
**THE GEORGE
WASHINGTON
UNIVERSITY**

WASHINGTON, DC

November 2024

THE GEORGE WASHINGTON UNIVERSITY maintains the The George Washington University Supplemental Retirement Plan (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 Supplemental Retirement Plan

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 Supplemental Retirement Plan (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 Supplemental Retirement Plan 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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Learn where your money will be invested if you do not provide investment direction, including

- Objective, strategy and risk information about the Plan's designated default investment option
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- Understand the right to direct investments in the Plan
- Learn about restrictions applicable under the Plan
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Evaluating the Plan's Investment Options

- 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 14, 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.

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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=61156&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 summarized below. 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

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

- Exchanges into any investment option within the Employer 401(A) source are not allowed.
- Exchanges into any investment option within the Rollover-401(A) source are not allowed.
- Exchanges into any investment option within the Employee After-Tax source are not allowed.
- Investment elections for any investment option are not allowed within the Employer 401(A) source.
- Investment elections for any investment option are not allowed within the Rollover-401(A) source.
- Investment elections for any investment option are not allowed within the Employee After-Tax source.

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
Participant Hired Advisory (Adv) Fee	Varies based on advisor
Loan Setup Fee	\$75.00 per loan
Loan Maintenance Fee	\$25.00 per year per loan deducted quarterly
Overnight Mailing Fee	\$25.00 per transaction

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see 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 14, 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=61156&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=61156&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=61156&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
Fidelity Asset Manager® 50% <i>S&P 500</i>	13.09%	7.46%	5.63%	12/28/1988
Fidelity Asset Manager® 70% <i>S&P 500</i>	16.45%	9.68%	6.94%	12/30/1991
Fidelity Asset Manager® 85% <i>S&P 500</i>	18.98%	11.32%	7.93%	09/24/1999

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			
0.220%	\$2.20	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			Excessive Trading Restrictions	Other Restrictions
Annual Gross Expense Ratio		Shareholder Fees^		
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=61156&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=61156&client=700009>.

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

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Plan and Investment Notice

THE GEORGE WASHINGTON UNIVERSITY SUPPLEMENTAL RETIREMENT PLAN

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.

HOW TIAA RECORDKEEPS YOUR PLAN

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

- THE GEORGE WASHINGTON UNIVERSITY SUPPLEMENTAL RETIREMENT PLAN – Plan ID 101344
- THE GEORGE WASHINGTON UNIVERSITY 403(B) PLAN - DISCONTINUED – Plan ID 101342

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

RIGHT TO DIRECT INVESTMENTS

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

1. Online by visiting TIAA.org
2. By phone at **800 842-2252**, 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 a plan ID, 101344, 101342, you'll be directed to plan and investment information.

PLAN DESIGNATED INVESTMENT MANAGER

The Plan has appointed a registered investment advisor(s) to assist you in your retirement plan investment decisions. Please contact your Benefits Office for details of these advisory services and descriptions of any applicable fees. Available in plan(s): 101342

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:

Retirement Plan Loan - Origination Fee	\$75.00 per loan initiated for general purpose, \$125 for a residential loan. This applies to plan (s): 101344
Loan Maintenance	\$25.00 annual fee per active loan. This applies to plan(s): 101344
Collateralized Loans	The cost to you based upon the difference between what you earn on collateral and what you pay in interest. This applies to plan(s): 101344

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.
Advisor Fee	Please refer to your advisor's fee schedule This applies to plan(s): 101342

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 a plan ID, 101344, 101342, 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	Available in plan(s): 101344 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 Fund Retirement	Foreign Large Blend	TRERX	10/01/2002	16.62%	8.59%	3.32%	0.71% \$7.10	0.71% \$7.10	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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 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	Available in plan(s): 101344 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 International Equity Index Fund Retirement	Foreign Large Blend	TRIEX	10/01/2002	17.93%	8.00%	4.14%	0.30% \$3.00	0.30% \$3.00	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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	Available in plan(s): 101344 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		

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 Equity Index Fund Retirement	Large Blend	TIQRX	03/31/2006	25.59%	14.84%	11.17%	0.30%	0.30%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 3000 TR USD</i>				25.96%	15.16%	11.48%			Contractual Cap Exp: 02/29/2024
TIAA-CREF Growth & Income Fund Retirement	Large Blend	TRGIX	10/01/2002	32.48%	14.99%	11.07%	0.66%	0.66%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>S&P 500 TR USD</i>				26.29%	15.69%	12.03%			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%	0.05%	Available in plan(s): 101344 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>S&P 500 TR USD</i>				26.29%	15.69%	12.03%			Contractual Cap Exp: 02/29/2024
TIAA-CREF S&P 500 Index Fund Retirement	Large Blend	TRSPX	10/01/2002	25.89%	15.34%	11.69%	0.30%	0.30%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>S&P 500 TR USD</i>				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%	0.18%	Available in plan(s): 101344 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 3000 TR USD</i>				25.96%	15.16%	11.48%			Contractual Cap Exp: 02/29/2024
TIAA-CREF Social Choice Equity Fund Retirement	Large Blend	TRSCX	10/01/2002	22.20%	14.76%	10.72%	0.43%	0.43%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 3000 TR USD</i>				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%	0.41%	Available in plan(s): 101344 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 1000 Growth TR USD</i>				42.68%	19.50%	14.86%			Contractual Cap Exp: 02/29/2024

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 Large-Cap Growth Fund Retirement	Large Growth	TILRX	03/31/2006	46.66%	16.54%	13.14%	0.66%	0.66%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 1000 Growth TR USD</i>				42.68%	19.50%	14.86%		Contractual Cap Exp: 02/29/2024	
TIAA-CREF Large-Cap Growth Index Fund Institutional	Large Growth	TILIX	10/01/2002	42.63%	19.44%	14.80%	0.05%	0.05%	Available in plan(s): 101344 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 1000 Growth TR USD</i>				42.68%	19.50%	14.86%		Contractual Cap Exp: 02/29/2024	
TIAA-CREF Large-Cap Growth Index Fund Retirement	Large Growth	TRIRX	10/01/2002	42.29%	19.14%	14.51%	0.30%	0.30%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 1000 Growth TR USD</i>				42.68%	19.50%	14.86%		Contractual Cap Exp: 02/29/2024	
TIAA-CREF Large-Cap Value Fund Institutional	Large Value	TRLIX	10/01/2002	14.31%	12.50%	7.95%	0.41%	0.41%	Available in plan(s): 101344 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 1000 Value TR USD</i>				11.46%	10.91%	8.40%		Contractual Cap Exp: 02/29/2024	
TIAA-CREF Large-Cap Value Fund Retirement	Large Value	TRLCX	10/01/2002	13.98%	12.23%	7.68%	0.66%	0.66%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 1000 Value TR USD</i>				11.46%	10.91%	8.40%		Contractual Cap Exp: 02/29/2024	
TIAA-CREF Large-Cap Value Index Fund Institutional	Large Value	TILVX	10/01/2002	11.47%	10.88%	8.36%	0.05%	0.05%	Available in plan(s): 101344 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 1000 Value TR USD</i>				11.46%	10.91%	8.40%		Contractual Cap Exp: 02/29/2024	
TIAA-CREF Large-Cap Value Index Fund Retirement	Large Value	TRCVX	10/01/2002	11.15%	10.61%	8.09%	0.30%	0.30%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 1000 Value TR USD</i>				11.46%	10.91%	8.40%		Contractual Cap Exp: 02/29/2024	
MFS Mid Cap Growth Fund R6	Mid-Cap Growth	OTCKX	01/02/2013	21.50%	13.25%	11.02%	0.67%	0.66%	Available in plan(s): 101344 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 Mid Cap Growth TR USD				25.87%	13.81%	10.57%			
TIAA-CREF Mid-Cap Growth Fund Retirement	Mid-Cap Growth	TRGMX	10/01/2002	21.16%	9.89%	7.18%	0.73%	0.73%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 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 Mid-Cap Value Fund Retirement	Mid-Cap Value	TRVRX	10/01/2002	11.13%	9.68%	6.49%	0.70%	0.70%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 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 Real Estate Securities Fund Retirement	Real Estate	TRRSX	10/01/2002	11.91%	7.91%	8.10%	0.73%	0.73%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 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%			
TIAA-CREF Quant Small- Cap Equity Fund Retirement	Small Blend	TRSEX	10/01/2002	18.51%	11.62%	8.33%	0.67%	0.67%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 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	
TIAA-CREF Small-Cap Blend Index Fund Retirement	Small Blend	TRBIX	10/01/2002	16.74%	9.81%	7.06%	0.31%	0.31%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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 R1	Allocation--85%+ Equity	QCSTRX	04/24/2015	22.10%	12.02%	8.39%	0.49%	0.49%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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 Stock Account R3	Allocation--85%+ Equity	QCSTIX	07/31/1952	22.37%	12.26%	8.64%	0.26%	0.26%	Available in plan(s): 101344 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 R1	Global Large-Stock Blend	QCGLRX	04/24/2015	23.66%	12.72%	7.93%	0.49%	0.49%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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 Global Equities Account R3	Global Large-Stock Blend	QCGLIX	05/01/1992	23.94%	12.97%	8.18%	0.25%	0.25%	Available in plan(s): 101344 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 R1	Large Blend	QCEQRX	04/24/2015	25.50%	14.73%	11.01%	0.41%	0.41%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%			

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	
CREF Equity Index Account R3	Large Blend	QCEQIX	04/29/1994	25.77%	14.99%	11.26%	0.17%	0.17%	Available in plan(s): 101344 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 R1	Large Growth	QCGRRX	04/24/2015	45.76%	16.89%	13.19%	0.45%	0.45%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%			
CREF Growth Account R3	Large Growth	QCGRIX	04/29/1994	46.09%	17.15%	13.45%	0.22%	0.22%	Available in plan(s): 101344 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%	Available in plan(s): 101344 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 High-Yield Fund Retirement	High Yield Bond	TIHRX	03/31/2006	12.60%	4.61%	3.87%	0.61%	0.61%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD</i>				4.36%	3.43%	2.31%	Contractual Cap Exp: 07/31/2024		

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 Inflation-Linked Bond Fund Retirement	Inflation-Protected Bond	TIKRX	03/31/2006	4.05%	3.00%	2.03%	0.50%	0.50%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
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%	Available in plan(s): 101344 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%	Available in plan(s): 101344 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 Retirement	Intermediate Core-Plus Bond	TIDRX	03/31/2006	6.15%	1.28%	1.98%	0.54%	0.54%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 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 Retirement	Intermediate Core-Plus Bond	TCBRX	03/31/2006	6.77%	1.52%	2.19%	0.55%	0.55%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 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	

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 Short-Term Bond Fund Retirement	Short-Term Bond	TISRX	03/31/2006	5.15%	1.80%	1.51%	0.52% \$5.20	0.52% \$5.20	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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 R1	Inflation-Protected Bond	QCILRX	04/24/2015	4.39%	3.26%	2.21%	0.42% \$4.20	0.42% \$4.20	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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 Inflation-Linked Bond Account R3	Inflation-Protected Bond	QCILIX	05/01/1997	4.62%	3.49%	2.45%	0.19% \$1.90	0.19% \$1.90	Available in plan(s): 101344 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 R1	Intermediate Core Bond	QCBMRX	04/24/2015	6.07%	1.20%	1.80%	0.47% \$4.70	0.47% \$4.70	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%			
CREF Core Bond Account R3	Intermediate Core Bond	QCBMIX	03/01/1990	6.31%	1.42%	2.04%	0.23% \$2.30	0.23% \$2.30	Available in plan(s): 101344 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									
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% \$1.20	0.12% \$1.20	Available in plan(s): 101344

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*
iMoneyNet Money Fund Averages - All Government				4.76%	1.62%	1.01%			Contractual Cap Exp: 07/31/2024
TIAA-CREF Money Market Fund Retirement 7-day current annualized yield 5.03% as of 12/26/2023 7-day effective annualized yield 5.16% as of 12/26/2023	Money Market- Taxable	TIEXX	03/31/2006	4.83%	1.69%	1.05%	0.37% \$3.70	0.37% \$3.70	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342
iMoneyNet Money Fund Averages - All Government				4.76%	1.62%	1.01%			Contractual Cap Exp: 07/31/2024
Variable Annuity									
CREF Money Market Account R1 7-day current annualized yield 4.96% as of 12/26/2023 7-day effective annualized yield 5.08% as of 12/26/2023	Money Market- Taxable	QCMMRX	04/24/2015	4.50%	1.43%	0.84%	0.42% \$4.20	0.42% \$4.20	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342
iMoneyNet Money Fund Averages - All Government				4.76%	1.62%	1.01%			
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% \$1.80	0.18% \$1.80	Available in plan(s): 101344
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% \$5.40	0.37% \$3.70	Available in plan(s): 101344 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

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 Retirement Income Fund Retirement	Allocation--30% to 50% Equity	TLIRX	11/30/2007	10.55%	5.62%	4.50%	0.79%	0.62%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 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 Managed Allocation Fund Retirement	Moderate Allocation	TITRX	03/31/2006	16.09%	7.90%	5.95%	0.72%	0.69%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 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 2010 Fund Retirement	Target Date 2000-2010	TCLEX	10/15/2004	10.64%	5.66%	4.62%	0.76%	0.62%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Available in plan(s): 101344 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2015 TR USD				11.38%	6.10%	4.94%		Contractual Waiver Exp: 09/30/2024	
TIAA-CREF Lifecycle 2015 Fund Retirement	Target-Date 2015	TCLIX	10/15/2004	10.90%	6.08%	4.91%	0.77%	0.63%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2015 TR USD				11.38%	6.10%	4.94%		Contractual Waiver Exp: 09/30/2024	

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 2020 Fund Institutional	Target-Date 2020	TCWIX	01/17/2007	12.06%	6.83%	5.53%	0.54% \$5.40	0.39% \$3.90	Available in plan(s): 101344 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2020 Fund Retirement	Target-Date 2020	TCLTX	10/15/2004	11.68%	6.55%	5.25%	0.79% \$7.90	0.64% \$6.40	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2025 Fund Institutional	Target-Date 2025	TCYIX	01/17/2007	13.15%	7.61%	6.01%	0.55% \$5.50	0.41% \$4.10	Available in plan(s): 101344 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2025 Fund Retirement	Target-Date 2025	TCLFX	10/15/2004	12.83%	7.34%	5.73%	0.80% \$8.00	0.66% \$6.60	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2030 Fund Institutional	Target-Date 2030	TCRIX	01/17/2007	14.59%	8.48%	6.50%	0.56% \$5.60	0.42% \$4.20	Available in plan(s): 101344 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2030 Fund Retirement	Target-Date 2030	TCLNX	10/15/2004	14.39%	8.20%	6.24%	0.81% \$8.10	0.67% \$6.70	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2035 Fund Institutional	Target-Date 2035	TCIIX	01/17/2007	16.38%	9.38%	7.00%	0.58% \$5.80	0.43% \$4.30	Available in plan(s): 101344 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%	Contractual Waiver Exp: 09/30/2024		

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 2035 Fund Retirement	Target-Date 2035	TCLRX	10/15/2004	16.13%	9.11%	6.74%	0.83%	0.68%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2040 Fund Institutional	Target-Date 2040	TCOIX	01/17/2007	18.39%	10.34%	7.53%	0.61%	0.44%	Available in plan(s): 101344 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2040 Fund Retirement	Target-Date 2040	TCLOX	10/15/2004	18.04%	10.07%	7.26%	0.86%	0.69%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2045 Fund Institutional	Target-Date 2045	TTFIX	11/30/2007	19.47%	11.08%	7.90%	0.62%	0.45%	Available in plan(s): 101344 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2045 Fund Retirement	Target-Date 2045	TFRX	11/30/2007	19.18%	10.83%	7.63%	0.87%	0.70%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2050 Fund Institutional	Target-Date 2050	TFTIX	11/30/2007	20.03%	11.28%	8.01%	0.64%	0.45%	Available in plan(s): 101344 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2050 Fund Retirement	Target-Date 2050	TLFRX	11/30/2007	19.67%	10.98%	7.74%	0.89%	0.70%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%	Contractual Waiver Exp: 09/30/2024		
TIAA-CREF Lifecycle 2055 Fund Institutional	Target-Date 2055	TTRIX	04/29/2011	20.25%	11.37%	8.08%	0.64%	0.45%	Available in plan(s): 101344 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 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%	0.45%	Available in plan(s): 101344 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%	0.45%	Available in plan(s): 101344 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 R1	Moderate Allocation	QCSCRX	04/24/2015	14.56%	8.20%	6.18%	0.44%	0.44%	Available in plan(s): 101342 Contributions not allowed. This applies to plan(s): 101342 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%			
CREF Social Choice Account R3	Moderate Allocation	QCSCIX	03/01/1990	14.82%	8.44%	6.43%	0.21%	0.21%	Available in plan(s): 101344 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%	0.87%	Available in all plans. Contributions not allowed. This applies to plan(s): 101342 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.

* Legend of plan name for each applicable plan number

Plans	Plan Names
101344	THE GEORGE WASHINGTON UNIVERSITY SUPPLEMENTAL

101342	RETIREMENT PLAN THE GEORGE WASHINGTON UNIVERSITY 403(B) PLAN - DISCONTINUED
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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-Group Supplemental Retirement Annuity	5.25%	Through 02/29/2024	<p>Available in plan(s): 101344</p> <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. For Group Supplemental Retirement Annuity (GSRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.</p>
TIAA Traditional-Retirement Annuity	6.00%	Through 02/29/2024	<p>Available in all plans.</p> <p>Contributions not allowed. This applies to plan(s): 101342</p> <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>

Name/Type/Option	Return	Term	Additional Information*
TIAA Traditional-Supplemental Retirement Annuity	5.25%	Through 02/29/2024	<p>Available in plan(s): 101344</p> <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. For Supplemental Retirement Annuity (SRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.</p>

* Legend of plan name for each applicable plan number	
Plans	Plan Names
101344	THE GEORGE WASHINGTON UNIVERSITY SUPPLEMENTAL RETIREMENT PLAN
101342	THE GEORGE WASHINGTON UNIVERSITY 403(B) PLAN - DISCONTINUED

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.

Data Provided by Morningstar, Inc. © 2024 Morningstar, Inc. All Rights Reserved. The information contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information. Neither TIAA nor its affiliates has independently verified the accuracy or completeness of this information.

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%
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.		
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.

PLAN UPDATE DETAILS

Announcing enhancements to the George Washington University retirement plans

The George Washington University (GW) is enhancing the retirement plans with streamlined and tiered fund offerings, a new unbundled fee structure and a self-directed brokerage option starting in January 2025. These enhancements result from a review of the plans by the Retirement Plan Investment Committee (RPIC) and CAPTRUST, an independent and nationally recognized investment advisory firm. Carefully review this transition guide for details about updates to the plans. You'll find information about new features, new investment choices, opportunities for investment advice from TIAA and Fidelity, and more.



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Enhanced features to help you plan and save for retirement

GW is committed to providing you with competitive retirement benefits. As part of this commitment, the RPIC and CAPTRUST, an independent and nationally recognized investment advisory firm, conducted a comprehensive review of the retirement plans. They examined services, investment lineups, and support offered by the plans' recordkeepers, TIAA and Fidelity.

To improve the plans, the RPIC decided on the following enhancements:

- A comparable investment lineup offered by both recordkeepers across all available plans.
- Investments organized into investment-style tiers.
- A self-directed brokerage option added to the plans.
- A new fee structure, in which plan administration fees will now be unbundled and separate from the investment management fees and disclosed on your account statements, making it easier to view the cost of each investment option as well as fees paid for plan administration.

These enhancements are designed to offer investment options, services and tools that can better help you plan for your retirement savings goals.

Please note: Current funds that will not remain in the new lineup and balances within those funds will be liquidated and transferred to the new funds. Please see pages 21 – 26 for details.



NO LONGER EMPLOYED BY GW?

Although you are not actively contributing to the retirement plans, you have balances in one or more accounts. While you don't have to take action at this time, you should review this information to learn how the changes may affect you.

Timeline and recommended actions

DATES	EVENTS
Now	<p>Review the investment lineups at both TIAA and Fidelity.</p> <p>Review the charts in this transition guide showing how your investment options will automatically transfer.</p> <p>Visit hr.gwu.edu/gw-retirement-plan-new-investment-lineup to access resources, including an online version of this transition guide, FAQs and more.</p>
Dec. 9, 2024, 11 a.m. – noon ET Jan. 6, 2025, 1 p.m. – 2 p.m. ET	<p>Attend a virtual info session to learn more about the enhancements to the retirement plans. To register, visit hr.gwu.edu/gw-retirement-plan-new-investment-lineup.</p>
Jan. 2, 2025, at 4 p.m. ET	<p>Last opportunity to make changes before the transfer occurs.</p> <ul style="list-style-type: none"> • Keep it simple. If you take no action, future contributions and existing balances will automatically transfer to the new investment lineup, if applicable, as shown on pages 21 – 26. • Manage your own investment strategy. Make changes to your investments, based on how they will transfer as shown on pages 21 – 26, for both your future contributions and existing balances. You can also make changes at any time after the changes occur. • Consider a self-directed brokerage account. Beginning Jan. 3, 2025, you can open a self-directed brokerage account for access to additional mutual funds. Keep in mind, GW neither selects nor monitors funds available through the brokerage account, and neither TIAA nor Fidelity offers investment advice for assets in a self-directed brokerage account. Fees may apply.
Jan. 3, 2025	<p>Investment changes take effect.</p> <ul style="list-style-type: none"> • You can review your new investments at tiaa.org/gwu and netbenefits.com/gw. • Review the investments for any transferred account balances and future contributions, and make changes as needed.

WANT HELP WITH INVESTMENT CHOICES?

A TIAA or Fidelity Workplace Financial Consultant is available to provide investment advice and education, and answer your questions. Schedule a session using the QR code below and information on the back cover. There is *no additional cost to you* for this service. Spanish speaking representatives are available.

TIAA



Fidelity



NOW IS A GREAT TIME TO REVIEW YOUR RETIREMENT ACCOUNT AND ENSURE IT IS UP TO DATE.

Is your beneficiary information current?

Did you know the beneficiary designation on your account takes priority over your will? Naming your beneficiaries and putting essential documents in place puts you in control and can make a difference for the people and causes you care about. Updating your beneficiary information is quick and easy to do—just follow the steps below. If you need help, contact TIAA or Fidelity.

TIAA

Log in to your account at tiaa.org/gwu. Under the *Profile* tab, choose *Manage beneficiaries*, then follow the on-screen instructions.

Fidelity

Log in to your account at netbenefits.com/gw. Click *Accounts & Benefits*. Scroll down to *Update your beneficiaries*, then update where applicable.

Are you saving enough?

A retirement advice and education session with a TIAA or Fidelity Workplace Financial Consultant can help you determine if you are saving enough for your goals. This service is available *at no additional cost to you*. Refer to page 27 for more information.

Would you like to learn more about financial wellness topics?

TIAA and Fidelity provide access to many topics focusing on financial wellness. Visit tiaa.org/learn or fidelity.com/learn.

Your new investments

The new GW investment lineup will be available on all retirement plans as of Jan. 3, 2025. The lineup provides the flexibility to choose options from TIAA, Fidelity, and other investment providers that match your financial preferences and goals. The lineup applies across all of your plans with each respective vendor and includes many new or updated funds.

The investment options have been organized into four groups—or tiers—based on individual investment styles. Investments in comparable asset class categories at TIAA and Fidelity have been aligned in the following tables. If there is no equivalent option, one side of the table will be grayed out. **Please note that investments in Tiers 1 – 3 are selected and monitored by GW’s RPIC, in consultation with CAPTRUST, while Tier 4 (self-directed brokerage option) is not.**

You can also view these lineups at tiaa.org/gwu and netbenefits.com/gw beginning Jan. 3, 2025.

You will continue to have the option to invest through TIAA and/or Fidelity. To get help in choosing investments, contact TIAA at 800-842-2252, weekdays, 8 a.m. to 10 p.m. ET, or Fidelity at 800-343-0860, weekdays, 8:30 a.m. to 8:30 p.m. ET.

TIER 1 – ALLOCATION TIER

The **allocation tier** offers target date funds (Vanguard Target Retirement Funds), which can be a good option for those who want to “set it and forget it.” You can simply select a fund based on your birth year; the fund will automatically adjust and rebalance for you as you get closer to retirement, assuming a retirement age of 65. The birth years charts for Vanguard Target Retirement Funds are listed on page 17.

Additionally, the **allocation tier** will offer two variable annuities that are currently available through TIAA. In retirement, variable annuities offer plan participants the ability to establish an income stream guaranteed to last for the lifetime of the annuitant(s). However, the payout amounts from a variable annuity’s income stream may rise or fall based on the performance of the annuity’s underlying investment portfolio.

TIAA

FIDELITY

INVESTMENT OPTION	TICKER	INVESTMENT OPTION	TICKER
CREF Social Choice Account Class R3 (variable annuity)	QCSCIX		
CREF Stock Account Class R3 (variable annuity)	QCSTIX		
Vanguard Target Retirement Income Fund	VTINX	Vanguard Target Retirement Income Fund	VTINX
Vanguard Target Retirement 2020 Fund	VTWNX	Vanguard Target Retirement 2020 Fund	VTWNX
Vanguard Target Retirement 2025 Fund	VTTVX	Vanguard Target Retirement 2025 Fund	VTTVX
Vanguard Target Retirement 2030 Fund	VTHRX	Vanguard Target Retirement 2030 Fund	VTHRX
Vanguard Target Retirement 2035 Fund	VTTHX	Vanguard Target Retirement 2035 Fund	VTTHX
Vanguard Target Retirement 2040 Fund	VFORX	Vanguard Target Retirement 2040 Fund	VFORX
Vanguard Target Retirement 2045 Fund	VTIVX	Vanguard Target Retirement 2045 Fund	VTIVX
Vanguard Target Retirement 2050 Fund	VFIFX	Vanguard Target Retirement 2050 Fund	VFIFX
Vanguard Target Retirement 2055 Fund	VFFVX	Vanguard Target Retirement 2055 Fund	VFFVX

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

TIAA**FIDELITY**

INVESTMENT OPTION	TICKER	INVESTMENT OPTION	TICKER
Vanguard Target Retirement 2060 Fund	VTTSX	Vanguard Target Retirement 2060 Fund	VTTSX
Vanguard Target Retirement 2065 Fund	VLXVX	Vanguard Target Retirement 2065 Fund	VLXVX
Vanguard Target Retirement 2070 Fund	VSVNX	Vanguard Target Retirement 2070 Fund	VSVNX

TIER 2 – PASSIVE TIER

The **passive tier** offers lower-cost indexed options that attempt to match the performance of several market indexes (e.g., S&P 500®). It can provide broad diversification within a single type of asset class.

TIAA**FIDELITY**

INVESTMENT OPTION	TICKER	INVESTMENT OPTION	TICKER
Nuveen Bond Index Fund R6 Class	TBIIX	Fidelity® U.S. Bond Index Fund	FXNAX
Vanguard FTSE Social Index Fund Institutional Shares	VFTNX	Vanguard FTSE Social Index Fund Institutional Shares	VFTNX
Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
Vanguard Mid-Cap Index Fund Institutional Shares	VMCIX	Vanguard Mid-Cap Index Fund Institutional Shares	VMCIX
Vanguard Real Estate Index Fund Institutional Shares	VGSNX	Vanguard Real Estate Index Fund Institutional Shares	VGSNX
Vanguard Short-Term Inflation-Protected Securities Index Fund Admiral Shares	VTAPX	Vanguard Short-Term Inflation-Protected Securities Index Fund Admiral Shares	VTAPX
Vanguard Small-Cap Index Fund Institutional Shares	VSCIX	Vanguard Small-Cap Index Fund Institutional Shares	VSCIX
Vanguard Total International Stock Index Fund Institutional Plus Shares	VTPSX	Vanguard Total International Stock Index Fund Institutional Plus Shares	VTPSX

TIER 3 – ACTIVE TIER

The **active tier** offers investment options that have a manager who uses financial resources, forecasts, and their own judgment and experience to make investment decisions on what securities to buy, hold, and sell within each portfolio.

TIAA**FIDELITY**

INVESTMENT OPTION	TICKER	INVESTMENT OPTION	TICKER
CREF Money Market Account Class R3 (variable annuity)	QCMMIX		
Driehaus Emerging Markets Growth Fund Institutional Class	DIEMX	Driehaus Emerging Markets Growth Fund Institutional Class	DIEMX

continued

Your new investments continued

TIAA

FIDELITY

INVESTMENT OPTION	TICKER	INVESTMENT OPTION	TICKER
MFS Mid Cap Growth Fund Class R6	OTCKX	MFS Mid Cap Growth Fund Class R6	OTCKX
MFS Mid Cap Value Fund Class R6	MVCKX	MFS Mid Cap Value Fund Class R6	MVCKX
Nuveen Core Plus Bond Fund R6 Class	TIBFX	Fidelity Total Bond	FTBFX
Nuveen Inflation Linked Bond Fund R6 Class	TIILX	Vanguard Inflation-Protected Securities Fund Admiral Shares	VAIPX
Nuveen Large Cap Growth Fund R6 Class	TILGX	Fidelity® Growth Company K6 Fund	FGKFX
TIAA Real Estate Account (variable annuity)	QREARX		
TIAA Traditional Annuity (guaranteed annuity)	N/A		
Vanguard Federal Money Market Fund Investor Shares	VMFXX	Vanguard Federal Money Market Fund Investor Shares	VMFXX
Vanguard High-Yield Corporate Fund Admiral Shares	VWEAX	Vanguard High-Yield Corporate Fund Admiral Shares	VWEAX
Vanguard International Growth Fund Admiral Shares	VWILX	Vanguard International Growth Fund Admiral Shares	VWILX
Vanguard International Value Fund Investor Shares	VTRIX	Vanguard International Value Fund Investor Shares	VTRIX
Vanguard Short-Term Investment-Grade Fund Institutional Shares	VFSIX	Vanguard Short-Term Investment-Grade Fund Institutional Shares	VFSIX
Vanguard Windsor™ Fund Admiral™ Shares	VWNEX	Vanguard Windsor™ Fund Admiral™ Shares	VWNEX

TIER 4 – NEW SELF-DIRECTED BROKERAGE OPTION

If you're an investor who wants more investment selection, you can open a self-directed brokerage account through the GW retirement plans.

This account gives you additional opportunities to invest in a wide range of mutual funds across several asset classes outside of the plans' investment lineup. It also includes many of the funds no longer available through the plans' lineup.

Please note: There are minimum/subsequent balance requirements to use this option, which vary by plan and provider.

To learn more, visit tiaa.org/brokerage or netbenefits.com/gw, and click *Quick Links*, then *BrokerageLink*. For more information, contact TIAA or Fidelity.

Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability.

BROKERAGE COSTS

If you choose to invest through the self-directed brokerage account option, there may be commissions on transactions and other account-related fees. Visit tiaa.org/sda_caa for a complete list of commissions and fees for TIAA. For a listing of all applicable brokerage fees for Fidelity, please refer to the *Fidelity BrokerageLink® Commission Schedule* by logging in to netbenefits.com/gw, clicking *Quick Links*, then *BrokerageLink*.

In addition, there are specific fund fees and expenses that may apply. These are described in each fund's current prospectus.

MONITORING YOUR BROKERAGE INVESTMENTS AND ACCOUNT

If you choose to open a self-directed brokerage account, keep in mind that GW neither selects nor monitors investment funds available through self-directed brokerage accounts, and TIAA/Fidelity don't offer investment advice for balances in these accounts. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance. It's important that you consider whether or not you have the time and expertise necessary to manage your own investments in the account.

LEARN MORE

TIAA

Visit tiaa.org/gwu.

Call 800-842-2252, weekdays, 8 a.m. to 7 p.m. ET.

Fidelity

Visit netbenefits.com/gw.

Call 800-343-0860, weekdays, 8:30 a.m. to 8:30 p.m. ET.

See *TIAA Disclosures* beginning on page 28 for important details on *Investment, insurance and annuity products* and *Brokerage services*. Also see *Fidelity Disclosures* on page 30 for important information.

Your new investments and fees

TIAA

THE GW SUPPLEMENTAL RETIREMENT PLAN – 403(b)

The following table lists each investment option in the GW Supplemental Retirement Plan – 403(b) at TIAA and any associated plan servicing fee/credit. The total administrative fee equals the revenue share plus the plan servicing fee/credit. For more information about expenses, fees and credits, see pages 18 – 19.

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing/plan services %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
TIER 1 – ALLOCATION TIER						
CREF Social Choice Account Class R3 [†] (variable annuity)	QCSCIX	0.220	0.220	0.100	(0.068)	0.032
CREF Stock Account Class R3 [†] (variable annuity)	QCSTIX	0.255	0.255	0.100	(0.068)	0.032
Vanguard Target Retirement 2020 Fund*	VTWNX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2025 Fund*	VTTVX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2030 Fund*	VTHRX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2035 Fund*	VTTHX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2040 Fund*	VFORX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2045 Fund*	VTIVX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2050 Fund*	VFIXX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2055 Fund*	VFFVX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2060 Fund*	VTTSX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2065 Fund*	VLXVX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement 2070 Fund*	VSVNX	0.080	0.080	0.000	0.032	0.032
Vanguard Target Retirement Income Fund*	VTINX	0.080	0.080	0.000	0.032	0.032
TIER 2 – PASSIVE TIER						
Nuveen Bond Index Fund R6 Class	TBIIX	0.070	0.070	0.000	0.032	0.032
Vanguard FTSE Social Index Fund Institutional Shares*	VFTNX	0.120	0.120	0.000	0.032	0.032
Vanguard Institutional Index Fund Institutional Plus Shares*	VIIIX	0.020	0.020	0.000	0.032	0.032
Vanguard Mid-Cap Index Fund Institutional Shares*	VMCIX	0.040	0.040	0.000	0.032	0.032
Vanguard Real Estate Index Fund Institutional Shares*	VGSNX	0.100	0.100	0.000	0.032	0.032

[†] This investment may generate a revenue credit.

* This investment is new to the TIAA lineup.

Investment expenses listed are as of Oct. 22, 2024.

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing/plan services %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
Vanguard Short-Term Inflation-Protected Securities Index Fund Admiral Shares*	VTAPX	0.060	0.060	0.000	0.032	0.032
Vanguard Small-Cap Index Fund Institutional Shares*	VSCIX	0.040	0.040	0.000	0.032	0.032
Vanguard Total International Stock Index Fund Institutional Plus Shares*	VTPSX	0.080	0.080	0.000	0.032	0.032
TIER 3 – ACTIVE TIER						
CREF Money Market Account Class R3 [†] (variable annuity)	QCMMIX	0.190	0.190	0.100	(0.068)	0.032
Driehaus Emerging Markets Growth Fund Institutional Class*	DIEMX	1.090	1.090	0.000	0.032	0.032
MFS Mid Cap Growth Fund Class R6	OTCKX	0.670	0.660	0.000	0.032	0.032
MFS Mid Cap Value Fund Class R6*	MVCKX	0.630	0.620	0.000	0.032	0.032
Nuveen Core Plus Bond Fund R6 Class	TIBFX	0.300	0.300	0.000	0.032	0.032
Nuveen Inflation Linked Bond Fund R6 Class	TIILX	0.250	0.250	0.000	0.032	0.032
Nuveen Large Cap Growth Fund R6 Class	TILGX	0.410	0.410	0.000	0.032	0.032
TIAA Real Estate Account [†] (variable annuity)	QREARX	1.015	1.015	0.240	(0.208)	0.032
TIAA Traditional Annuity [†] (guaranteed annuity)	N/A	N/A	N/A	0.150	(0.118)	0.032
Vanguard Federal Money Market Fund Investor Shares*	VMFXX	0.110	0.110	0.000	0.032	0.032
Vanguard High-Yield Corporate Fund Admiral Shares*	VWEAX	0.130	0.130	0.000	0.032	0.032
Vanguard International Growth Fund Admiral Shares*	VWILX	0.310	0.310	0.000	0.032	0.032
Vanguard International Value Fund Investor Shares*	VTRIX	0.390	0.390	0.000	0.032	0.032
Vanguard Short-Term Investment-Grade Fund Institutional Shares*	VFSIX	0.070	0.070	0.000	0.032	0.032
Vanguard Windsor™ Fund Admiral™ Shares*	VWNEX	0.320	0.320	0.000	0.032	0.032

TIER 4 – SELF-DIRECTED BROKERAGE OPTION

Refer to pages 8 – 9 for more information.

[†] This investment may generate a revenue credit.

* This investment is new to the TIAA lineup.

Investment expenses listed are as of Oct. 22, 2024.

continued

Your new investments and fees continued

RESTRICTED ANNUITIES

The following table lists the GW Supplemental Retirement Plan – 403(b) annuities that are restricted in the plans, as new contributions and transfers in from other investment options are no longer accepted. These annuities will, however, continue to credit plan offsets.

Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Plan servicing offsets %	B. Plan servicing (credit) %	C. Total admin. fee %
CREF Core Bond Account Class R3 (variable annuity)	QCBMIX	0.250	0.250	0.100	(0.068)	0.032
CREF Equity Index Account Class R3 (variable annuity)	QCEQIX	0.185	0.185	0.100	(0.068)	0.032
CREF Global Equities Account Class R3 (variable annuity)	QCGLIX	0.250	0.250	0.100	(0.068)	0.032
CREF Growth Account Class R3 (variable annuity)	QCGRIX	0.225	0.225	0.100	(0.068)	0.032
CREF Inflation-Linked Bond Account Class R3 (variable annuity)	QCILIX	0.215	0.215	0.100	(0.068)	0.032

THE GW RETIREMENT PLAN FOR FACULTY AND STAFF – 401(a)

The following table lists each investment option in the GW Retirement Plan for Faculty and Staff – 401(a) at TIAA and any associated TIAA plan servicing fee/credit. The total administrative fee equals the revenue share plus the TIAA plan servicing fee/credit. For more information about expenses, fees and credits, see pages 18 – 19.

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing/plan services %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
TIER 1 – ALLOCATION TIER						
CREF Social Choice Account Class R3 [†] (variable annuity)	QCSCIX	0.220	0.220	0.100	(0.054)	0.046
CREF Stock Account Class R3 [†] (variable annuity)	QCSTIX	0.255	0.255	0.100	(0.054)	0.046
Vanguard Target Retirement 2020 Fund*	VTW NX	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2025 Fund*	VTTVX	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2030 Fund*	VTHR X	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2035 Fund*	VTTH X	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2040 Fund*	VFOR X	0.080	0.080	0.000	0.046	0.046

[†] This investment may generate a revenue credit.

* This investment is new to the TIAA lineup.

Investment expenses listed are as of Oct. 22, 2024.

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing/plan services %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
Vanguard Target Retirement 2045 Fund*	VTIVX	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2050 Fund*	VFIFX	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2055 Fund*	VFFVX	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2060 Fund*	VTTSX	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2065 Fund*	VLXVX	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement 2070 Fund*	VSVNX	0.080	0.080	0.000	0.046	0.046
Vanguard Target Retirement Income Fund*	VTINX	0.080	0.080	0.000	0.046	0.046
TIER 2 – PASSIVE TIER						
Nuveen Bond Index Fund R6 Class	TBIIX	0.070	0.070	0.000	0.046	0.046
Vanguard FTSE Social Index Fund Institutional Shares*	VFTNX	0.120	0.120	0.000	0.046	0.046
Vanguard Institutional Index Fund Institutional Plus Shares*	VIIIIX	0.020	0.020	0.000	0.046	0.046
Vanguard Mid-Cap Index Fund Institutional Shares*	VMCIX	0.040	0.040	0.000	0.046	0.046
Vanguard Real Estate Index Fund Institutional Shares*	VGSNX	0.100	0.100	0.000	0.046	0.046
Vanguard Short-Term Inflation-Protected Securities Index Fund Admiral Shares*	VTAPX	0.060	0.060	0.000	0.046	0.046
Vanguard Small-Cap Index Fund Institutional Shares*	VSCIX	0.040	0.040	0.000	0.046	0.046
Vanguard Total International Stock Index Fund Institutional Plus Shares*	VTPSX	0.080	0.080	0.000	0.046	0.046
TIER 3 – ACTIVE TIER						
CREF Money Market Account Class R3 [†] (variable annuity)	QCMMIX	0.190	0.190	0.100	(0.054)	0.046
Driehaus Emerging Markets Growth Fund Institutional Class*	DIEMX	1.090	1.090	0.000	0.046	0.046
MFS Mid Cap Growth Fund Class R6	OTCKX	0.670	0.660	0.000	0.046	0.046
MFS Mid Cap Value Fund Class R6*	MVCKX	0.630	0.620	0.000	0.046	0.046
Nuveen Core Plus Bond Fund R6 Class	TIBFX	0.300	0.300	0.000	0.046	0.046
Nuveen Inflation Linked Bond Fund R6 Class	TIILX	0.250	0.250	0.000	0.046	0.046
Nuveen Large Cap Growth Fund R6 Class	TILGX	0.410	0.410	0.000	0.046	0.046
TIAA Real Estate Account [†] (variable annuity)	QREARX	1.015	1.015	0.240	(0.194)	0.046
TIAA Traditional Annuity [†] (guaranteed annuity)	N/A	N/A	N/A	0.150	(0.104)	0.046

[†] This investment may generate a revenue credit.

* This investment is new to the TIAA lineup.

Investment expenses listed are as of Oct. 22, 2024.

continued

Your new investments and fees continued

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing/plan services %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
TIER 3 – ACTIVE TIER						
Vanguard Federal Money Market Fund Investor Shares*	VMFXX	0.110	0.110	0.000	0.046	0.046
Vanguard High-Yield Corporate Fund Admiral Shares*	VWEAX	0.130	0.130	0.000	0.046	0.046
Vanguard International Growth Fund Admiral Shares*	VWILX	0.310	0.310	0.000	0.046	0.046
Vanguard International Value Fund Investor Shares*	VTRIX	0.390	0.390	0.000	0.046	0.046
Vanguard Short-Term Investment-Grade Fund Institutional Shares*	VFSIX	0.070	0.070	0.000	0.046	0.046
Vanguard Windsor™ Fund Admiral™ Shares*	VWNEX	0.320	0.320	0.000	0.046	0.046
TIER 4 – SELF-DIRECTED BROKERAGE OPTION						
Refer to pages 8 – 9 for more information.						

RESTRICTED ANNUITIES

The following table lists the GW Retirement Plan for Faculty and Staff – 401(a) annuities that are restricted in the plans, as new contributions and transfers in from other investment options are no longer accepted. These annuities will, however, continue to credit plan offsets.

Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Plan servicing offsets %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
CREF Core Bond Account Class R3 (variable annuity)	QCBMIX	0.250	0.250	0.100	(0.054)	0.046
CREF Equity Index Account Class R3 (variable annuity)	QCEQIX	0.185	0.185	0.100	(0.054)	0.046
CREF Global Equities Account Class R3 (variable annuity)	QCGLIX	0.250	0.250	0.100	(0.054)	0.046
CREF Growth Account Class R3 (variable annuity)	QCGRIX	0.225	0.225	0.100	(0.054)	0.046
CREF Inflation-Linked Bond Account Class R3 (variable annuity)	QCILIX	0.215	0.215	0.100	(0.054)	0.046

* This investment is new to the TIAA lineup. Investment expenses listed are as of Oct. 22, 2024.

Fidelity

The following table lists each investment option in the 401(a) and 403(b) plans at Fidelity and any associated plan servicing fee/credit. The total administrative fee equals the revenue share plus the plan servicing fee/credit. For more information about expenses, fees and credits, see pages 18 – 19.

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing/plan services %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
TIER 1 – ALLOCATION TIER						
Vanguard Target Retirement 2020 Fund*	VTWNX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2025 Fund*	VTTVX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2030 Fund*	VTHRX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2035 Fund*	VTTHX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2040 Fund*	VFORX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2045 Fund*	VTIVX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2050 Fund*	VFIFX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2055 Fund*	VFFVX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2060 Fund*	VTTSX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2065 Fund*	VLXVX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement 2070 Fund*	VSVNX	0.080	0.080	0.000	0.055	0.055
Vanguard Target Retirement Income Fund*	VTINX	0.080	0.080	0.000	0.055	0.055
TIER 2 – PASSIVE TIER						
Fidelity® U.S. Bond Index Fund	FXNAX	0.025	0.025	0.000	0.055	0.055
Vanguard FTSE Social Index Fund Institutional Shares	VFTNX	0.120	0.120	0.000	0.055	0.055
Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX	0.020	0.020	0.000	0.055	0.055
Vanguard Mid-Cap Index Fund Institutional Shares*	VMCIX	0.040	0.040	0.000	0.055	0.055
Vanguard Real Estate Index Fund Institutional Shares	VGSNX	0.100	0.100	0.000	0.055	0.055
Vanguard Short-Term Inflation-Protected Securities Index Fund Admiral Shares	VTAPX	0.060	0.060	0.000	0.055	0.055
Vanguard Small-Cap Index Fund Institutional Shares*	VSCIX	0.040	0.040	0.000	0.055	0.055
Vanguard Total International Stock Index Fund Institutional Plus Shares	VTPSX	0.080	0.080	0.000	0.055	0.055

* This investment is new to the Fidelity lineup.
Investment expenses listed are as of Oct. 22, 2024.

continued

Your new investments and fees continued

Fund/Account	Ticker	INVESTMENT EXPENSES		PLAN SERVICING FEE CALCULATIONS (A + B = C)		
		Gross expense ratio %	Net expense ratio %	A. Revenue sharing/plan services %	B. Plan servicing fee/(credit) %	C. Total admin. fee %
TIER 3 – ACTIVE TIER						
Driehaus Emerging Markets Growth Fund Institutional Class ^{†*}	DIEMX	1.090	1.090	0.120	(0.065)	0.055
Fidelity® Growth Company K6 Fund	FGKFX	0.450	0.450	0.000	0.055	0.055
Fidelity Total Bond ^{†*}	FTBFX	0.440	0.440	0.100	(0.045)	0.055
MFS Mid Cap Growth Fund Class R6*	OTCKX	0.670	0.660	0.000	0.055	0.055
MFS Mid Cap Value Fund Class R6*	MVCKX	0.630	0.620	0.000	0.055	0.055
Vanguard Federal Money Market Fund Investor Shares	VMFXX	0.110	0.110	0.000	0.055	0.055
Vanguard High-Yield Corporate Fund Admiral Shares	VWEAX	0.130	0.130	0.000	0.055	0.055
Vanguard Inflation-Protected Securities Fund Admiral Shares*	VAIPX	0.100	0.100	0.000	0.055	0.055
Vanguard International Growth Fund Admiral Shares	VWILX	0.310	0.310	0.000	0.055	0.055
Vanguard International Value Fund Investor Shares	VTRIX	0.390	0.390	0.000	0.055	0.055
Vanguard Short-Term Investment-Grade Fund Institutional Shares	VFSIX	0.070	0.070	0.000	0.055	0.055
Vanguard Windsor™ Fund Admiral™ Shares	VWNEX	0.320	0.320	0.000	0.055	0.055
TIER 4 – SELF-DIRECTED BROKERAGE OPTION						
Refer to pages 8 – 9 for more information.						

[†] This investment may generate a revenue credit.

* This investment is new to the Fidelity lineup.

Investment expenses listed are as of Oct. 22, 2024.

Before investing in any mutual fund, 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.

For a mutual fund, the 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. Where the investment option is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information. However, it 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. For non-mutual fund investment options, the information has been provided by the trustee or plan sponsor. When no ratio is shown for these options, it is due to the fact that none was available. Nevertheless, there may be fees and expenses associated with the investment option.

Net Expense Ratio is the total annual operating expense from the fund's most recent prospectus after any fee waiver and/or expense reimbursements that will reduce any fund operating expenses for no less than one year from the effective date of the fund's registration statement. This number does not include any fee waiver arrangement or expense reimbursement that may be terminated without agreement of the fund's board of trustees during the one-year period.

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

Vanguard Target Retirement Fund birth years

NEW DEFAULT INVESTMENT

The RPIC has decided to change the default investment option for the plans. If you don't choose an investment option, a Vanguard Target Retirement Fund will be selected for you. Each Vanguard Target Retirement Fund provides a diversified retirement portfolio.

DEFAULT INVESTMENT	TICKER	BIRTH YEARS
Vanguard Target Retirement Income Fund	VTINX	Prior to 1953
Vanguard Target Retirement 2020 Fund	VTWNX	1953 – 1957
Vanguard Target Retirement 2025 Fund	VTTVX	1958 – 1962
Vanguard Target Retirement 2030 Fund	VTHRX	1963 – 1967
Vanguard Target Retirement 2035 Fund	VTTHX	1968 – 1972
Vanguard Target Retirement 2040 Fund	VFORX	1973 – 1977
Vanguard Target Retirement 2045 Fund	VTIVX	1978 – 1982
Vanguard Target Retirement 2050 Fund	VFIFX	1983 – 1987
Vanguard Target Retirement 2055 Fund	VFFVX	1988 – 1992
Vanguard Target Retirement 2060 Fund	VTTSX	1993 – 1997
Vanguard Target Retirement 2065 Fund	VLXVX	1998 – 2002
Vanguard Target Retirement 2070 Fund	VSVNX	2003 to present

See TIAA Disclosures beginning on page 28 for important details on *Investment, insurance and annuity products* and *Brokerage services*. Also see *Fidelity Disclosures* on page 30 for important information.

Birth years were approved by plan sponsor.

Target date funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.

Investment expenses listed are as of Oct. 22, 2024, unless otherwise noted. To view the current expenses, see the prospectus by visiting tiaa.org and entering the ticker in the site's search feature, or by visiting netbenefits.com/gw and view the *Plan and Investments* section.

A contractual or voluntary fee waiver may apply to any investment where there is a difference between the gross and net expense ratios. For the fee waiver expiration date, see the prospectus by visiting tiaa.org/gwu and entering the ticker in the site's search feature, or by visiting netbenefits.com/gw and view the *Plan and Investments* section.

New fee structure

Your plans assess an annual administrative fee to cover services such as recordkeeping, legal, accounting, investment advisory, and other plan and participant services. Our goal is to make understanding these fees (and who pays these fees) easier for you so that you may factor these costs into your investment decisions.

While some expenses are paid by GW, others may be paid by you based on the services and investment options you choose. Here's where you can find more information:

- **Administrative fees.** These appear on your account statements from both TIAA and Fidelity.
- **Investment fees:**
 - TIAA.** Enter an investment's ticker into the search feature at tiaa.org or request a prospectus or disclosure statement from TIAA.
 - Fidelity.** Investment fee information can be found by accessing netbenefits.com/gw.
- **Fees for other services.** Review information on services covered in this transition guide or contact TIAA/visit netbenefits.com/gw.

ADDITIONAL INFORMATION ON TIAA RETIREMENT PLAN FEES

In the past, you did not see separate charges for retirement plan-related costs on your statements from TIAA. These costs were netted against your investment balances and were based on the total assets in your account. Going forward, the recordkeeping and administrative fees will be assessed separately and shown on your statements. As you plan your financial goals, keep in mind that fees are just one factor in the decision-making process.

Administrative services associated with your TIAA retirement plan

Effective Jan. 3, 2025, the retirement plans will assess an annual plan servicing fee of up to 0.046% (\$0.46 per \$1,000 invested) in the 401(a) plan and 0.032% (\$0.32 per \$1,000 invested) in the 403(b) plan, which will be deducted proportionally from your investments each quarter. This fee will be assessed to each investment you choose in the plan and will vary if a portion of the administrative fee is funded by revenue sharing, a practice where investment providers share in the cost of administration. If the revenue sharing amount of the investment option you select exceeds the total administration cost, a credit is applied to the investment option. If the revenue sharing amount is less than the total administration cost, then a fee is applied. Each fee or credit will be applied to your account on the last business day of each quarter and will be identified as a "TIAA Plan Servicing Fee" or a "Plan Servicing Credit" on your quarterly statement.

ADDITIONAL INFORMATION ON FIDELITY RETIREMENT PLAN FEES

Plan administrative fees may include legal, accounting, trustee, recordkeeping, and other administrative fees and expenses associated with maintaining the plan. The following change is being made: Effective Jan. 3, 2025, the retirement plans will assess an annual plan servicing fee for investments made via Fidelity of 0.055% (\$0.55 per \$1,000 invested) on the 401(a) and 403(b) plans.

Beginning with your Apr. 1, 2025, quarterly statement, the plan administrative fee will be shown as a separate line item labeled “recordkeeping fee.” In addition, you will see this fee appear under the “Transaction History” section of your account on Fidelity NetBenefits®.

REVENUE CREDIT INFORMATION

In addition, a quarterly revenue credit may be allocated to your account based on the investments you hold during the prior quarter. Revenue credits may help reduce your overall net cost to invest through the plan. The credit represents the allocation of a portion of the revenue associated with the fund(s), based in part on your average daily balance in the fund(s). Revenue credits are associated with some of the investment options in your plans. You’ll be eligible to receive a revenue credit if you have been invested in one of the funds in the chart that generates revenue credits at any time during the relevant quarter and have a balance in the plan at the time the credit is allocated. The credit will be allocated to your account and reinvested in the same fund(s) that generated the credit. If you no longer hold the fund(s) at the time of the allocation, the credit amount will be invested according to your current investment mix.

You will see the amount listed as a “Revenue Credit” on your Fidelity statement and in your account transaction history online at netbenefits.com/gw.

Although fees and credits are common considerations in choosing investment options, it is important to also consider other crucial factors, such as time horizon, risk tolerance and financial situation, when deciding on an investment mix that’s right for you.

Please keep in mind that fees are subject to change. Individual fees will be deducted.

Please note: The first time this fee/credit will appear will be on the quarterly statement you will receive in early April 2025 for the period ending Mar. 31, 2025.

See *TIAA Disclosures* beginning on page 28 for important details on *Fees and expenses*. Also see *Fidelity Disclosures* on page 30 for important information.

Types of investment options



ANNUITIES (AVAILABLE ONLY WITH TIAA)

A **guaranteed (fixed) annuity** pays a minimum guaranteed interest rate based on the claims-paying ability of the issuing company. Its value won't rise and fall with the stock market, and it can help provide steady monthly income for the rest of your life.

A **variable annuity** offers potential for growth to help keep pace with rising costs. Its value will rise and fall. While it can provide retirement income guaranteed to last for your lifetime, the actual amount of income will vary.



MUTUAL FUND

A **mutual fund** pools assets from many individuals to invest in stocks, bonds, money market instruments, and similar investments.

The value of a mutual fund isn't guaranteed at any time and can rise or fall. It provides potential for growth and can help diversify your overall mix of investments.



TARGET DATE FUND

A **target date fund** is a diversified investment in a single fund. It's invested for potential growth in your early years, then gradually transitions to more conservative investments as you approach retirement.

This fund type is available through the Vanguard Target Retirement Funds. It offers an easy, hands-off approach to investing.



SELF-DIRECTED BROKERAGE ACCOUNT

A **self-directed brokerage** account gives you access to additional funds beyond each plan's investment lineup.

GW neither selects nor monitors funds available through a self-directed brokerage account, and neither TIAA nor Fidelity offers investment advice on self-directed brokerage investments.

Investment products may be subject to market and other risk factors, including loss of principal. Refer to the applicable product literature or visit [tiaa.org](https://www.tiaa.org) or [netbenefits.com/gw](https://www.netbenefits.com/gw) for details.

Your transition experience

SOME INVESTMENTS ARE CHANGING

On Jan. 3, 2025, a streamlined investment lineup will be introduced, and some investments will be replaced to better align investment options with the new tiered investment structure of the plans.

Please carefully review the charts on the following pages.

Transfer chart for TIAA plan participants

GW will direct future contributions and transfer current account balances to the replacement investment options as shown below, with some exceptions (notated with a *).

CURRENT OPTION	TICKER		REPLACEMENT OPTION	TICKER
American Century Mid Cap Value Fund R6 Class	AMDVX	>	MFS Mid Cap Value Fund Class R6	MVCKX
CREF Core Bond Account Class R3* (variable annuity)	QCBMIX	>	Nuveen Bond Index Fund R6 Class	TBIIX
CREF Equity Index Account Class R3* (variable annuity)	QCEQIX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
CREF Global Equities Account Class R3* (variable annuity)	QCGLIX	>	Vanguard Total International Stock Index Fund Institutional Plus Shares	VTPSX
CREF Growth Account Class R3* (variable annuity)	QCGRIX	>	Nuveen Large Cap Growth Fund R6 Class	TILGX
CREF Inflation Linked Bond Account Class R3* (variable annuity)	QCILIX	>	Nuveen Inflation Linked Bond Fund R6 Class	TIILX
CREF Money Market Account Class R3 (variable annuity)	QCMMIX	>		
CREF Social Choice Account Class R3 (variable annuity)	QCSCIX	>	No change	—
CREF Stock Account Class R3 (variable annuity)	QCSTIX	>		
MFS International Diversification Fund Class R6	MDIZX	>	Vanguard Total International Stock Index Fund Institutional Plus Shares	VTPSX
MFS Mid Cap Growth Fund Class R6	OTCKX	>		
Nuveen Bond Index Fund R6 Class	TBIIX	>	No change	—
Nuveen Core Bond Fund R6 Class	TIBDX	>	Nuveen Bond Index Fund R6 Class	TBIIX
Nuveen Core Plus Bond Fund R6 Class	TIBFX	>	No change	—
Nuveen Equity Index Fund R6 Class	TIEIX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX

* Only future contributions will transfer to the replacement investment. Assets in this investment will remain.

continued

Transfer chart for TIAA plan participants continued

CURRENT OPTION	TICKER		REPLACEMENT OPTION	TICKER
Nuveen High Yield Fund R6 Class	TIHYX	>	Vanguard High-Yield Corporate Fund Admiral Shares	VWEAX
Nuveen Inflation Linked Bond Fund R6 Class	TIILX	>	No change	—
Nuveen International Equity Index Fund R6 Class	TCIEX	>	Vanguard Total International Stock Index Fund Institutional Plus Shares	VTPSX
Nuveen Large Cap Growth Fund R6 Class	TILGX	>	No change	—
Nuveen Large Cap Growth Index Fund R6 Class	TILIX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
Nuveen Large Cap Value Fund R6 Class	TRLIX	>	Vanguard Windsor™ Fund Admiral™ Shares	VWNEX
Nuveen Large Cap Value Index Fund R6 Class	TILVX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
Nuveen Lifecycle 2010 Fund R6 Class	TCTIX	>	Vanguard Target Retirement Income Fund	VTINX
Nuveen Lifecycle 2015 Fund R6 Class	TCNIX	>	Vanguard Target Retirement Income Fund	VTINX
Nuveen Lifecycle 2020 Fund R6 Class	TCWIX	>	Vanguard Target Retirement 2020 Fund	VTWNX
Nuveen Lifecycle 2025 Fund R6 Class	TCYIX	>	Vanguard Target Retirement 2025 Fund	VTTVX
Nuveen Lifecycle 2030 Fund R6 Class	TCRIX	>	Vanguard Target Retirement 2030 Fund	VTHRX
Nuveen Lifecycle 2035 Fund R6 Class	TCIIX	>	Vanguard Target Retirement 2035 Fund	VTTTHX
Nuveen Lifecycle 2040 Fund R6 Class	TCOIX	>	Vanguard Target Retirement 2040 Fund	VFORX
Nuveen Lifecycle 2045 Fund R6 Class	TTFIX	>	Vanguard Target Retirement 2045 Fund	VTIVX
Nuveen Lifecycle 2050 Fund R6 Class	TFTIX	>	Vanguard Target Retirement 2050 Fund	VFIFX
Nuveen Lifecycle 2055 Fund R6 Class	TTRIX	>	Vanguard Target Retirement 2055 Fund	VFFVX
Nuveen Lifecycle 2060 Fund R6 Class	TLXNX	>	Vanguard Target Retirement 2060 Fund	VTTSX
Nuveen Lifecycle 2065 Fund R6 Class	TSFTX	>	Vanguard Target Retirement 2065 Fund	VLXVX
Nuveen Lifecycle Retirement Income Fund R6 Class	TLRIX	>	Vanguard Target Retirement Income Fund	VTINX
Nuveen Managed Allocation Fund R6 Class	TIMIX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Nuveen Money Market Fund R6 Class	TCIXX	>	Vanguard Federal Money Market Fund Investor Shares	VMFXX
Nuveen Quant Small Cap Equity Fund R6 Class	TISEX	>	Vanguard Small-Cap Index Fund Institutional Shares	VSCIX

CURRENT OPTION	TICKER		REPLACEMENT OPTION	TICKER
Nuveen Real Estate Securities Fund R6 Class	TIREX	>	Vanguard Real Estate Index Fund Institutional Shares	VGSNX
Nuveen S&P 500 Index Fund R6 Class	TISPX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIIX
Nuveen Short Term Bond Fund R6 Class	TISIX	>	Vanguard Short-Term Investment-Grade Fund Institutional Shares	VFSIX
Nuveen Small Cap Blend Index Fund R6 Class	TISBX	>	Vanguard Small-Cap Index Fund Institutional Shares	VSCIX
Nuveen Social Choice Equity Fund R6 Class	TISCX	>	Vanguard FTSE Social Index Fund Institutional Shares	VFTNX
TIAA Real Estate Account (variable annuity)	QREARX	>	No change	—
TIAA Traditional Annuity (guaranteed annuity)	N/A	>		

See TIAA Disclosures beginning on page 28 for important details on *Investment, insurance and annuity products*. Also see Fidelity Disclosures on page 30 for important information.

Transfer chart for Fidelity plan participants

GW will direct future contributions and transfer current account balances to the replacement investment options, as shown below.

CURRENT OPTION	TICKER		REPLACEMENT OPTION	TICKER
Fidelity Asset Manager® 20% Fund	FASIX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Fidelity Asset Manager® 50% Fund	FASMX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Fidelity Asset Manager® 70% Fund	FASGX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Fidelity Asset Manager® 85% Fund	FAMRX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Fidelity Freedom® 2005 Fund Class K	FSNJX	>	Vanguard Target Retirement Income Fund	VTINX
Fidelity Freedom® 2010 Fund Class K	FSNKX	>	Vanguard Target Retirement Income Fund	VTINX
Fidelity Freedom® 2015 Fund Class K	FSNLX	>	Vanguard Target Retirement Income Fund	VTINX
Fidelity Freedom® 2020 Fund Class K	FSNOX	>	Vanguard Target Retirement 2020 Fund	VTWNX
Fidelity Freedom® 2025 Fund Class K	FSNPX	>	Vanguard Target Retirement 2025 Fund	VTTVX
Fidelity Freedom® 2030 Fund Class K	FSNQX	>	Vanguard Target Retirement 2030 Fund	VTHR X
Fidelity Freedom® 2035 Fund Class K	FSNUX	>	Vanguard Target Retirement 2035 Fund	VTT HX
Fidelity Freedom® 2040 Fund Class K	FSNVX	>	Vanguard Target Retirement 2040 Fund	VFORX
Fidelity Freedom® 2045 Fund Class K	FSNZX	>	Vanguard Target Retirement 2045 Fund	VTIVX
Fidelity Freedom® 2050 Fund Class K	FNSBX	>	Vanguard Target Retirement 2050 Fund	VFIFX
Fidelity Freedom® 2055 Fund Class K	FNSDX	>	Vanguard Target Retirement 2055 Fund	VFFVX
Fidelity Freedom® 2060 Fund Class K	FNSFX	>	Vanguard Target Retirement 2060 Fund	VTT SX
Fidelity Freedom® 2065 Fund Class K	FFSDX	>	Vanguard Target Retirement 2065 Fund	VLXVX
Fidelity Freedom® Income Fund Class K	FNSHX	>	Vanguard Target Retirement Income Fund	VTINX
Fidelity® 500 Index Fund	FXAIX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
Fidelity® Balanced Fund Class K	FBAKX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Fidelity® Blue Chip Growth Fund Class K	FBGKX	>	Fidelity® Growth Company K6 Fund	FGKFX

CURRENT OPTION	TICKER		REPLACEMENT OPTION	TICKER
Fidelity® Contrafund Class K	FCNKX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
Fidelity® Emerging Markets Fund Class K	FKEMX	>	Driehaus Emerging Markets Growth Fund Institutional Class	DIEMX
Fidelity® GNMA Fund	FGMNX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Fidelity® Government Income Fund	FGOVX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Fidelity® Government Money Market Fund	SPAXX	>	Vanguard Federal Money Market Fund Investor Shares	VMFXX
Fidelity® Growth Company K Fund	FGCKX	>	Fidelity® Growth Company K6 Fund	FGKFX
Fidelity® Inflation-Protected Bond Index Fund	FIPDX	>	Vanguard Inflation-Protected Securities Fund Admiral Shares	VAIPX
Fidelity® Intermediate Bond Fund	FTHRX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Fidelity® Investment Grade Bond Fund	FBNDX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Fidelity® Low-Priced Stock Fund Class K	FLPKX	>	MFS Mid Cap Value Fund Class R6	MVCKX
Fidelity® Magellan® Fund Class K	FMGKX	>	Fidelity® Growth Company K6 Fund	FGKFX
Fidelity® Mid-Cap Stock Fund Class K	FKMCX	>	Vanguard Mid-Cap Index Fund Institutional Shares	VMCIX
Fidelity® OTC Fund Class K	FOCKX	>	Fidelity® Growth Company K6 Fund	FGKFX
Fidelity® Overseas Fund Class K	FOSKX	>	Vanguard International Growth Fund Admiral Shares	VWILX
Fidelity® Puritan® Fund Class K	FPUKX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Fidelity® Real Estate Income Fund	FRIFX	>	Vanguard Real Estate Index Fund Institutional Shares	VGSNX
Fidelity® Short-Term Bond Fund	FSHBX	>	Vanguard Short-Term Investment-Grade Fund Institutional Shares	VFSIX
Fidelity® Small Cap Discovery Fund	FSCRX	>	Vanguard Small-Cap Index Fund Institutional Shares	VSCIX
Fidelity® Strategic Income Fund	FADMX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Fidelity® U.S. Bond Index Fund	FXNAX	>	No change	-
Vanguard Federal Money Market Fund Investor Shares	VMFXX	>	No change	-
Vanguard FTSE Social Index Fund Admiral	VFTAX	>	Vanguard FTSE Social Index Fund Institutional Shares	VFTNX
Vanguard GNMA Fund Admiral Shares	VFIJX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Vanguard Growth and Income Fund Admiral Shares	VGIAX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX

continued

Transfer chart for Fidelity plan participants continued

CURRENT OPTION	TICKER		REPLACEMENT OPTION	TICKER
Vanguard High-Yield Corporate Fund Admiral Shares	VWEAX	>	No change	-
Vanguard Inflation-Protected Securities Fund Admiral Shares	VAIPX	>		
Vanguard Institutional Index Fund Institutional Shares	VINIX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
Vanguard Intermediate-Term Treasury Fund Admiral Shares	VFIUX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Vanguard International Growth Fund Admiral Shares	VWILX	>	No change	-
Vanguard International Value Fund Investor Shares	VTRIX	>		
Vanguard Long-Term Investment-Grade Fund Admiral Shares	VWETX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Vanguard Long-Term Treasury Fund Admiral Shares	VUSUX	>	Fidelity® U.S. Bond Index Fund	FXNAX
Vanguard Real Estate Index Fund Admiral Shares	VGSLX	>	Vanguard Real Estate Index Fund Institutional Shares	VGSNX
Vanguard Short-Term Inflation-Protected Securities Index Fund Admiral Shares	VTAPX	>	No change	-
Vanguard Short-Term Investment-Grade Fund Admiral Shares	VFSUX	>	Vanguard Short-Term Investment-Grade Fund Institutional Shares	VFSIX
Vanguard Short-Term Treasury Fund Admiral Shares	VFIRX	>	Vanguard Short-Term Investment-Grade Fund Institutional Shares	VFSIX
Vanguard Total International Stock Index Fund Admiral Shares	VTIAX	>	Vanguard Total International Stock Index Fund Institutional Plus Shares	VTPSX
Vanguard Total Stock Market Index Fund Institutional Shares	VITSX	>	Vanguard Institutional Index Fund Institutional Plus Shares	VIIIX
Vanguard U.S. Growth Fund Admiral™ Shares	VWUAX	>	Fidelity® Growth Company K6 Fund	FGKFX
Vanguard Wellesley® Income Fund Admiral™ Shares	VWIAX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Vanguard Wellington™ Fund Admiral™ Shares	VWENX	>	Age-based Vanguard Target Retirement Funds	Various (refer to page 17)
Vanguard Windsor™ Fund Admiral™ Shares	VWNEX	>	No change	-

See TIAA Disclosures beginning on page 28 for important details on Investment, insurance and annuity products. Also see Fidelity Disclosures on page 30 for important information.

Retirement planning resources

RETIREMENT PLAN INVESTMENT ADVICE

As a participant in the GW retirement plans, you have access to personalized advice on the plans' investment options from a TIAA or Fidelity Workplace Financial Consultant.

Whether you're just starting out or close to retirement, you can meet online, by phone or in person to discuss your specific financial goals and how to plan for them. This service is available as part of your retirement program *at no additional cost to you*.

Schedule a virtual, phone or in-person session with TIAA by visiting tiaa.org/schedulenow or calling 800-732-8353, weekdays, 8 a.m. to 8 p.m. ET.

Schedule a virtual or phone consultation with Fidelity by visiting fidelity.com/schedule or calling 800-642-7131. You can also visit a local Fidelity Investor Center for an in-person consultation.¹ To find an Investor Center located near you, visit fidelity.com/branchlocator for locations and directions.

ADDITIONAL RESOURCES AT TIAA

Visit tiaa.org/tools for convenient resources that can help you on the path to retirement. You supply the information, and the tools do the rest.

CREATE YOUR OWN RETIREMENT ACTION PLAN	DISCOVER YOUR RETIREMENT INCOME NEEDS	TRACK ALL YOUR ACCOUNTS IN ONE PLACE
<p>Explore the Retirement Advisor tool to:</p> <ul style="list-style-type: none"> • Receive a custom retirement action plan in five steps • Receive savings and investment recommendations 	<p>Use Retirement Income Illustrator to:</p> <ul style="list-style-type: none"> • Find out how much of your current income you'll need to replace to cover retirement expenses • Explore your retirement income options • See your estimated monthly retirement income and how to maximize it 	<p>Use 360° Financial View to:</p> <ul style="list-style-type: none"> • Consolidate your information from more than 11,000 financial institutions in one place • Track your spending • Set up email alerts • Create a budget that works for you

ADDITIONAL RESOURCES AT FIDELITY

ACCOUNT INQUIRIES	ONLINE	NETBENEFITS® MOBILE APP
<p>For general questions or inquiries regarding Fidelity accounts, or to execute transactions by phone, call 800-343-0860, weekdays, 8:30 a.m. to 8:30 p.m. ET.</p>	<p>Log in to netbenefits.com/gw to check account balances, view your statements, make investment changes, update your account beneficiaries, take advantage of interactive planning tools, and much more.</p>	<p>Prefer to manage your workplace savings on the go? The NetBenefits® app gives you access to your account whenever—and wherever—you want. Visit fidelity.com/go/netbenefitsapp for more information.</p>

See **TIAA Disclosures** beginning on page 28 for important details on **Advice (legal, tax, investment)**. Also see **Fidelity Disclosures** on page 30 for important information.

¹ Fidelity Investor Centers and other brokerage products and services are provided beyond your retirement plan.

IMPORTANT: Investment restrictions for participants with a foreign address—non-United States address.

TIAA and/or Fidelity may be restricted from processing certain mutual fund transactions (including the purchase of, and rollovers and transfers to, mutual funds) on your behalf. Your options for these types of transactions on the TIAA platform may be limited to TIAA group annuity options available under your plan on the new investment menu. If you have a legitimate U.S. mailing address, including an address in Puerto Rico, or an Army Post Office (APO), Diplomatic Post Office (DPO) or Fleet Post Office (FPO) box, these restrictions may not apply to you. For assistance, please contact TIAA at: International, +001 212-490-9000; U.S., 800-842-2252, or Fidelity at: International, +001 877-343-0860; U.S., 800-343-0860.

Disclosures

TIAA

ADVICE (LEGAL, TAX, INVESTMENT)

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

Advice provided by our Field Consulting Group is obtained using an advice methodology from an independent third party. Advice services provided by our Individual Advisory Services Group are provided by Advice & Planning Services, a division of TIAA-CREF Individual & Institutional Services, LLC, a registered investment adviser.

Individual Advisory Services may not be available to all participants. Advisory services through Individual Advisory Services are a fee-for-services charge to the employee. This advice service is not available if you are a participant with a foreign address.

TIAA and Fidelity, and any of their affiliates or subsidiaries, are not affiliated with or in any way related to each other. TIAA acts as recordkeeper for the plan and, in that capacity, is not a fiduciary to the plan. TIAA and Fidelity may also provide advice and education to plan participants. When TIAA provides advice on how to allocate investments, it takes fiduciary responsibility for that advice. TIAA is not responsible for the advice and education provided by Fidelity. Fidelity is not responsible for the advice and education provided by TIAA.

Advice is provided on your employer-sponsored retirement plans administered by TIAA. TIAA does not monitor your retirement assets on an ongoing basis, nor does TIAA update your information on the Retirement Advisor tool to reflect changes in your personal circumstances. You should periodically monitor your retirement strategy as your needs and personal circumstances change. Results are not guaranteed and do not reflect actual returns on any investment. The TIAA Retirement Advisor is not a substitute for tax, legal or comprehensive financial planning advice. The TIAA Retirement Advisor is a brokerage service provided by TIAA-CREF Individual & Institutional Services, LLC, a registered broker-dealer, Member FINRA, SIPC.

The projections or other information generated by TIAA's online tools regarding the likelihood of various investment outcomes, investment allocations and retirement income are hypothetical in nature, do not reflect actual results and are not guarantees of future results. Results may vary with each use and over time.

BROKERAGE SERVICES

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

By opening a brokerage account, you will be charged a commission only on applicable transactions and other account-related fees in accordance with the TIAA Commission and Fee Schedule. Please visit tiaa.org/sda_caa. Other fees and expenses apply to a continued investment in the funds and are described in the funds' current prospectuses. Some securities may not be suitable for all investors.

TIAA Brokerage, a division of TIAA-CREF Individual and Institutional Services, LLC, Member FINRA and SIPC, distributes securities. Brokerage accounts are carried by Pershing, LLC, a subsidiary of The Bank of New York Mellon Corporation, Member FINRA, NYSE, SIPC.

DISTRIBUTIONS AND WITHDRAWALS

401(a) plans: Subject to plan terms, employer contributions invested in custodial accounts (mutual funds) may not be paid to a participant before the participant has a severance of employment, dies, becomes disabled, attains age 59½ or experiences a hardship. Employer contributions invested in annuity contracts may generally be distributed upon severance of employment or upon occurrence of a stated event in the plan.

403(b) plans: Subject to plan terms, elective deferrals may not be paid to a participant before the participant has a severance of employment, dies, becomes disabled, attains age 59½ or experiences a hardship.

FEES AND EXPENSES

Plan servicing fees cannot be deducted from annuities in Retirement Annuity, Group Retirement Annuity, Supplemental Retirement Annuity and Group Supplemental Retirement Annuity contracts. However, they can be deducted from mutual funds in these types of contracts.

Your guaranteed option is a fixed annuity that pays you interest at competitive crediting rates that are announced in advance. There is no explicit expense ratio because this is a fixed annuity.

Gross expense ratio includes all of an investment's expenses. Net expense ratio takes into account any investment fee waivers and expense reductions, giving an indication of what is currently being charged.

"Revenue sharing" describes the practice when investment providers share in the cost of plan administration. Please note that TIAA Traditional, TIAA Real Estate, TIAA Stable Value and all CREF Annuity accounts do not have an explicit revenue share. Rather, they have a "plan services offset" that is applied to your plan's administrative and recordkeeping costs.

INVESTMENT, INSURANCE AND ANNUITY PRODUCTS

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit tiaa.org and enter the ticker in the site's search feature for details.

Some investment options may have redemption and other fees. **See the fund's prospectus for details.**

You could lose money by investing in the CREF Money Market Account. Because the accumulation unit value of the Account will fluctuate, the value of your investment may increase or decrease. An investment in the Account is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Account's sponsor has no legal obligation to provide support to the Account, and you should not expect that the sponsor will provide financial support to the Account at any time.

You could lose money by investing in the Vanguard Federal Money Market Fund. Although the Fund seeks to preserve the value of its shares at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

TIAA Traditional Annuity is a guaranteed insurance contract and not an investment for federal securities law purposes. Any guarantees under annuities issued by Teachers Insurance and Annuity Association of America (TIAA) are subject to its claims-paying ability. Interest credited includes a guaranteed rate plus additional amounts as may be established by the TIAA Board of Trustees. Such additional amounts, when declared, remain in effect for the "declaration year," which begins each March 1 for accumulating TIAA Traditional annuities and January 1 for payout annuities.

Annuity account options are available through annuity contracts issued by TIAA or CREF. These contracts are designed for retirement or other long-term goals and offer a variety of income options, including lifetime income. Payments from the variable annuity accounts are not guaranteed and will rise or fall based on investment performance.

Annuity contracts may contain terms for keeping them in force. For full details, including costs, call TIAA at 877-518-9161.

This material is for informational or educational purposes only and does not constitute fiduciary investment advice under ERISA, a securities recommendation under all securities laws or an insurance product recommendation under state insurance laws or regulations. This material does not take into account any specific objectives or circumstances of any particular investor, or suggest any specific course of action. Investment decisions should be made based on the investor's own objectives and circumstances.

This transition guide updates the information provided to you in the most recent annual participant notice and does not replace the plan document. If there is any ambiguity between this transition guide and the plan document, the terms of the plan document will prevail. Please keep a copy of this guide for your records.

Investment, insurance, and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

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

TIAA-CREF Individual & Institutional Services, LLC, Member FINRA, distributes securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF), New York, NY. Each is solely responsible for its own financial condition and contractual obligations.

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continued

Disclosures continued

FIDELITY

Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the George Washington University retirement plans, and the Plan document will govern in the event of any discrepancies.

FIDELITY BROKERAGELINK®

BrokerageLink includes investments beyond those in your plan's lineup. You should compare investments and share classes that are available in your plan's lineup with those available through BrokerageLink, and determine the available investment and share class that is appropriate for your situation. The plan fiduciary neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.

Although this notice was prepared for George Washington University by TIAA, for the convenience of Plan participants, certain sections in it were supplied by Fidelity Investments. Each provider offering products and services to the Plan or its participants is solely responsible for the content on its applicable sections and does not assume any responsibility or liability for the content other than what Fidelity provided.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 0291

INVESTMENT PRODUCTS

Vanguard Federal Money Market: You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not a bank account and is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Fidelity Investments and its affiliates, the fund's sponsor, is not required to reimburse for losses, and you should not expect that the sponsor will provide financial support to the fund at any time, including during periods of market stress.

Fidelity's government and U.S. Treasury money market funds will not impose a fee upon the sale of your shares.

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 and stated as a percentage of the fund's total net assets. Gross expense ratios change periodically and are drawn from the fund's prospectus. For more detailed fee information, see the fund prospectus or annual or semiannual reports.

ADDITIONAL INFORMATION

An investment option's gross expense information is the total annual operating expenses (before waivers or reimbursements) paid by the investment option and stated as a percentage of the investment option's total net assets. The investment option's gross expense information has been provided by the plan sponsor, the investment manager, or the trustee, each of whom may use their own calculation methodology to reflect the expense ratio information. When no information is shown for an option, it is because none was available; there may be fees and expenses associated with the option. Expense information changes periodically. Please consult Fidelity NetBenefits® for updates.

The dates shown are based on the timing and accuracy of a variety of factors, including the transfer of data, receipt of instructions, and receipt of assets. Changes in any of these factors may result in changes to the dates and timing, including the dates on which, and thus the prices at which, assets in your account are sold and/or reinvested.

IMPORTANT NOTE IF YOU USE AUTOMATIC REBALANCE

If your existing Automatic Rebalance election includes the old investment option, your Automatic Rebalance election will automatically be updated to replace the old investment option with the new investment option.

If you have questions or need assistance with the Automatic Rebalance feature, log on to Fidelity NetBenefits® at netbenefits.com/atwork or call 800-343-0860.

Before investing in any mutual fund, 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.

Fidelity retail products and services are offered separately from your employer-sponsored retirement plan.

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 and stated as a percentage of the fund's total net assets. Gross expense ratios change periodically and are drawn from the fund's prospectus. For more detailed fee information, see the fund prospectus or annual or semiannual reports.

We're here to help

MANAGE YOUR ACCOUNT

Online

TIAA

Visit tiaa.org/gwu and log in. If you're new to TIAA, select *Log in*, then *Need online access?* Follow the on-screen directions to access your account.

Fidelity

Visit netbenefits.com/gw. If you are new to Fidelity, select *Enroll Now* and confirm your identity. Then follow prompts to enroll.

Phone

TIAA

Call 800-842-2252, weekdays, 8 a.m. to 10 p.m. ET.

Fidelity

Call 800-343-0860, weekdays, 8:30 a.m. to 8:30 p.m. ET.

SCHEDULE AN INVESTMENT ADVICE SESSION

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TIAA

Visit tiaa.org/schedulenow.



Fidelity

Visit fidelity.com/schedule, or text *meet* to **343898**.



Phone

TIAA

Call 800-732-8353, weekdays, 8 a.m. to 8 p.m. ET.

Fidelity

Call 800-642-7131 to schedule time with Workplace Financial Consultant Blayde Woodrum.



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