

# Plan and Investment Notice

## FURMAN UNIVERSITY DEFINED CONTRIBUTION AND TAX DEFERRED ANNUITY RETIREMENT PLAN

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

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

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

TIAA  
Corebridge Financial/VALIC/AIG Retirement Services  
Fidelity Investments

## TIAA

### HOW TIAA RECORDKEEPS YOUR PLAN

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

- FURMAN UNIVERSITY RETIREMENT PLAN: EMPLOYER CONTRIBUTIONS – Plan ID 150261
- FURMAN UNIVERSITY RETIREMENT PLAN: EMPLOYEE CONTRIBUTIONS – Plan ID 150262

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](https://www.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

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](https://www.tiaa.org/planinvestmentoptions). After entering a plan ID, 150261, 150262, you will be directed to plan and investment information.

### SELF-DIRECTED BROKERAGE

A TIAA Brokerage Service is available that permits you to use investments that have not been selected for your plan and are not monitored. This service permits you to use a wide variety of investments but you are expected to prudently select and monitor any investments that you make through the brokerage service. This means that you must have the skill and experience or use an independent expert to advise you. Depending upon your plan's characteristics, investments available within the brokerage service may or may not include mutual funds, equities, bonds and certificate of deposits (403(b) plans are limited to mutual funds). Generally, there are fees associated with investment transactions (purchasing or selling), as well as minimum transaction amount requirements. Before purchasing or selling an investment you should understand any applicable fees, including fees that will be associated with your transaction such as commissions or other charges for purchasing and selling the investment. To request a transaction, and to learn more about the brokerage service including fees call 800-927-3059 or visit [https://www.tiaa.org/public/pdf/forms/SDA\\_Customer\\_Account\\_Agreement.pdf](https://www.tiaa.org/public/pdf/forms/SDA_Customer_Account_Agreement.pdf). Available in all plans.

### 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 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:

Brokerage	Certain charges may apply. Please review the Customer Account Agreement provided in the Self-Directed Brokerage section of this document. Your plan may limit the eligible investments within the self-directed brokerage account. This applies to plan(s): 150262 150261
Retirement Plan Loan - Origination Fee	\$75 per loan initiated for general purpose, \$125 for a residential loan. This applies to plan(s): 150262 150261
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): 150262 150261
Loan Maintenance	\$25 annual fee per active loan. This applies to plan(s): 150262 150261
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.

**COREBRIDGE**  
**FINANCIAL/VALIC/AIG**

## RETIREMENT SERVICES

### RIGHT TO DIRECT INVESTMENTS

In order to direct your Plan investment with Corebridge Retirement Services, and subject to any Plan and investment restrictions described below, you may make your election on Corebridge Retirement Service's website, [www.corebridgefinancial.com/rs](http://www.corebridgefinancial.com/rs), or you may contact Corebridge Retirement Services Call Center at 800-448-2542.

For security reasons, you will be asked to verify your identity by logging into your account. Should you need to register, please visit <https://myaccount.valic.com/auth/public/registeronly/#/>.

### RESTRICTIONS

Corebridge Financial accounts are frozen to new contributions and loans. You may not elect to invest any new plan contributions at Corebridge Financial. Refer to the Investment Options Comparative Chart for Investment Specific Restrictions.

### INVESTMENT OPTIONS

Investment options may have fees and expenses associated with that particular option. For example:

#### Operating expenses

Investment funds and products may charge fees to cover the fund's total annual operating expenses. Also known as an expense ratio, these fees are generally not deducted from your account; rather they are calculated in the share price or net asset value of the investment option. So, the performance data shown on any fund already takes these fees into account. Since the expense ratio varies by fund and is not directly deducted from your account, it will be important for you to understand the fees for any fund. Expense ratios are noted in this disclosure as both a percent and a dollar amount per \$1,000. So, if the expense ratio is 0.50%, the actual fund expense is \$5.00 for each \$1,000 you have in that fund. These fees also may include annuity contract charges, such as separate account fees which are in consideration of certain additional guarantees, including death benefit guarantees as well as lifetime guaranteed payment options. Expense ratios can have a significant effect on your investment returns. That's why you should be aware of them as you select investment options.

#### Trading fees

Some funds impose trading restrictions or charge transaction fees related to trading frequency. Such transaction fees, including short-term trading fees, may be deducted from your account when applicable.

#### Fixed interest option fees

Fixed interest options can include fees or transfer and withdrawal restrictions in return for a guaranteed rate.

These fees are an important part of the story, but not the entire story. Fees should not be

reviewed in a vacuum. It is important to understand the fees you are paying in the context of what you are getting for those fees. That includes the services, options and guarantees that those fees provide. It is also important to consider the investment option performance, which, as noted above, has already taken into account some or all of the fees. Performance data included in this disclosure provides the same general information across investment options so you can compare them.

It is important to remember that past performance is not an indicator or guarantee of future results and that higher or lower fees are not necessarily indicative of the performance of that fund. To remain informed, you may want to take advantage of more current performance data which is available online for each fund at [www.corebridgefinancial.com/rs/feedisclosure](http://www.corebridgefinancial.com/rs/feedisclosure).

The investment options available include:

- Systematic Value
- Systematic Core Fund
- Stock Index Fund
- Systematic Growth Fund
- Mid Cap Value Fund
- Mid Cap Index Fund
- Mid Cap Strategic Growth Fund
- International Value Fund
- International Growth Fund
- Small Cap Special Value
- Small Cap Index
- Small Cap Growth
- Vanguard Wellington
- Government Money Market Fund
- Science & Technology Fund

The investment options available but frozen to new investments include:

- International Socially Responsible Fund
- International Govt Bond
- Vanguard Lifestrategy Moderate
- Vanguard Windsor II
- NASDAQ 100 Index
- Growth Fund
- Large Capital Growth Fund
- Ariel Fund

#### **COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES**

General administrative services can include recordkeeping, legal and accounting services, customer service and communications including quarterly account statements.

#### **COST OF PLAN SERVICES - PERSONALIZED SERVICES**

Individual services include any service that is available in the plan that you elect to use.

Loans:

New loans are not currently available. An annual net loan maintenance fee of 2% or 3% for outstanding loans, which is the difference between the loan interest rate and the interest credited on the loan security as determined under the terms of the annuity contract and described in the loan agreement.

#### **ANNUITY FEATURE - GUARANTEED DEATH BENEFIT**

Annuities provide specific guarantees of payment to your designated beneficiary if your death occurs prior to annuitization or contract surrender.

#### **ANNUITY FEATURE - GUARANTEED INCOME PAYMENT OPTIONS**

Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and may last for your entire life, in return for an investment. You may choose to have your account paid out in a fixed, variable, or combination of methods including lifetime annuity, lump sum, installment and partial annuity options.

#### **INDIVIDUAL FEES AND CHARGES**

An explanation of expenses deducted from your account on an individual, rather than Plan-wide, basis, such as fees for processing loans, is provided below.

In addition to the individual expenses described below, certain types of charges that may be deducted from your account related to the buying and selling of investments (e.g., redemption fees) are described in Section II, the annuity contracts/certificates and/or in the investment option's prospectus.

#### **Separate Account Fees (annuity products)**

This separate account charge applies at stated levels to each of the variable investment options, which for some of the investment options reflects an offset for certain amounts received with respect to that investment option, including amounts commonly referred to as "12b-1 fees." The rate of this charge is fixed and cannot be increased by VALIC. This charge compensates VALIC for assuming certain risks and obligations under the contract. VALIC assumes the obligation to provide payments during the payout period for your lifetime, no matter how long that might be. In addition, VALIC assumes the obligation, prior to annuitization, to pay a guaranteed death benefit. The separate account charges also may cover the costs of issuing and administering and marketing the variable investment options including, but not limited to, local support to plan sponsors and participants including enrollment and education. However, VALIC may also charge a fee in order to make certain underlying mutual funds available as variable investment options under the contract. This may also be referred to as a Platform Expense.

#### **Withdrawals and Surrenders**

Withdrawal or surrender charges, if any, will be applied.

## **FIDELITY INVESTMENTS**

#### **RIGHT TO DIRECT INVESTMENTS**

You have the right to direct your account balance among the Plan's investment options, subject to any restrictions. Your rights under the Plan, and any restrictions, are subject to the terms of the Plan. If you already have an account with Fidelity at Furman University and would like to initiate any future changes, log on to [www.fidelity.com/atwork](http://www.fidelity.com/atwork) or call 800-558-9179.

Note: If this is your first time logging on to [www.fidelity.com/atwork](http://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.

### RESTRICTIONS

Fidelity accounts are frozen to new contributions and loans. You may not elect to invest any new plan contributions at Fidelity. Any frequent trading restrictions imposed by the Plan and/or by the Plan's investment options are listed in the Investment Options Comparative Chart. Keep in mind, restrictions are subject to change.

### ADDITIONAL RIGHTS AND PRIVILEGES

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

### 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. Additional information about the Plan's investment options, including a glossary of investment terms to help you better understand the Plan's investment options, is available online at <http://requireddisclosureinfo.com> (Password: 95572). 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, PO Box # 770003, Cincinnati, OH 45277-0065 or call 800-558-9179.

The investment options available are:

- Fidelity Capital & Income
- Fidelity Government Cash Reserves
- Fidelity Contrafund
- Fidelity Freedom 2010
- Fidelity Freedom 2015
- Fidelity Freedom 2020
- Fidelity Freedom 2025
- Fidelity Freedom 2030
- Fidelity Freedom 2035
- Fidelity Freedom 2040
- Fidelity Freedom 2045
- Fidelity Freedom 2050
- Fidelity Freedom 2055
- Fidelity Freedom 2060

- Fidelity Freedom 2065
- Fidelity Freedom 2070
- Fidelity Freedom Income
- Fidelity Growth Company
- Fidelity Inflation-Protected Bond
- Fidelity International Small Cap
- Fidelity Mid-Cap Stock
- Fidelity Puritan
- Fidelity Real Estate Investment Portfolio
- Fidelity Small Cap Growth
- Fidelity Small Cap Value
- Fidelity 500 Index Fund
- Fidelity Emerging Markets Index Fund
- Fidelity Extended Market Index Fund
- Fidelity International Index Fund
- Fidelity Short-Term Treasury Bond Index Fund
- Fidelity Total Market Index Fund
- Fidelity Total Bond
- MFS Value Fund Class R6
- John Hancock Funds Disciplined Value Mid Cap Fund Class R2
- Loomis Sayles Small Cap Growth Fund Retail Class

### SELF-DIRECTED BROKERAGE

The Plan also provides access to Fidelity BrokerageLink, which allows you to choose from investments beyond those options offered by the Plan. 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. This feature is intended for those who are comfortable managing a portfolio of expanded investment choices.

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

Any Plan-imposed restrictions related to BrokerageLink will be specified in the Restrictions section of this Notice; any individual administration fees associated with BrokerageLink are reflected in the Individual Fees section of this Notice. When you access BrokerageLink, there is additional information regarding available investment choices, which you should read before making any investment decisions. If purchasing a mutual fund through BrokerageLink, mutual fund minimums generally still apply. Prior to initiating a trade in BrokerageLink, you should review any fees associated with your transaction.

The initial exchange into BrokerageLink requires a \$2,500 minimum. Additional exchanges into BrokerageLink require a \$1,000 minimum.

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.

### **COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES**

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

Plan administrative fees may include legal, accounting, trustee, recordkeeping, and other administrative fees and expenses associated with maintaining the Plan. In some instances, they may be deducted 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 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 Plans investment options. Please keep in mind that fees are subject to change.

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

### **COST OF PLAN SERVICES - SPECIFIC INVESTMENT SERVICES**

Asset-based fees reflect an investment options 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. Please review Part A Table 1 of the Investment Options Comparative Chart for 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 options 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.

### **COST OF PLAN SERVICES - PERSONALIZED SERVICES**

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

engage in the transaction.

If you have an account in the Plan and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this brochure 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:

- Loan Maintenance Fee/\$15.00 per year per loan deducted quarterly
- Overnight Mailing Fee/\$25.00 per transaction
- Participant Hired Advisory (Adv) Fee/varies based on advisor

Also please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see Part A Table 1 of the Investment Options Comparative Chart for details regarding the specific fees that may apply to the investment options available under the Plan.

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

# 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](http://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.

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## Part A. Performance and Fee Information

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



For the most up-to-date information about your investment options, prospectuses for available TIAA investments and other helpful resources, visit [www.TIAA.org/planinvestmentoptions](http://www.TIAA.org/planinvestmentoptions). After entering a plan ID, 150261, 150262, you'll be directed to plan and investment information.

Visit [tiaa.org](http://tiaa.org) for information and resources to help you make informed decisions. To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800 842-2252 or write to us at TIAA, P.O. Box 1259, Charlotte, NC, 28201.

Table 1 – Variable Return Investment Performance as of June 30, 2025

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
<b>Equities</b>									
<b>Mutual Fund</b>									
<b>MFS International Value Fund R6</b>	Foreign Large Blend	MINJX	04/28/2006	20.40%	9.13%	9.15%	0.70%	0.69%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>MSCI EAFE NR USD</b>				17.73%	11.16%	6.51%	Contractual Waiver Exp: 09/30/2025		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Vanguard Total International Stock Index Fund Institutional</b>	Foreign Large Blend	VTSNX	11/29/2010	18.33%	10.31%	6.31%	0.06%	0.06%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>MSCI ACWI Ex USA NR USD</b>				17.72%	10.13%	6.12%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>American Funds EUPAC Fund R6</b>	Foreign Large Growth	RERGX	05/01/2009	13.86%	8.17%	6.52%	0.47%	0.47%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>MSCI ACWI Ex USA NR USD</b>				17.72%	10.13%	6.12%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
<b>Vanguard FTSE Social Index Fund Admiral</b>	Large Blend	VFTAX	02/07/2019	15.31%	16.11%	15.95%	0.13%	0.13%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>Morningstar US Large- Mid TR USD</b>				15.69%	16.31%	15.57%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Vanguard Institutional Index Fund Institutional</b>	Large Blend	VINIX	07/31/1990	15.12%	16.60%	13.61%	0.04%	0.04%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>JPMorgan Large Cap Growth Fund R5</b>	Large Growth	JLGRX	04/14/2009	14.89%	17.23%	17.72%	0.60%	0.54%	Available in all plans. An annual plan servicing fee of 0.025% is charged and deducted on a quarterly basis. Applies to all plans.
<b>Russell 1000 TR USD</b>				15.66%	16.30%	13.35%	Contractual Waiver Exp: 10/31/2025		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MFS Value Fund R6</b>	Large Value	MEIKX	04/28/2006	12.31%	12.84%	9.50%	0.45%	0.44%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>Russell 3000 TR USD</b>				15.30%	15.96%	12.96%	Contractual Waiver Exp: 12/31/2025		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Vanguard Extended Market Index Fund Institutional</b>	Mid-Cap Blend	VIEIX	07/07/1997	15.60%	11.64%	9.18%	0.05%	0.05%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>S&amp;P Completion TR USD</b>				15.57%	11.51%	9.04%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MassMutual Mid Cap Growth Fund I</b>	Mid-Cap Growth	MEFZX	11/15/2010	7.95%	8.41%	9.41%	0.67%	0.66%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>Russell 3000 TR USD</b>				15.30%	15.96%	12.96%	Contractual Waiver Exp: 01/31/2026		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
<b>John Hancock Disciplined Value Mid Cap Fund R6</b>	Mid-Cap Value	JVMRX	08/31/2011	12.08%	15.72%	9.70%	0.76%	0.75%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>Russell Mid Cap Value TR USD</b>				11.53%	13.71%	8.39%	Contractual Waiver Exp: 07/31/2026		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Loomis Sayles Small Cap Growth Fund N</b>	Small Growth	LSSNX	02/01/2013	5.60%	7.75%	8.44%	0.83%	0.83%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>Russell 3000 TR USD</b>				15.30%	15.96%	12.96%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Vanguard Small-Cap Value Index Fund Admiral</b>	Small Value	VSIAX	09/27/2011	9.12%	15.18%	8.39%	0.07%	0.07%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>CRSP US Small Cap Value TR USD</b>				9.15%	15.18%	8.39%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Variable Annuity</b>									
<b>CREF Stock Account R2</b>	Aggressive Allocation	QCSTPX	04/24/2015	14.89%	13.62%	10.20%	0.30%	0.30%	Available in all plans. An annual plan servicing credit of 0.025% is credited on a quarterly basis. This applies to plan (s): 150261 150262
<b>CREF Stock Account Composite Index</b>				16.36%	14.11%	10.87%			Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>CREF Global Equities Account R2</b>	Global Large- Stock Blend	QCGLPX	04/24/2015	15.01%	14.14%	10.11%	0.28%	0.28%	Available in all plans. An annual plan servicing credit of 0.025% is credited on a quarterly basis. This applies to plan (s): 150261 150262
<b>MSCI ACWI NR USD</b>				16.17%	13.65%	9.99%			Contributions and Transfers in not allowed. This applies to plan(s): 150261 150262 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
<b>CREF Equity Index Account R2</b>	Large Blend	QCEQPX	04/24/2015	14.93%	15.70%	12.68%	0.22%	0.22%	Available in all plans. An annual plan servicing credit of 0.025% is credited on a quarterly basis. This applies to plan (s): 150261 150262
<b>Russell 3000 TR USD</b>				15.30%	15.96%	12.96%			Contributions and Transfers in not allowed. This applies to plan(s): 150261 150262 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>CREF Growth Account R2</b>	Large Growth	QCGRPX	04/24/2015	14.99%	16.06%	15.22%	0.25%	0.25%	Available in all plans. An annual plan servicing credit of 0.025% is credited on a quarterly basis. This applies to plan (s): 150261 150262
<b>Russell 1000 Growth TR USD</b>				17.22%	18.15%	17.01%			Contributions and Transfers in not allowed. This applies to plan(s): 150261 150262 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>Fixed Income</b>									
<b>Mutual Fund</b>									
<b>Vanguard Total Bond Market Index Fund Institutional</b>	Intermediate Core Bond	VBTIX	09/18/1995	6.05%	-0.73%	1.77%	0.03%	0.03%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>Bloomberg US Aggregate Float Adjusted TR USD</b>				6.07%	-0.71%	1.80%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>PGIM Total Return Bond Fund R6</b>	Intermediate Core-Plus Bond	PTRQX	12/27/2010	6.62%	0.27%	2.65%	0.40%	0.39%	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>Bloomberg US Aggregate Bond TR USD</b>				6.08%	-0.73%	1.76%	Contractual Waiver Exp: 02/28/2026		Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Variable Annuity</b>									
<b>CREF Inflation-Linked Bond Account R2</b>	Inflation-Protected Bond	QCILPX	04/24/2015	6.76%	2.97%	2.88%	0.23%	0.23%	Available in all plans. An annual plan servicing credit of 0.025% is credited on a quarterly basis. This applies to plan (s): 150261 150262
<b>Bloomberg US Treasury Inflation Notes 1-10 Yr TR USD</b>				6.85%	2.89%	2.93%			Contributions and Transfers in not allowed. This applies to plan(s): 150261 150262 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
<b>CREF Core Bond Account R2</b>	Intermediate Core Bond	QCBMPX	04/24/2015	6.42%	-0.08%	2.09%	0.28% \$2.80	0.28% \$2.80	Available in all plans. An annual plan servicing credit of 0.025% is credited on a quarterly basis. This applies to plan (s): 150261 150262
<b>Bloomberg US Aggregate Bond TR USD</b>				6.08%	-0.73%	1.76%			Contributions and Transfers in not allowed. This applies to plan(s): 150261 150262 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>Money Market</b>									
<b>Mutual Fund</b>									
<b>Vanguard Federal Money Market Fund Investor</b>	Money Market-Taxable	VMFXX	07/13/1981	4.68%	2.79%	1.94%	0.11% \$1.10	0.11% \$1.10	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
7-day current annualized yield 4.23% as of 06/30/2025 7-day effective annualized yield 4.23% as of 06/30/2025									
<b>FTSE Treasury Bill 3 Month USD</b>				4.88%	2.88%	2.01%			
<b>Variable Annuity</b>									
<b>CREF Money Market Account R2</b>	Money Market-Taxable	QCMMPX	04/24/2015	4.58%	2.61%	1.71%	0.22% \$2.20	0.22% \$2.20	Available in all plans. An annual plan servicing credit of 0.025% is credited on a quarterly basis. This applies to plan (s): 150261 150262
7-day current annualized yield 4.13% as of 06/24/2025 7-day effective annualized yield 4.21% as of 06/24/2025									
<b>iMoneyNet Money Fund Averages - All Government</b>				4.41%	2.59%	1.69%			
<b>Multi-Asset</b>									
<b>Mutual Fund</b>									
<b>Vanguard Target Retirement Income Fund</b>	Retirement Income	VTINX	10/27/2003	9.66%	4.49%	4.71%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262
<b>Bloomberg US Aggregate Bond TR USD</b>				6.08%	-0.73%	1.76%			Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
<b>Vanguard Target Retirement 2020 Fund</b>	Target-Date 2020	VTWNX	06/07/2006	10.23%	6.16%	6.06%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>Bloomberg US Aggregate Float Adjusted TR USD</b>				6.07%	-0.71%	1.80%			
<b>Vanguard Target Retirement 2025 Fund</b>	Target-Date 2025	VTTVX	10/27/2003	11.74%	7.48%	6.89%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.03%			
<b>Vanguard Target Retirement 2030 Fund</b>	Target-Date 2030	VTHR X	06/07/2006	12.61%	8.58%	7.52%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.03%			
<b>Vanguard Target Retirement 2035 Fund</b>	Target-Date 2035	VTTHX	10/27/2003	13.41%	9.67%	8.13%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.03%			
<b>Vanguard Target Retirement 2040 Fund</b>	Target-Date 2040	VFORX	06/07/2006	14.12%	10.74%	8.73%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.03%			
<b>Vanguard Target Retirement 2045 Fund</b>	Target-Date 2045	VTIVX	10/27/2003	14.78%	11.80%	9.27%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.03%			

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
<b>Vanguard Target Retirement 2050 Fund</b>	Target-Date 2050	VFIFX	06/07/2006	15.57%	12.24%	9.48%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.03%			
<b>Vanguard Target Retirement 2055 Fund</b>	Target-Date 2055	VFFVX	08/18/2010	15.58%	12.24%	9.47%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.03%			
<b>Vanguard Target Retirement 2060 Fund</b>	Target-Date 2060	VTTSX	01/19/2012	15.57%	12.24%	9.47%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.03%			
<b>Vanguard Target Retirement 2065 Fund</b>	Target-Date 2065+	VLXVX	07/12/2017	15.55%	12.24%	9.94%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%	16.10%	13.73%			
<b>Vanguard Target Retirement 2070 Fund</b>	Target-Date 2065+	VSVNX	06/28/2022	15.54%	-	15.20%	0.08% \$0.80	0.08% \$0.80	Available in all plans. An annual plan servicing fee of 0.125% is charged and deducted on a quarterly basis. This applies to plan(s): 150261 150262 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<b>MSCI US Broad Market GR USD</b>				15.20%		18.67%			
<b>Variable Annuity</b>									
<b>CREF Social Choice Account R2</b>	Moderate Allocation	QCSCPX	04/24/2015	11.99%	8.16%	7.38%	0.26% \$2.60	0.26% \$2.60	Available in all plans. An annual plan servicing credit of 0.025% is credited on a quarterly basis. This applies to plan (s): 150261 150262 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<b>Morningstar Moderate Target Risk TR USD</b>				12.92%	7.64%	6.82%			
<b>Real Estate Variable Annuity</b>									

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
<b>TIAA Real Estate Account</b>	Real Estate	QREARX	10/02/1995	2.07%	1.57%	2.98%	0.90% \$9.00	0.90% \$9.00	Available in all plans. An annual plan servicing credit of 0.115% is credited on a quarterly basis. Applies to all plans. Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000.
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			

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
150261	FURMAN UNIVERSITY RETIREMENT PLAN: EMPLOYER CONTRIBUTIONS
150262	FURMAN UNIVERSITY RETIREMENT PLAN: EMPLOYEE CONTRIBUTIONS

# COREBRIDGE FINANCIAL/VALIC/AIG RETIREMENT SERVICES

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: 2929 Allen Parkway  
Houston, Texas 77019  
800-448-2542  
[www.corebridgefinancial.com/rs/feedisclosure](http://www.corebridgefinancial.com/rs/feedisclosure)

Table 1 – Variable Return Investment Performance as of June 30, 2025

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	
<b>Equities</b>									
<b>Mutual Fund</b>									
<b>SYSTEMATIC VALUE</b>	Large Value	N/A	12/05/2005	15.81%	13.52%	7.76%		1.65% \$16.50	N/A
<i>Russell 1000 Value TR USD</i>				13.70%	13.93%	9.19%			
<b>Other</b>									
<b>ARIEL FUND</b>		N/A	11/06/1986	8.46%	12.02%	5.93%		2.00% \$20.00	Contributions and Transfers in not allowed
<i>Russell 2500 Value TR USD</i>				5.54%	12.47%	6.72%			
<b>GROWTH FUND</b>		N/A	12/05/2005	14.71%	13.78%	13.77%		1.62% \$16.20	Contributions and Transfers in not allowed
<i>Russell 1000 Growth TR USD</i>				17.22%	18.15%	17.01%			
<b>INTERNATIONAL GROWTH FUND</b>		N/A	12/05/2000	21.13%	6.57%	6.72%		1.81% \$18.10	N/A
<i>MSCI ACWI Ex USA NR USD</i>				17.72%	10.13%	6.12%			
<b>INTERNATIONAL VALUE FUND</b>		N/A	04/03/2006	22.99%	12.08%	4.26%		1.78% \$17.80	N/A
<i>MSCI ACWI Ex USA NR USD</i>				24.24%	14.29%	6.05%			
<b>INTL SOCIALLY RESPONSIBLE FUND</b>		N/A	10/02/1989	14.72%	9.33%	6.86%		1.54% \$15.40	Contributions and Transfers in not allowed
<i>MSCI EAFE NR USD</i>				17.73%	11.16%	6.51%			
<b>LARGE CAPITAL GROWTH</b>		N/A	10/03/2005	7.00%	12.17%	12.28%		1.70%	Contributions and Transfers in not allowed

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 \$17.00	
<i>Russell 1000 Growth TR USD</i>				17.22%	18.15%	17.01%			
<b>MID CAP INDEX FUND</b>		N/A	12/20/2017	5.88%	11.87%	7.79%		1.35% \$13.50	N/A
<i>S&amp;P MidCap 400 TR</i>				7.53%	13.44%	9.25%			
<b>MID CAP STRATEGIC GROWTH</b>		N/A	12/20/2004	18.84%	13.04%	11.56%		1.74% \$17.40	N/A
<i>Russell Mid Cap Growth TR USD</i>				26.49%	12.65%	12.13%			
<b>MID CAP VALUE FUND</b>		N/A	09/22/1998	8.36%	13.70%	7.44%		1.82% \$18.20	N/A
<i>Russell Mid Cap Value TR USD</i>				11.53%	13.71%	8.39%			
<b>NASDAQ 100(R) INDEX FUND</b>		N/A	10/01/2000	14.35%	16.58%	17.16%		1.43% \$14.30	Contributions and Transfers in not allowed
<i>NASDAQ 100 TR USD</i>				16.10%	18.36%	18.97%			
<b>SM CAP GWTH</b>		N/A	12/05/2005	5.15%	3.20%	8.17%		1.87% \$18.70	N/A
<i>Russell 2000 Growth TR</i>				9.73%	7.42%	7.14%			
<b>SMALL CAP INDEX FUND</b>		N/A	05/01/1992	6.12%	8.53%	5.74%		1.37% \$13.70	N/A
<i>Russell 2000 Value TR USD</i>				7.68%	10.04%	7.12%			
<b>SMALL CAP SPECIAL VALUE FUND</b>		N/A	12/05/2005	-3.08%	10.29%	6.03%		2.07% \$20.70	N/A
<i>Russell 2000 Value TR USD</i>				5.54%	12.47%	6.72%			
<b>STOCK INDEX FUND</b>		N/A	04/20/1987	13.65%	15.12%	12.16%		1.23% \$12.30	N/A
<i>S&amp;P 500 TR USD</i>				15.16%	16.64%	13.65%			
<b>SYSTEMATIC CORE FUND</b>		N/A	04/29/1994	12.16%	14.10%	11.61%		1.64% \$16.40	N/A
<i>Russell 1000 TR USD</i>				15.66%	16.30%	13.35%			
<b>SYSTEMATIC GROWTH FUND</b>		N/A	11/01/2000	14.16%	10.89%	12.87%		1.65% \$16.50	N/A

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	
<b>RUSSELL 1000 GROWTH TR USD</b>				17.22%	18.15%	17.01%			
<b>VANGUARD WINDSOR II</b>		N/A	04/29/1994	8.75%	14.38%	9.52%		1.57% \$15.70	Contributions and Transfers in not allowed
<i>Russell 1000 Value TR USD</i>				13.70%	13.93%	9.19%			
<b>Fixed Income</b>									
<b>Other</b>									
<b>GS VIT GOV MONEY MKT FD INST</b>		N/A	10/16/2013	3.61%	1.75%	0.90%		1.18% \$11.80	N/A
<i>FTSE Treasury Bill 3 Mon USD</i>				4.88%	2.88%	2.01%			
<b>INTERNATIONAL GOVERNMENT BOND</b>		N/A	10/01/1991	7.39%	-2.02%	0.32%		1.81% \$18.10	Contributions and Transfers in not allowed
<i>30% JP Morgan EMBI Global Diversified Index and 70% Citigroup WGBI</i>				8.96%	-1.19%	1.49%			
<b>Multi-Asset</b>									
<b>Other</b>									
<b>VANGUARD LIFESTRATEGY MODERA</b>		N/A	09/30/1994	11.13%	6.58%	5.72%		1.38% \$13.80	Contributions and Transfers in not allowed
<i>Vanguard LifeStrategy Moderate Growth Composite Index</i>				12.55%	8.24%	7.36%			
<b>VANGUARD WELLINGTON FUND INC</b>		N/A	07/01/1929	11.82%	8.98%	7.68%		1.50% \$15.00	N/A
<i>65% S&amp;P 500, 35% BarCap Credit A or Better Bond</i>				12.19%	10.57%	9.81%			
<b>Other</b>									
<b>Other</b>									
<b>SCIENCE &amp; TECHNOLOGY</b>		N/A	04/29/1994	16.63%	14.63%	16.84%		1.91% \$19.10	N/A
<i>S&amp;P North American Technology TR</i>				17.90%	19.75%	21.50%			

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.

# FIDELITY INVESTMENTS

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: P.O. Box 770003  
Cincinnati, OH 45277  
800-558-9179  
www.fidelity.com/atwork

Table 1 – Variable Return Investment Performance as of June 30, 2025

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	
<b>Allocation</b>									
<b>Mutual Fund</b>									
<b>Fidelity Puritan</b>	Moderate Allocation	FPURX	04/16/1947	9.65%	11.09%	9.73%	0.48% \$4.80	0.48% \$4.80	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2010</b>	Target-Date 2000-2010	FFFCX	10/17/1996	8.71%	4.56%	4.89%	0.46% \$4.60	0.46% \$4.60	
<b>Bloomberg US Agg Bond TR USD</b>				6.08%	-0.73%	1.76%			
<b>Fidelity Freedom 2015</b>	Target-Date 2015	FFVFX	11/06/2003	9.56%	5.62%	5.61%	0.50% \$5.00	0.50% \$5.00	
<b>Bloomberg US Agg Bond TR USD</b>				6.08%	-0.73%	1.76%			
<b>Fidelity Freedom 2020</b>	Target-Date 2020	FFFDX	10/17/1996	10.46%	6.64%	6.23%	0.55% \$5.50	0.55% \$5.50	
<b>Bloomberg US Agg Bond TR USD</b>				6.08%	-0.73%	1.76%			
<b>Fidelity Freedom 2025</b>	Target-Date 2025	FFTWX	11/06/2003	11.25%	7.56%	6.78%	0.59% \$5.90	0.59% \$5.90	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2030</b>	Target-Date 2030	FFFEX	10/17/1996	11.97%	8.70%	7.59%	0.61% \$6.10	0.61% \$6.10	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2035</b>	Target-Date	FFTHX	11/06/2003	12.95%	10.65%	8.64%	0.64%	0.64%	

Investment Name / Benchmark	Morningstar Category 2035	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 \$6.40	Net \$6.40	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2040</b>	Target-Date 2040	FFFFX	09/06/2000	14.42%	12.38%	9.43%	0.66% \$6.60	0.66% \$6.60	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2045</b>	Target-Date 2045	FFFGX	06/01/2006	15.30%	12.80%	9.62%	0.68% \$6.80	0.68% \$6.80	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2050</b>	Target-Date 2050	FFFHX	06/01/2006	15.24%	12.78%	9.62%	0.68% \$6.80	0.68% \$6.80	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2055</b>	Target-Date 2055	FDEEX	06/01/2011	15.29%	12.77%	9.62%	0.68% \$6.80	0.68% \$6.80	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2060</b>	Target-Date 2060	FDKVX	08/05/2014	15.31%	12.79%	9.61%	0.68% \$6.80	0.68% \$6.80	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2065</b>	Target-Date 2065+	FFSFX	06/28/2019	15.31%	12.77%	11.05%	0.68% \$6.80	0.68% \$6.80	
<b>S&amp;P 500 TR USD</b>				15.16%	16.64%	13.65%			
<b>Fidelity Freedom 2070</b>	Target-Date 2065+	FRBEX	06/28/2024	15.11%	-	15.03%	0.65% \$6.50	0.65% \$6.50	
<b>Morningstar Lifetime Mod 2060 TR USD</b>				15.49%	11.82%	8.68%			
<b>Fidelity Freedom Income</b>	Target-Date Retirement	FFFAX	10/17/1996	8.12%	3.27%	3.78%	0.46% \$4.60	0.46% \$4.60	
<b>Bloomberg US Agg Bond TR USD</b>				6.08%	-0.73%	1.76%			
<b>Equities</b>									
<b>Mutual Fund</b>									
<b>Fidelity Emerging Markets Idx</b>	Diversified Emerging Mkts	FPADX	09/08/2011	15.49%	6.45%	4.50%	0.08% \$0.80	0.08% \$0.80	
<b>MSCI EM NR USD</b>				15.29%	6.81%	4.81%			

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	
<b>Fidelity International Index</b>	Foreign Large Blend	FSPSX	09/08/2011	18.55%	11.41%	6.71%	0.04% \$0.40	0.04% \$0.40	
<i>MSCI EAFE NR USD</i>				17.73%	11.16%	6.51%			
<b>Fidelity International Small Cap</b>	Foreign Small/Mid Blend	FISMX	09/18/2002	16.38%	11.91%	7.64%	1.00% \$10.00	1.00% \$10.00	
<i>MSCI ACWI Ex USA Small NR USD</i>				18.34%	10.74%	6.54%			
<b>Fidelity 500 Index</b>	Large Blend	FXAIX	05/04/2011	15.15%	16.63%	13.63%	0.02% \$0.20	0.02% \$0.20	
<i>S&amp;P 500 TR USD</i>				15.16%	16.64%	13.65%			
<b>Fidelity Total Market Index</b>	Large Blend	FSKAX	09/08/2011	15.22%	15.89%	12.90%	0.02% \$0.20	0.02% \$0.20	
<i>DJ US Total Stock Market TR USD</i>				15.23%	15.87%	12.88%			
<b>Fidelity Contrafund</b>	Large Growth	FCNTX	05/17/1967	21.01%	17.99%	16.00%	0.63% \$6.30	0.63% \$6.30	
<i>S&amp;P 500 TR USD</i>				15.16%	16.64%	13.65%			
<b>Fidelity Growth Company Fund</b>	Large Growth	FDGRX	01/17/1983	13.31%	18.19%	18.71%	0.52% \$5.20	0.52% \$5.20	
<i>Russell 3000 TR USD</i>				15.30%	15.96%	12.96%			
<b>MFS Value Fund R6</b>	Large Value	MEIKX	04/28/2006	12.31%	12.84%	9.50%	0.45% \$4.50	0.44% \$4.40	
<i>Russell 3000 TR USD</i>				15.30%	15.96%	12.96%			
<b>Fidelity Extended Market Index</b>	Mid-Cap Blend	FSMAX	09/08/2011	15.65%	11.64%	9.17%	0.04% \$0.40	0.04% \$0.40	
<i>DJ US Total Stock Market TR USD</i>				15.23%	15.87%	12.88%			
<b>Fidelity Mid-Cap Stock</b>	Mid-Cap Blend	FMCSX	03/29/1994	13.49%	15.18%	10.05%	0.67% \$6.70	0.67% \$6.70	
<i>S&amp;P 500 TR USD</i>				15.16%	16.64%	13.65%			
<b>John Hancock Disciplined Value Mid Cap Fund R2</b>	Mid-Cap Value	JVMSX	03/01/2012	11.51%	15.15%	9.15%	1.26% \$12.60	1.25% \$12.50	

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	
<b>Russell Mid Cap Value TR USD</b>				11.53%	13.71%	8.39%	Contractual Waiver Exp: 07/31/2026		
<b>Fidelity Small Cap Growth</b>	Small Growth	FCPGX	11/03/2004	7.10%	10.19%	10.78%	0.94% \$9.40	0.94% \$9.40	
<b>Russell 3000 TR USD</b>				15.30%	15.96%	12.96%			
<b>Loomis Sayles Small Cap Growth Fund Retail</b>	Small Growth	LCGRX	12/31/1996	5.24%	7.37%	8.05%	1.19% \$11.90	1.19% \$11.90	
<b>Russell 3000 TR USD</b>				15.30%	15.96%	12.96%			
<b>Fidelity Small Cap Value Fund</b>	Small Value	FCPVX	11/03/2004	8.39%	16.26%	8.58%	0.97% \$9.70	0.97% \$9.70	
<b>Russell 3000 TR USD</b>				15.30%	15.96%	12.96%			
<b>Fixed Income</b>									
<b>Mutual Fund</b>									
<b>Fidelity Capital &amp; Income</b>	High Yield Bond	FAGIX	11/01/1977	10.44%	9.00%	6.71%	0.92% \$9.20	0.90% \$9.00	
<b>ICE BofA US HY Constnd TR USD</b>				10.24%	6.00%	5.29%	Contractual Waiver Exp: 08/31/2026		
<b>Fidelity Inflation-Prot Bd Index</b>	Inflation- Protected Bond	FIPDX	05/16/2012	5.85%	1.54%	2.64%	0.05% \$0.50	0.05% \$0.50	
<b>Bloomberg US Treasury US TIPS TR USD</b>				5.84%	1.61%	2.67%			
<b>Fidelity Total Bond Fund</b>	Intermediate Core-Plus Bond	FTBFX	10/15/2002	6.63%	0.69%	2.66%	0.44% \$4.40	0.44% \$4.40	
<b>Bloomberg US Agg Bond TR USD</b>				6.08%	-0.73%	1.76%			
<b>Fidelity Shrt-Term Trs Bd Index</b>	Short Government	FUMBX	10/04/2017	6.07%	0.83%	1.75%	0.03% \$0.30	0.03% \$0.30	
<b>Bloomberg US Agg Bond TR USD</b>				6.08%	-0.73%	1.76%			
<b>Money Market</b>									
<b>Mutual Fund</b>									
<b>Fidelity Government Cash Reserves</b>	Money Market- Taxable	FDRXX	05/10/1979	4.41%	2.60%	1.73%	0.39% \$3.90	0.39% \$3.90	

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	
<i>ICE BofA USD 3M Dep OR CM TR USD</i>				4.93%	2.83%	2.16%			
<b>Real Estate</b>									
<b>Mutual Fund</b>									
<b>Fidelity Real Estate Investment Port</b>	Real Estate	FRESX	11/17/1986	11.30%	7.08%	6.08%	0.65% \$6.50	0.65% \$6.50	
<i>Morningstar US Real Est TR USD</i>				10.80%	6.68%	6.01%			

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

## TIAA

## Table 2 – Fixed Return Investments

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

Name/Type/Option	Return	Term	Additional Information*
Guaranteed Annuity			<p>Available in plan(s): 150261            This applies to plan(s): 150261            The current rate shown applies to premiums remitted during the month of September 2025 and will be credited through 2/28/2026. 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 Group Retirement Annuity (GRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals are available from the TIAA Traditional account only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, income for a fixed period, interest-only payments and IRS required minimum distributions.</p>
TIAA Traditional-Group Retirement Annuity	4.75%	Through 02/28/2026	

Name/Type/Option	Return	Term	Additional Information*
TIAA Traditional-Retirement Annuity	4.75%	Through 02/28/2026	<p>Available in all plans. Applies to all plans.</p> <p>The current rate shown applies to premiums remitted during the month of September 2025 and will be credited through 2/28/2026. 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 current guaranteed minimum interest rate for premiums remitted in 2025 is 3.00%. The account also offers the opportunity for additional amounts in excess of the minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability. 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>
TIAA Traditional-Group Supplemental Retirement Annuity	4.00%	Through 02/28/2026	<p>Available in plan(s): 150262 This applies to plan(s): 150262</p> <p>The current rate shown applies to premiums remitted during the month of September 2025 and will be credited through 2/28/2026. 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-Supplemental Retirement Annuity	4.00%	Through 02/28/2026	<p>Available in plan(s): 150262 This applies to plan(s): 150262</p> <p>The current rate shown applies to premiums remitted during the month of September 2025 and will be credited through 2/28/2026. 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
150261	FURMAN UNIVERSITY RETIREMENT PLAN: EMPLOYER CONTRIBUTIONS
150262	FURMAN UNIVERSITY RETIREMENT PLAN: EMPLOYEE CONTRIBUTIONS

# COREBRIDGE FINANCIAL/VALIC/AIG RETIREMENT SERVICES

## 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
MULTI-YEAR ENHANCED FIXED 10YR	1.70%	06/30/2025	This option provides a guaranteed interest rate for a guaranteed period (ten years). Rates are declared not less frequently than annually and are guaranteed for the term of the investment. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. Withdrawals prior to the contract end of the guaranteed period date may be subject to a market value adjustment. Please refer to your contract or certificate for specific information.
FIXED ACCOUNT PLUS	3.50%	06/30/2025	Not less frequently than annually, VALIC will declare interest rates that apply either to the entire accumulation value, or separately to amounts accumulated in separate time periods. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. In-service transfers to another VALIC investment, transfers to another service provider and inservice withdrawals of up to 20% per contract year are allowed. However, if the value remaining under Fixed Account Plus would be less than \$500, such value may be transferred in full at that time. If funds are transferred out of this fund to another investment option, any assets transferred back to this fund within 90 days may receive a different rate of interest than new purchase payments. A transfer from Fixed Account Plus to another investment option counts as a transfer or withdrawal under this section. Waivers may apply. Please refer to your contract or certificate for specific guarantee information.

## Part B. Annuity Information

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

### TIAA

#### TIAA Traditional Annuity Lifetime Income Option

##### OBJECTIVES / GOALS

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

##### PRICING FACTORS

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

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

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

##### RESTRICTIONS / FEES

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

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

#### TIAA Real Estate and CREF Variable Annuity Lifetime Income Options

##### OBJECTIVES / GOALS

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

##### PRICING FACTORS

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

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

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

##### RESTRICTIONS / FEES

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

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

Please visit [www.TIAA.org/public/support/faqs](http://www.TIAA.org/public/support/faqs) for FAQs about TIAA products, services & support.

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](http://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf).

**Other service provider important additional information:**

All Fidelity Investments

Frequent 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 or a 12 month period.

**TIAA important additional information:**

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

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

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

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

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

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

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

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