%	14.99%	11.26%	0.17%	0.17%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<i>Russell 3000 TR USD</i>				25.96%	15.16%	11.48%			
CREF Growth Account R3	Large Growth	QCGRIX	04/29/1994	46.09%	17.15%	13.45%	0.22%	0.22%	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<i>Russell 1000 Growth TR USD</i>				42.68%	19.50%	14.86%			
Fixed Income									
Mutual Fund									
TIAA-CREF High-Yield Fund Institutional	High Yield Bond	TIHYX	03/31/2006	13.02%	4.87%	4.13%	0.36%	0.36%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>ICE BofA BB-B US Cash Pay High Yield Constrained</i>				12.55%	5.19%	4.53%		Contractual Cap Exp: 07/31/2024	
TIAA-CREF Inflation- Linked Bond Fund Institutional	Inflation-Protected Bond	TIILX	10/01/2002	4.36%	3.27%	2.29%	0.25%	0.25%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the 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			
Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD				4.36%	3.43%	2.31%			Contractual Cap Exp: 07/31/2024		
TIAA-CREF Bond Index Fund Institutional	Intermediate Core Bond	TBIIX	09/14/2009	5.64%	0.95%	1.68%	0.07%	0.07%	\$0.70	\$0.70	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				5.53%	1.10%	1.81%			Contractual Cap Exp: 07/31/2024		
TIAA-CREF Core Bond Fund Institutional	Intermediate Core-Plus Bond	TIBDX	07/01/1999	6.34%	1.51%	2.23%	0.29%	0.29%	\$2.90	\$2.90	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				5.53%	1.10%	1.81%			Contractual Cap Exp: 07/31/2024		
TIAA-CREF Core Plus Bond Fund Institutional	Intermediate Core-Plus Bond	TIBFX	03/31/2006	7.03%	1.80%	2.45%	0.30%	0.30%	\$3.00	\$3.00	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Aggregate Bond TR USD				5.53%	1.10%	1.81%			Contractual Cap Exp: 07/31/2024		
TIAA-CREF Short-Term Bond Fund Institutional	Short-Term Bond	TISIX	03/31/2006	5.41%	2.06%	1.77%	0.27%	0.27%	\$2.70	\$2.70	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg US Government/Credit 1-3 Yr TR USD				4.61%	1.51%	1.27%			Contractual Cap Exp: 07/31/2024		
Variable Annuity											
CREF Inflation-Linked Bond Account R3	Inflation-Protected Bond	QCILIX	05/01/1997	4.62%	3.49%	2.45%	0.19%	0.19%	\$1.90	\$1.90	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD				4.36%	3.43%	2.31%					
CREF Core Bond Account R3	Intermediate Core Bond	QCBMIX	03/01/1990	6.31%	1.42%	2.04%	0.23%	0.23%	\$2.30	\$2.30	Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg US Aggregate Bond TR USD				5.53%	1.10%	1.81%					

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	
TIAA-CREF Money Market Fund Institutional 7-day current annualized yield 5.28% as of 12/26/2023 7-day effective annualized yield 5.42% as of 12/26/2023	Money Market- Taxable	TCIXX	07/01/1999	5.05%	1.80%	1.18%	0.12%	0.12%	
iMoneyNet Money Fund Averages - All Government				4.76%	1.62%	1.01%			Contractual Cap Exp: 07/31/2024
Variable Annuity									
CREF Money Market Account R3 7-day current annualized yield 5.16% as of 12/26/2023 7-day effective annualized yield 5.30% as of 12/26/2023	Money Market- Taxable	QCMMIX	04/01/1988	4.97%	1.71%	1.06%	0.18%	0.18%	
iMoneyNet Money Fund Averages - All Government				4.76%	1.62%	1.01%			
Multi-Asset									
Mutual Fund									
TIAA-CREF Lifecycle Retirement Income Fund Institutional	Allocation--30% to 50% Equity	TLRIX	11/30/2007	10.81%	5.87%	4.77%	0.54%	0.37%	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				10.35%	4.90%	3.98%			Contractual Waiver Exp: 09/30/2024
TIAA-CREF Managed Allocation Fund Institutional	Moderate Allocation	TIMIX	03/31/2006	16.25%	8.16%	6.21%	0.47%	0.44%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Morningstar Moderate Target Risk TR USD				13.22%	7.38%	5.72%			Contractual Cap Exp: 09/30/2024
TIAA-CREF Lifecycle 2010 Fund Institutional	Target Date 2000- 2010	TCTIX	01/17/2007	11.00%	5.94%	4.89%	0.51%	0.37%	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				10.79%	5.61%	4.50%			Contractual Waiver Exp: 09/30/2024
TIAA-CREF Lifecycle 2015 Fund Institutional	Target-Date 2015	TCNIX	01/17/2007	11.08%	6.32%	5.17%	0.52%	0.38%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

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 Inception	Gross	Net	Shareholder Fees & Restrictions
S&P Target Date 2015 TR USD				11.38%	6.10%	4.94%			
TIAA-CREF Lifecycle 2020 Fund Institutional	Target-Date 2020	TCWIX	01/17/2007	12.06%	6.83%	5.53%	0.54%	0.39%	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				12.32%	6.47%	5.28%			
TIAA-CREF Lifecycle 2025 Fund Institutional	Target-Date 2025	TCYIX	01/17/2007	13.15%	7.61%	6.01%	0.55%	0.41%	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				12.99%	7.42%	5.85%			
TIAA-CREF Lifecycle 2030 Fund Institutional	Target-Date 2030	TCRIX	01/17/2007	14.59%	8.48%	6.50%	0.56%	0.42%	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				14.80%	8.42%	6.44%			
TIAA-CREF Lifecycle 2035 Fund Institutional	Target-Date 2035	TCIIX	01/17/2007	16.38%	9.38%	7.00%	0.58%	0.43%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2035 TR USD				16.63%	9.44%	7.04%			
TIAA-CREF Lifecycle 2040 Fund Institutional	Target-Date 2040	TCOIX	01/17/2007	18.39%	10.34%	7.53%	0.61%	0.44%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2040 TR USD				18.16%	10.22%	7.49%			
TIAA-CREF Lifecycle 2045 Fund Institutional	Target-Date 2045	TTFIX	11/30/2007	19.47%	11.08%	7.90%	0.62%	0.45%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2045 TR USD				19.14%	10.68%	7.76%			
TIAA-CREF Lifecycle 2050 Fund Institutional	Target-Date 2050	TFTIX	11/30/2007	20.03%	11.28%	8.01%	0.64%	0.45%	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2050 TR USD				19.58%	10.92%	7.92%			

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	
TIAA-CREF Lifecycle 2055 Fund Institutional	Target-Date 2055	TTRIX	04/29/2011	20.25%	11.37%	8.08%	0.64% \$6.40	0.45% \$4.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2055 TR USD				19.62%	10.98%	7.99%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2060 Fund Institutional	Target-Date 2060	TLXNX	09/26/2014	20.46%	11.53%	8.48%	0.68% \$6.80	0.45% \$4.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2060 TR USD				19.74%	11.04%	8.21%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2065 Fund Institutional	Target-Date 2065+	TSFTX	09/30/2020	20.59%	-	9.26%	1.17% \$11.70	0.45% \$4.50	Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2065+ TR USD				19.84%		10.00%	Contractual Waiver Exp: 09/30/2024		
Variable Annuity									
CREF Social Choice Account R3	Moderate Allocation	QCSCIX	03/01/1990	14.82%	8.44%	6.43%	0.21% \$2.10	0.21% \$2.10	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				13.22%	7.38%	5.72%			
Real Estate									
Variable Annuity									
TIAA Real Estate Account	Real Estate	QREARX	10/02/1995	-13.62%	2.88%	4.87%	0.87% \$8.70	0.87% \$8.70	Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000.
S&P 500 TR USD				26.29%	15.69%	12.03%			

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.

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			
TIAA Traditional-Retirement Annuity	6.00%	Through 02/29/2024	<p>The current rate shown applies to premiums remitted during the month of January 2024 and will be credited through 2/29/2024. 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. 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. 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. 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>

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 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.

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 Stable Value is a guaranteed annuity product that credits interest at a net rate announced in advance of each semi-annual rate guarantee period beginning 1/1 or 7/1. Declared crediting rates (i.e., before deductions for contract fees) will not be less than the current minimum guaranteed rate. TIAA may declare additional amounts of interest above the minimum guaranteed rate. When declared, such amounts are in effect for the semi-annual period and are not guaranteed for future periods. TIAA Stable Value guarantees are subject to TIAA's long-term financial strength and claims-paying ability.

The Contract holder (typically your employer as the sponsor of your plan) of TIAA Stable Value has the right to request a transfer of the contract's entire accumulation. This might occur if your employer has elected to use a new recordkeeper and has also elected to terminate the annuity contract. In this case, the TIAA Stable Value accumulation will be paid in a lump sum without any market value adjustments either within 90 days of the Discontinuance Date or two years from the Discontinuance Date based on a formula in the contract which references the movement of interest rates overtime. Only if the two year payout applies a Discontinuance Fee of, at most, 0.75% will be assessed which reduces the crediting rate during such period. Please refer to your contract certificate for additional details.

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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Qualified Default Investment Alternative Notice

The George Washington University Retirement Plan for Faculty and Staff and the George Washington University Supplemental Retirement Plan permit you to direct the investment of your account in a number of available investment funds available through two providers: Fidelity and TIAA. Fidelity administers the Fidelity and Vanguard funds and TIAA administers the TIAA funds. To invest your account, you need only choose an investment provider, or choose how to divide your contributions between the two providers, and then choose among the investment options offered by each.

In the event you don't choose an investment provider or you choose Fidelity but do not designate an investment fund, your contributions will automatically be invested in the Fidelity Freedom Funds (as detailed in the Fidelity portion of this notice). If you choose TIAA with which to invest your contributions but do not designate one of TIAA's underlying investment funds, your contributions will be invested in the Nuveen Lifecycle Funds, as detailed below.

You may choose to transfer out of a default fund and into any other investment options under the Plans at any time. There are no restrictions on, or fees or expenses charged for, moving out of a default fund. You may also make changes to your investment elections for future contributions and/or exchange all or a portion of an existing balance into other options available under the Plans via the applicable website or by phone.

To obtain information about other investment options, to change investment direction, or to exchange all or a portion of an existing balance to other investment options, you may (i) visit www.netbenefits.com/GW and follow the instructions to access the appropriate vendor; (ii) call 1-800-343-0860 to speak to a representative about investments administered by Fidelity; or call 1-800-842-2776 to speak to a representative about investments administered by TIAA.

TIAA DEFAULT FUNDS

If you choose TIAA with which to invest your contributions but do not designate one of TIAA's underlying investment funds, your contributions will be invested in the Nuveen Lifecycle Funds.

The Nuveen Lifecycle Funds are "retirement target-date funds." This means that each fund's assets are allocated based on the assumption that the person holding its shares will retire in the year indicated by the fund's name. These funds are professionally managed and use a strategically developed, disciplined investment approach. These funds seek to provide high total return until the target date. Accordingly, the investments are adjusted over time, becoming more conservative as the target date approaches. The TIAA Lifecycle Funds are described in more detail below.

Before investing in any mutual fund, please carefully consider the investment objectives, risks, charges and expenses. For this and other information, call or write to TIAA for a free prospectus. Read it carefully before you invest.

The investment options available through the plan reserve the right to modify or withdraw the exchange privilege.

Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4 p.m. Eastern time, or on weekends or holidays, will receive the next available closing prices.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

In the event of a discrepancy between this notice and the terms of the Plan, the plan document will govern.

NUVEEN LIFECYCLE FUNDS

The Nuveen Lifecycle Funds offer twelve target date funds that range from 2010 to 2065 (in five year increments). A target date or lifecycle fund is managed based on the specific retirement year (target date) included in its name and assumes an estimated retirement age of approximately 65. In addition to age or retirement date, investors should consider factors such as their risk tolerance, personal circumstances, and complete financial situation before choosing to invest in a target date fund. These funds are generally designed for investors who expect to invest in a fund until they retire (the target date), and then begin making gradual systematic withdrawals afterward. There is no guarantee that an investment in a target date fund will provide adequate retirement income, and investors can lose money at any stage of investment, even near or after the target date.

Target date funds employ glidepaths, which are the planned progression of asset allocation changes (e.g., mix of equity and fixed-income investments) along specific points in time. A fund's glidepath generally shows how its asset allocation shifts from a more aggressive to a more conservative investment approach as the fund moves toward and beyond its target date. Each Lifecycle Fund's investments adjust over time as the target date approaches, and continue to adjust for an additional seven to ten years before reaching its final allocation.

The Nuveen Lifecycle Funds used as a default fund are based on the assumption that the participant will retire at age 65. The following table indicates which fund your contributions will be directed to, as determined by the Plan's investment fiduciary, based on your date of birth.

Fund Name	Date of Birth Range
Lifecycle Retirement Income Fund	Earlier - 1943
Lifecycle 2010 Fund	1944 - 1948
Lifecycle 2015 Fund	1949 - 1953
Lifecycle 2020 Fund	1954 - 1958
Lifecycle 2025 Fund	1959 - 1963
Lifecycle 2030 Fund	1964 - 1968
Lifecycle 2035 Fund	1969 - 1973
Lifecycle 2040 Fund	1974 - 1978
Lifecycle 2045 Fund	1979 - 1983
Lifecycle 2050 Fund	1984 - 1988
Lifecycle 2055 Fund	1989 - 1993
Lifecycle 2060 Fund	1994 - 1998
Lifecycle 2065 Fund	1999 - present

Each of the Lifecycle Funds is designed to provide a single diversified portfolio, managed with a target retirement date in mind. The target date is the approximate date when investors expect to begin withdrawing money from the funds. The funds' actual allocations may vary up to 10% from the current target allocations. The Lifecycle Retirement Income Fund seeks high total return over time primarily through income, with a secondary emphasis on capital appreciation. The fund is designed to provide a single diversified portfolio for investors who are already in or entering retirement. Each of the Lifecycle portfolios invests in several underlying equity and fixed-income funds offered by the TIAA Funds. If you are already retired, the Nuveen Lifecycle Retirement Income Fund offers an investment mix that is generally appropriate for your needs.

The following table provides information about the various Lifecycle Funds.

Fund Name	Investment Description (Also see text above for overview of Lifecycle Funds and their goals)	Gross Expense Ratio* as of 09/30/2024
Nuveen Lifecycle Retirement Income Fund	The Lifecycle Retirement Income Fund seeks high total return over time primarily through income, with a secondary emphasis on capital appreciation. The Fund invests according to a relatively stable asset allocation strategy and is designed for investors who are already in retirement. The portfolio invests in several underlying equity, fixed-income and direct real estate funds. The Lifecycle Retirement Income Fund's target allocation consists of an equity/fixed-income/direct real estate mix of 35.00%/60.00%/5.00%. The Fund may deviate from these target allocations by up to 10% depending upon current market conditions and outlook.	0.56%
<p>The Lifecycle Funds below seek high total return over time through a combination of capital appreciation and income. Each of the Nuveen Lifecycle Funds is designed to provide a single diversified portfolio managed with a target retirement date in mind. The target date is the approximate date when investors expect to begin withdrawing money from the Fund. Each portfolio invests in several underlying equity, fixed-income and direct real estate funds. Each Fund will reach the Fund's final target allocation of approximately 20.00% equity/80.00% fixed-income in the fund's target year indicated below. The Funds may deviate from these target allocations by up to 10% depending upon current market conditions and outlook.</p>		
Nuveen Lifecycle 2010 Fund	The Lifecycle 2010 Fund's allocation consists of an equity/fixed-income/direct real estate mix of approximately 33.83%/62.33%/3.84%. The Fund will reach the Fund's final target allocation of approximately 20.00% equity/80.00% fixed-income in 2040.	0.52%
Nuveen Lifecycle 2015 Fund	The Lifecycle 2015 Fund's allocation consists of an equity/fixed-income/direct real estate mix of approximately 37.67%/57.33%/5.00%. The Fund will reach the Fund's final target allocation of approximately 20.00% equity/80.00% fixed-income/0.00% direct real estate in 2045.	0.53%
Nuveen Lifecycle 2020 Fund	The Lifecycle 2020 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 42.67%/52.33%/5.00%. The Fund will reach the Fund's final target allocation of approximately 20.00% equity/80.00% fixed-income/0.00% direct real estate in 2050.	0.53%
Nuveen Lifecycle 2025 Fund	The Lifecycle 2025 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 49.80%/45.20%/5.00%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2025 and reaching a final equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2055.	0.55%
Nuveen Lifecycle 2030 Fund	Currently, the Lifecycle 2030 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 60.90%/34.90%/4.20%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2030 and reaching a final equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2060.	0.57%
Nuveen Lifecycle 2035 Fund	The Lifecycle 2035 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 69.93%/25.07%/5.00%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2035 and reaching a final equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2065.	0.60%
Nuveen Lifecycle 2040 Fund	The Lifecycle 2040 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 80.80%/14.20%/5.00%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2040 and reaching a equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2070.	0.63%
Nuveen Lifecycle 2045 Fund	The Lifecycle 2045 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 87.67%/7.33%/5.00%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2045 and reaching a final equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2075.	0.65%
Nuveen Lifecycle 2050 Fund	The Lifecycle 2050 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 90.67%/4.33%/5.00%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2050 and reaching a final equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2080.	0.66%

Nuveen Lifecycle 2055 Fund	The Lifecycle 2055 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 91.92%/3.08%/5.00%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2055 and reaching a final equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2085.	0.67%
Nuveen Lifecycle 2060 Fund	The Lifecycle 2060 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 93.17%/1.83%/5.00%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2060 and reaching a final equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2090.	0.69%
Nuveen Lifecycle 2065 Fund	The Lifecycle 2065 Fund's target allocation consists of an equity/fixed-income/direct real estate mix of approximately 94.42%/0.58%/5.00%. Over time, the Fund's target allocation will gradually become more conservative, moving to target allocations of approximately 45.00% equity/50.00% fixed-income/5.00% direct real estate in the Fund's target retirement year of 2065 and reaching a final equity/fixed-income/direct real estate mix of approximately 20.00%/80.00%/0.00% in 2095.	0.96%

*The gross expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund's total net assets. Expense ratios change periodically. Please consult the most recent prospectus for current data.