features and benefits

Convenient, streamlined savings. Upon enrollment, your contributions will be automatically deducted from your paycheck and deposited in your individual plan account.

Your contributions have the pretax advantage. They are deducted from your pay before taxes. This means every dollar you contribute to the plan reduces your current taxable income. In addition, you will not pay any taxes on these contributions or the investment earnings until you begin taking withdrawals from the plan.

Flexible contributions. You decide how much to contribute based on the lesser of the annual IRS limits and any limits set by your employer. Subject to the maximum amount limitation, select a contribution rate that can help you stay on track to reach your retirement goals while leaving enough take-home pay to cover living expenses and other obligations. Even small amounts can make a big difference over time.

For 2019, the IRS contribution limit is the lesser of 100% of your compensation or $19,000. Your employer's plan may allow a special catch-up contribution (during the three years prior to the year you attain the retirement age (typically 65) for your employer's plan) and an age 50+ catch-up contribution. (The greater of the two may be used.) Contact your employer for the speci c contribution limits that apply to your plan and to get a copy of the Salary Reduction Agreement.

A range of investment options. Based on your retirement goals, you can allocate your contributions among the different investment options that are offered under the plan. For detailed information about your plan's investment options, including current performance and fees, call 800-732-8353 to speak with an experienced TIAA nancial consultant. They are available weekdays, 8 a.m. to 10 p.m. (ET).

Ability to consolidate your accounts. If your plan allows, you may be eligible to transfer your money directly from a previous public employer's plan to this one. Consolidating multiple accounts may make it easier to track your progress toward your retirement savings goal.1to-16.164 TD [(youd9ou(ma0(yre-15(mation a

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1. Prior to consolidating assets, you should carefully consider your other available options. You may also be able to leave money in your current plan, roll over money to an IRA, or cash out all or part of the account value. You should weigh each option carefully and its advantages and disadvantages, including desired investment options and services, fees and expenses, withdrawal options, required minimum distributions, tax treatment, and your unique financial needs and retirement plan. You should seek the guidance of your financial professional and tax advisor prior to consolidating assets.

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.

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

TIAA-CREF Individual & Institutional Services, LLC, Teachers Personal Investors Services, Inc., and Nuveen Securities, LLC, Members FINRA and SIPC, distribute 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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