

Plan and Investment Notice

JACKSONVILLE UNIVERSITY TAX-DEFERRED ANNUITY 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



In some cases, other investment providers may pay a portion of an investment's expense ratio to TIAA, your plan's record keeper, to help offset the cost of plan administration. This practice is called "revenue sharing." If you have investments that revenue share, you'll receive a credit in the amount of the investment's revenue share based on your average daily balance. This will be identified as "TIAA Plan Servicing Credit" on your statements.

If you do not maintain a Retirement Choice and/or Retirement Choice Plus account and therefore no TIAA Plan Servicing Fee was assessed, your investment revenue share credit will be reduced by the amount of the fee in order to cover plan administrative services expenses. Please refer to Section II: Investment Options Comparative Chart of the Plan and Investment Notice for investment credit details.

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): 150622 |
| 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): 150622 |
| Retirement Plan Loan - Origination Fee | No charge for general purpose or residential loans until September 22, 2020; after the fee waiver expires, \$75 for general purpose and \$125 for residential loans. This applies to plan (s): 150622 |
| 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. |

RIGHT TO DIRECT INVESTMENTS

In order to direct your Plan investment with VALIC, and subject to any Plan and investment restrictions described below, you may make your election on the following web site: www.valic.com or you may contact VALIC at 800-448-2542. You may give your instructions on any day. Instructions include updates to the investment allocations on your account(s) and transfers of assets between the available investments offered by the Plan. Instructions completed after the close of the NYSE(Eastern Time) will be effective on the next business day

RESTRICTIONS

Your instructions may be subject to limitations or restrictions imposed by the investment options as described in the attached Investment Alternatives Comparable Chart.

INVESTMENT OPTIONS

Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you.

COST OF PLAN SERVICES - GENERAL ADMINISTRATIVE SERVICES

The Plan may incur charges or fees outside of the investment alternative product(s) that may be deducted from participant accounts as directed or authorized by the Plan Administrator. These fees may include third-party administration, consultant, legal, audit and other fees directly related to the operation of the Plan. Any such charges or fees deducted from VALIC participant accounts will be reflected on quarterly participant account statements.

PORTFOLIO DIRECTOR (A048) Policy Form UITG-194-TRMC is a fixed and variable annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas and is available for investment by Participants in employer-sponsored retirement plans and arrangements. Transfers by the Participant (and, if applicable, by the Plan Sponsor) into and out of the fixed option(s) (and, if applicable, including certain withdrawals and surrenders) may be limited as described in the contract and/or the appropriate prospectus. This product is available to all Participants and eligible employees.

FEE AND EXPENSE INFO

Total annual operating expenses, which include the separate account fee, reduce the rate of return of the investment option. The shareholder-type fees are in addition to the total annual operating expenses. There might also be limitations or restrictions imposed by VALIC, the annuity product or the underlying investment option. VALIC has an

portfolio turnover rate, performance data and fee and expense information. A free paper copy of the information on the websites may be obtained by contacting the Plan Administrator. Contact information is located on the first page of the Annual Fee Disclosure. Additional information may also be obtained at www.valic.com/feedisclosure.

When you are reviewing the fee and expense information in the tables below or on the investment option's Web site, please keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of labor's Web site for an example showing the long-term effects of fees and expenses at <http://www.dol.gov/ebsa/publications/401kemployee.html>. 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.

MISCELLANEOUS

Retirement plans and accounts that satisfy relevant qualification rules, such as 403(b)s, IRAs, 401(k)s, etc., can be tax deferred regardless of whether or not they are funded with an annuity. If you are considering funding a tax-qualified retirement plan or account with an annuity, you should know that an annuity does not provide any additional tax-deferred treatment of earnings beyond the tax deferral of the tax-qualified retirement plan or account itself. However, annuities do provide other features and benefits.

Generally, higher potential returns involve greater risk and short-term volatility. For example, small-cap, mid-cap, sector and emerging funds can experience significant price fluctuation due to business risks and adverse political developments. International (global) and foreign funds can experience price fluctuation due to changing market conditions, currency values, and economic and political climates. High-yield bond funds, which invest in

Investment Options Comparative Chart

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

Part A – Performance and Fee Information

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

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

Part B– Annuity Income Information

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

Part A. Performance and Fee Information

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



For the most up-to-date information about your investment options, prospectuses for available TIAA investments and other helpful resources, visit www.TIAA.org/planinvestmentoptions. After entering your plan ID, 150622, you'll be directed to plan and investment information.

Visit www.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 September 30, 2020

| 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 | |
| Equities | | | | | | | | | |
| Mutual Fund | | | | | | | | | |
| Oakmark International Fund Investor | Foreign Large Blend | OAKIX | 09/30/1992 | -11.37% | 2.25% | 4.10% | 1.03% | 0.98% | An annual plan servicing credit of up to 0.25% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI World ex USA NR USD | | | | 0.16% | 5.32% | 4.37% | Contractual Waiver Exp: 01/27/2021 | | |
| TIAA-CREF International Equity Fund Institutional | Foreign Large Blend | TIIEIX | 07/01/1999 | 8.44% | 4.76% | 4.58% | 0.48% | 0.48% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI EAFE NR USD | | | | 0.49% | 5.26% | 4.62% | Contractual Cap Exp: 02/28/2021 | | |
| Vanguard Total International Stock Index Fund Admiral | Foreign Large Blend | VTIAX | 11/29/2010 | 3.77% | 6.31% | 4.28% | 0.11% | 0.11% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI ACWI Ex USA NR USD | | | | 3.00% | 6.23% | 4.07% | | | |
| Harding Loevner International Equity Portfolio Institutional | Foreign Large Growth | HLMIX | 05/11/1994 | 14.04% | 10.24% | 6.94% | 0.81% | 0.81% | An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. |
| MSCI ACWI Ex USA NR USD | | | | 3.00% | 6.23% | 4.00% | | | Redemption Fee: 2.00% if held < 90 days. 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 | |
| Brookfield Global Listed Real Estate Fund Y | Global Real Estate | BLRYX | 11/30/2011 | -20.24% | 1.02% | 6.14% | 0.98% \$9.80 | 0.95% \$9.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| FTSE EPRA Nareit Developed TR USD | | | | -17.50% | 2.98% | 6.50% | Contractual Waiver Exp: 05/01/2021 | | |
| Vanguard FTSE Social Index Fund Admiral | Large Blend | VFTAX | 02/07/2019 | 20.71% | - | 19.99% | 0.14% \$1.40 | 0.14% \$1.40 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| Russell 1000 TR USD | | | | 16.01% | | 16.58% | | | |
| Vanguard Total Stock Market Index Fund Admiral | Large Blend | VTSAX | 11/13/2000 | 14.99% | 13.68% | 13.48% | 0.04% \$0.40 | 0.04% \$0.40 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| CRSP US Total Market TR USD | | | | 14.99% | 13.69% | 13.44% | | | |
| PRIMECAP Odyssey VTSAX | | | | | | | | | |

| Investment Name / Benchmark | Morningstar Category | Ticker Symbol | Inception Date | Average Annual Total Returns/Benchmark | | | Total Annual Operating Expenses (%/Per \$1000) | | Shareholder Fees & Restrictions |
|---|----------------------------|------------------|-------------------|---|--------|---|---|-------|--|
| | | | | 1 Yr. | 5 Yr. | 10 Yr. or Since fund Inception if less than 10 years | Gross | Net | |
| TIAA-CREF Mid-Cap Value Fund Institutional | Mid-Cap Value | TIMVX | 10/01/2002 | -15.48% | 2.81% | 7.36% | 0.44% | 0.44% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| <i>Russell Mid Cap Value TR USD</i> | | | | -7.30% | 6.38% | 9.71% | Contractual Cap Exp: 02/28/2021 | | |
| TIAA-CREF Quant Small- Cap Equity Fund Institutional | Small Blend | TISEX | 10/01/2002 | -8.13% | 6.04% | 9.32% | 0.42% | 0.42% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| <i>Russell 2000 TR USD</i> | | | | 0.39% | 8.00% | 9.85% | Contractual Cap Exp: 02/28/2021 | | |
| Meridian Growth Fund Institutional | Small Growth | MRRGX | 12/24/2014 | 9.98% | 12.53% | 9.11% | 0.83% | 0.83% | Redemption Fee: 2.00% if held < 60 days. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| <i>Russell 2500 Growth TR USD</i> | | | | 23.37% | 14.19% | 11.36% | | | |
| DFA U.S. Targeted Value Portfolio Institutional | Small Value | DFFVX | 02/23/2000 | -15.13% | 2.55% | 7.31% | 0.36% | 0.36% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| <i>Russell 2000 Value TR USD</i> | | | | -14.88% | 4.11% | 7.09% | | | |
| Dodge & Cox Global Stock Fund | World Stock | DODWX | 05/01/2008 | -5.34% | 6.36% | 7.28% | 0.62% | 0.62% | An annual plan servicing credit of up to 0.10% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. |
| <i>MSCI World NR USD</i> | | | | 10.41% | 10.48% | 9.37% | | | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| Variable Annuity | | | | | | | | | |
| CREF Stock Account R2 | Allocation--85%+ Equity | QCSTPX | 04/24/2015 | 11.23% | 10.66% | 10.13% | 0.39% | 0.39% | An annual plan servicing credit of up to 0.20% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. |
| <i>Morningstar Aggressive Target Risk TR USD</i> | | | | 5.78% | 9.85% | 9.25% | | | Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days. |

| Investment Name / <i>Benchmark</i> | Morningstar Category | Ticker Symbol | Inception Date | Average Annual Total Returns/Benchmark | | | Total Annual Operating Expenses (%/Per \$1000) | | |
|---------------------------------------|-------------------------|------------------|-------------------|---|-------|---|---|-----|---------------------------------|
| | | | | 1 Yr. | 5 Yr. | 10 Yr. or Since fund Inception if less than 10 years | Gross | Net | Shareholder Fees & Restrictions |
| CREF Equity Index Account R2 | Large Blend | | | | | | | | |

| 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 | |
| Bloomberg Barclays US Treasury Inflation Notes 1-10 Yr TR USD | | | | 7.75% | 3.66% | 2.72% | | | |
| CREF Bond Market Account R2 | Intermediate- Term Bond | QCBMPX | 04/24/2015 | 6.39% | 4.31% | 3.68% | 0.32% \$3.20 | 0.32% \$3.20 | An annual plan servicing credit of up to 0.20% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. 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 Barclays US Aggregate Bond TR USD | | | | 6.98% | 4.18% | 3.64% | | | |

Money Market

Mutual Fund

Vanguard Federal Money Market Fund Investor

7-day current annualized yield
0.05% as of 09/30/2020
7-day effective annualized yield
0.05%

| 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 | |
| S&P Target Date Retirement Income TR USD | | | | 6.86% | 5.72% | 5.25% | | | |
| Vanguard Target Retirement Income Fund Investor | Retirement Income | VTINX | 10/27/2003 | 7.35% | 6.03% | 5.60% | 0.12% | 0.12% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| Bloomberg Barclays US Aggregate Bond TR USD | | | | 6.98% | 4.18% | 3.64% | | | |
| TIAA-CREF Lifecycle 2010 Fund Institutional | Target Date 2000- 2010 | TCTIX | 01/17/2007 | 7.96% | 7.14% | 6.94% | 0.52% | 0.37% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| S&P Target Date 2010 TR USD | | | | 7.28% | 6.33% | 5.97% | | | |
| TIAA-CREF Lifecycle 2015 Fund Institutional | Target-Date 2015 | TCNIX | 01/17/2007 | 8.36% | 7.52% | 7.39% | 0.52% | 0.38% | 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 | | | | 7.14% | 6.85% | 6.63% | | | |
| Vanguard Target Retirement 2015 Fund Investor | Target-Date 2015 | VTXVX | 10/27/2003 | 7.68% | 7.04% | 7.04% | 0.13% | 0.13% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| Bloomberg Barclays US Aggregate Bond TR USD | | | | 6.98% | 4.18% | 3.64% | | | |
| TIAA-CREF Lifecycle 2020 Fund Institutional | Target-Date 2020 | TCWIX | 01/17/2007 | 8.61% | 8.01% | 7.93% | 0.53% | 0.39% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| S&P Target Date 2020 TR USD | | | | 6.98% | 7.32% | 7.20% | | | |
| Vanguard Target Retirement 2020 Fund Investor | Target-Date 2020 | VTWNX | 06/07/2006 | 8.51% | 7.96% | 7.81% | 0.13% | 0.13% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI US Broad Market GR USD | | | | 14.99% | 13.70% | 13.53% | | | |
| TIAA-CREF Lifecycle 2025 Fund Institutional | Target-Date 2025 | TCYIX | 01/17/2007 | 9.24% | 8.59% | 8.50% | 0.55% | 0.41% | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |

| Investment Name / <i>Benchmark</i> | Morningstar Category | Ticker Symbol | Inception Date | Average Annual Total Returns/Benchmark | | 10 Yr. or Since fund Inception if less than 10 years | Total Annual Operating Expenses (%/Per \$1000) |
|---------------------------------------|-------------------------|------------------|-------------------|---|-------|---|---|
| | | | | 1 Yr. | 5 Yr. | | |

| Investment Name / Benchmark | Morningstar Category | Ticker Symbol | Inception Date | Average Annual Total Returns/Benchmark | | | Total Annual Operating Expenses (%/Per \$1000) | | Shareholder Fees & Restrictions |
|--|-------------------------|------------------|-------------------|---|--------|---|---|-----------------|--|
| | | | | 1 Yr. | 5 Yr. | 10 Yr. or Since fund Inception if less than 10 years | Gross | Net | |
| TIAA-CREF Lifecycle 2045 Fund Institutional | Target-Date 2045 | TTFIX | 11/30/2007 | 11.33% | 10.34% | 9.92% | 0.61% \$6.10 | 0.45% \$4.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| S&P Target Date 2045 TR USD | | | | 7.14% | 9.23% | 9.03% | Contractual Waiver Exp: 09/30/2021 | | |
| Vanguard Target Retirement 2045 Fund Investor | Target-Date 2045 | VTIVX | 10/27/2003 | 10.27% | 10.13% | 9.66% | 0.15% \$1.50 | 0.15% \$1.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI US Broad Market GR USD | | | | 14.99% | 13.70% | 13.53% | | | |
| TIAA-CREF Lifecycle 2050 Fund Institutional | Target-Date 2050 | TFTIX | 11/30/2007 | 11.47% | 10.41% | 9.96% | 0.62% \$6.20 | 0.45% \$4.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| S&P Target Date 2050 TR USD | | | | 7.14% | 9.41% | 9.18% | Contractual Waiver Exp: 09/30/2021 | | |
| Vanguard Target Retirement 2050 Fund Investor | Target-Date 2050 | VFIFX | 06/07/2006 | 10.26% | 10.13% | 9.65% | 0.15% \$1.50 | 0.15% \$1.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI US Broad Market GR USD | | | | 14.99% | 13.70% | 13.53% | | | |
| TIAA-CREF Lifecycle 2055 Fund Institutional | Target-Date 2055 | TTRIX | 04/29/2011 | 11.52% | 10.48% | 8.56% | 0.64% \$6.40 | 0.45% \$4.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| S&P Target Date 2055 TR USD | | | | 7.07% | 9.50% | 7.93% | Contractual Waiver Exp: 09/30/2021 | | |
| Vanguard Target Retirement 2055 Fund Investor | Target-Date 2055 | VFFVX | 08/18/2010 | 10.25% | 10.12% | 9.68% | 0.15% \$1.50 | 0.15% \$1.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI US Broad Market GR USD | | | | 14.99% | 13.70% | 13.53% | | | |
| TIAA-CREF Lifecycle 2060 Fund Institutional | Target-Date 2060+ | TLXNX | 09/26/2014 | 11.60% | 10.54% | 8.18% | 0.72% \$7.20 | 0.45% \$4.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| S&P Target Date 2060+ TR USD | | | | 7.28% | 9.67% | 7.30% | Contractual Waiver Exp: 09/30/2021 | | |

| 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 | |
| Vanguard Target Retirement 2060 Fund Investor | Target-Date 2060+ | VTTSX | 01/19/2012 | 10.25% | 10.12% | 9.77% | 0.15% \$1.50 | 0.15% \$1.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI US Broad Market GR USD | | | | 14.99% | 13.70% | 13.47% | | | |
| Vanguard Target Retirement 2065 Fund Investor | Target-Date 2060+ | VLXVX | 07/12/2017 | 10.11% | - | 8.03% | 0.15% \$1.50 | 0.15% \$1.50 | Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund. |
| MSCI US Broad Market GR USD | | | | 14.99% | | 12.06% | | | |
| Variable Annuity | | | | | | | | | |
| CREF Social Choice Account R2 | Allocation--50% to 70% Equity | QCSCPX | 04/24/2015 | 9.08% | 8.62% | 8.01% | 0.32% \$3.20 | 0.32% \$3.20 | An annual plan servicing credit of up to 0.20% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. |
| Morningstar Moderate Target Risk TR USD | | | | 7.69% | 8.13% | 7.36% | | | Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days. |
| Real Estate | | | | | | | | | |
| Variable Annuity | | | | | | | | | |
| TIAA Real Estate Account | N/A | QREARX | 10/02/1995 | -0.24% | 3.99% | 7.67% | 0.78% \$7.80 | 0.78% \$7.80 | An annual plan servicing credit of up to 0.24% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services. |
| S&P 500 TR USD | | | | 15.15% | 14.15% | 13.74% | | | Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000. |

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.

VALIC

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, TX 77019
713-831-4005
1-888-537-7241
valicfeedisclosure@valic.com

Table 1 – Variable Return Investment Performance as of September 30, 2020

| Investment Name / Benchmark | Morningstar Category | Ticker Symbol | Inception Date | Average Annual Total Returns/Benchmark | | | Total Annual Operating Expenses (%/Per \$1000) | | Shareholder Fees & Restrictions |
|--|-------------------------|------------------|-------------------|---|-------|------------------------------|---|-------|---------------------------------|
| | | | | 1 Yr. | 5 Yr. | 10 Yr. or Since Inception | Gross | Net | |
| Equities | | | | | | | | | |
| Mutual Fund | | | | | | | | | |
| Oakmark International Fund Investor | Foreign Large Blend | OAKIX | 09/30/1992 | -11.37% | 2.25% | 4.10% | 0.98% | | \$9.80 |
| MSCI World ex USA NR USD | | | | 0.16% | 5.32% | 4.37% | Contractual Waiver Exp: 01/27/2021 | | |
| Vanguard Total International Stock Index Fund Admiral | Foreign Large Blend | VTIAX | 11/29/2010 | 3.77% | 6.31% | 4.28% | 0.11% | | \$1.10 |
| MSCI ACWI Ex USA NR USD | | | | 3.00% | 6.23% | 4.07% | | | |
| Brookfield Global Listed Real Estate Fund Y | Global Real Estate | BLRYX | 11/30/2011 | -20.24% | 1.02% | 6.14% | 0.95% | 0.95% | \$9.50 |
| FTSE EPRA Nareit Developed TR USD | | | | -17.50% | 2.98% | 9.61% | Contractual Waiver Exp: 05/01/2021 | | |

| Investment Name / Benchmark | Morningstar Category | Ticker Symbol | Inception Date | Average Annual Total Returns/Benchmark | | | Total Annual Operating Expenses (%/Per \$1000) | | Shareholder Fees & Restrictions |
|--|-------------------------|------------------|-------------------|---|--------|------------------------------|---|-----|---|
| | | | | 1 Yr. | 5 Yr. | 10 Yr. or Since Inception | Gross | Net | |
| S&P 500 TR USD | | | | 15.15% | 14.15% | 13.74% | | | |
| T. Rowe Price Large-Cap Value | Large Value | TILCX | 03/31/2000 | -8.83% | 7.46% | 9.64% | 0.56% \$5.60 | | |
| Russell 1000 Value TR USD | | | | -5.03% | 7.66% | 9.95% | | | |
| Meridian Growth Fund Institutional | Small Growth | MRRGX | 12/24/2014 | 9.98% | 12.53% | 9.11% | 0.83% \$8.30 | | Redemption Fee: 2.00% if held < 60 days |
| Russell 2500 Growth TR USD | | | | 23.37% | 14.19% | 10.89% | | | |
| DFA U.S. Targeted Value Portfolio Institutional | Small Value | DFFVX | 02/23/2000 | -15.13% | 2.55% | 7.31% | 0.36% \$3.60 | | |
| Russell 2000 Value TR USD | | | | -14.88% | 4.11% | 7.09% | | | |
| Dodge & Cox Global Stock Fund | World Stock | DODWX | 05/01/2008 | -5.34% | 6.36% | 7.28% | 0.62% \$6.20 | | |
| MSCI World NR USD | | | | 10.41% | 10.48% | 9.37% | | | |
| Other | | | | | | | | | |
| Harding Loevner Int Eq Pt Inst | | HUMIX | | 14.04% | 10.24% | 6.94% | 0.81% \$8.10 | | |
| MSCI ACWI EX USA NR USD | | | | 3.00% | 6.23% | 4.00% | | | |
| Variable Annuity | | | | | | | | | |
| Am Beac Holland Lg Cap Growth | | NA | | 27.80% | - | 17.11% | 1.99% \$19.90 | | |
| Russell 1000 Growth | | | | 37.53% | | | | | |
| Ariel Appreciation | | NA | | -6.68% | 3.98% | 7.45% | 1.94% \$19.40 | | |
| Russell MidCap Value | | | | -7.30% | 6.38% | 9.71% | | | |
| Ariel Fund | | NA | | -9.75% | 4.52% | 7.57% | 1.82% \$18.20 | | |
| Russell 2500 Value TR USD | | | | -12.62% | 4.65% | 8.01% | | | |
| Blue Chip Growth Fund | | NA | | 34.78% | 19.00% | 16.93% | 1.62% \$16.20 | | |
| S&P 500 TR | | | | 15.15% | 14.15% | 13.74% | | | |
| Broad Cap Value | | NA | | 8.05% | 9.19% | 9.61% | 1.65% \$16.50 | | |

| 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 | |
| <i>Russell 1000</i> | | | | 9.45% | 10.72% | 9.79% | | | |
| Capital Appreciation Fund | | NA | | 22.56% | 14.24% | 13.36% | 1.40% | | \$14.00 |
| <i>Russell 1000 Growth</i> | | | | 37.53% | 20.10% | 17.25% | | | |
| Core Equity Fund | | NA | | 13.03% | 11.54% | 11.38% | 1.54% | | \$15.40 |
| <i>Russell 1000</i> | | | | 16.01% | 14.09% | 13.76% | | | |
| Dividend Value | | NA | | -6.51% | 6.51% | 8.74% | 1.50% | | \$15.00 |
| <i>Russell 1000 Value</i> | | | | -5.03% | 66.00% | 9.95% | | | |
| Emerging Economies | | NA | | 8.38% | 7.25% | 2.03% | 1.73% | | \$17.30 |
| <i>MSCI Emerging Markets (net)</i> | | | | 10.54% | 8.97% | 2.50% | | | |
| Foreign Value | | NA | | -2.62% | 1.07% | 4.10% | 1.60% | | \$16.00 |
| <i>MSCI EAE NR USD</i> | | | | 1.76% | 4.12% | 5.18% | | | |
| Global Social Awareness Fund | | NA | | 10.69% | 9.26% | 8.23% | 1.42% | | \$14.20 |
| <i>MSCI World (net)</i> | | | | 11.24% | 9.28% | 8.56% | | | |
| Global Strategy | | NA | | 0.75% | 2.85% | 4.24% | 1.46% | | \$14.60 |
| <i>60%MSCI ASWI & 40% JPMorgan GBI Global</i> | | | | 9.60% | 8.00% | 6.16% | | | |
| Growth & Income Fund | | NA | | 1.55% | 8.85% | 10.43% | 1.65% | | \$16.50 |
| <i>S&P 500 TR</i> | | | | 4.25% | 10.84% | 13.24% | | | |
| Growth Fund | | NA | | 38.01% | 18.02% | 14.78% | 1.43% | | \$14.30 |
| <i>Russell 1000 Growth</i> | | | | 37.53% | 20.10% | 17.25% | | | |
| International Equities Fund | | NA | | -1.00% | 3.93% | 3.11% | 1.24% | | \$12.40 |
| <i>MSCI EAFE NR USD</i> | | | | 0.49% | 5.26% | 4.62% | | | |
| International Growth Fund | | NA | | 28.78% | 12.37% | 8.42% | 1.69% | | |

| 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 \$16.90 | Net | |
| <i>MSCI EAFE NR USD</i> | | | | 3.00% | 6.23% | 4.00% | | | |
| Intl Opportunities | | NA | | 12.98% | 8.68% | 6.54% | 1.75% | | \$17.50 |
| <i>MSCI EAFE Small Cap NR USD</i> | | | | 4.88% | 6.40% | 4.85% | | | |
| Large Cap Core | | NA | | 15.80% | 12.08% | 12.63% | 1.64% | | \$16.40 |
| <i>Russell 1000 TR USD</i> | | | | 16.01% | 14.09% | 13.76% | | | |
| Large Cap Value Fund | | NA | | -7.73% | 6.29% | 8.64% | 1.44% | | \$14.40 |
| <i>Russell 1000 Value</i> | | | | -5.03% | 7.66% | 9.95% | | | |
| Large Capital Growth | | NA | | 18.80% | 16.47% | 12.99% | 1.55% | | \$15.50 |
| <i>Russell 1000 Growth</i> | | | | 37.53% | 20.10% | 17.25% | | | |
| Mid Cap Growth Fund | | NA | | 5.01% | 11.10% | 9.64% | 1.64% | | \$16.40 |
| <i>Russell Mid Cap Growth</i> | | | | -2.16% | 8.11% | 10.49% | | | |
| Mid Cap Index | | NA | | -3.34% | 6.92% | 9.28% | 1.16% | | \$11.60 |
| <i>S&P Mid Cap 400 TR</i> | | | | -2.16% | 8.11% | 10.49% | | | |
| Mid Cap Strategic Growth | | NA | | 16.74% | 14.86% | 11.49% | 1.61% | | \$16.10 |
| <i>Russell Mid Cap Growth TR USD</i> | | | | 23.23% | 15.53% | 14.55% | | | |
| Mid Cap Value Fund | | NA | | -11.03% | 4.13% | 7.30% | 1.60% | | \$16.00 |
| <i>Russell Mid Cap Value TR USD</i> | | | | -7.30% | 6.38% | 9.71% | | | |
| NASDAQ-100(R) Index Fund | | NA | | 46.70% | 21.95% | 18.82% | 1.33% | | \$13.30 |
| <i>NASDAQ 100</i> | | | | 48.75% | 23.63% | 20.43% | | | |
| Small Cap Aggressive Growth | | NA | | 26.59% | 14.44% | 14.25% | 1.79% | | \$17.90 |

| 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>Russell 2000 Growth TR USD</i> | | | | 15.71% | 11.42% | 12.34% | | | |
| Small Cap Fund | | NA | | 3.18% | 8.76% | 10.19% | | Net | |

| 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 | |
| Mutual Fund | | | | | | | | | |
| Western Asset Core Plus Bond Fund Institutional | Intermediate Core-Plus Bond | WACPX | 07/08/1998 | 7.49% | 5.67% | 5.06% | 0.45% | \$4.50 | |
| Bloomberg Barclays US Aggregate Bond TR USD | | | | 6.98% | 4.18% | 3.64% | Contractual Waiver Exp: 12/31/2021 | | |
| Variable Annuity | | | | | | | | | |
| Capital Conservation | | NA | | 6.65% | 3.21% | 2.83% | 1.44% | \$14.40 | |
| BarCap US Agg Bond TR USD | | | | 6.98% | 4.18% | 3.64% | | | |
| Core Bond Fund | | NA | | 6.65% | 3.76% | 3.32% | 1.32% | \$13.20 | |
| BarCap US Agg Bond TR USD | | | | 6.98% | 4.18% | 3.64% | | | |
| Government Securities Fund | | NA | | 5.48% | 2.41% | 2.04% | 1.47% | \$14.70 | |
| Barclays US Govn TR USD | | | | 7.97% | 3.73% | 3.10% | | | |
| High Yield Bond Fund | | NA | | 2.78% | 5.47% | 5.07% | 1.48% | \$14.80 | |
| Citigroup High Yield Market Index | | | | 2.68% | 6.52% | 6.17% | | | |
| Inflation Protected Fund | | NA | | 7.31% | 3.30% | 2.28% | 1.36% | \$13.60 | |
| Barclays Capital U.S. TIPS | | | | 10.08% | 4.61% | 3.57% | | | |
| International Government Bond | | NA | | 5.15% | 3.57% | 1.71% | 1.45% | \$14.50 | |
| 30% JPM EMBI Gbl Dvrsfd Index | | | | 5.37% | 4.68% | 2.97% | | | |
| Money Market I Fund | | NA | | -0.28% | -0.09% | -0.44% | 1.31% | \$13.10 | |
| Citi Treasury Bill 3 Month | | | | 1.02% | 1.16% | 0.61% | | | |
| Money Market II Fund | | NA | | -0.05% | 0.14% | -0.20% | 1.10% | \$11.00 | |
| Citi T-Bill 3 Month USD | | | | 1.02% | 1.16% | 0.61% | | | |
| Strategic Bond Fund | | NA | | 4.43% | 4.41% | 3.93% | 1.42% | | |

| 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 \$14.20 | Net | |
| Barclays US Agg Bond TR USd | | | | 6.98% | 4.18% | 3.64% | | | |
| Vanguard Long-Term Inv Grade Fund | | NA | | 10.59% | 8.00% | 6.79% | 1.02% \$10.20 | | |
| Barclays US Long Credit A TR | | | | 10.72% | 8.53% | 7.36% | | | |
| Vanguard Long-Term Treasury | | NA | | 15.17% | 7.15% | 6.15% | 1.00% \$10.00 | | |
| Barclays US Treasury Long TR USD | | | | 16.34% | 8.21% | 7.21% | | | |
| Money Market | | | | | | | | | |
| Mutual Fund | | | | | | | | | |
| Vanguard Federal Money Market Fund Investor | Money Market- Taxable | VMFXX | 07/13/1981 | 0.87% | 1.10% | 0.55% | 0.11% \$1.10 | | |
| FTSE Treasury Bill 3 Month USD | | | | 1.02% | 1.16% | 0.61% | | | |
| Multi-Asset | | | | | | | | | |
| Mutual Fund | | | | | | | | | |
| PIMCO Inflation Response Multi-Asset Fund Institutional | Allocation-- 15% to 30% Equity | PIRMX | 08/31/2011 | 4.57% | 5.13% | 1.89% | 0.86% \$8.60 | | |
| Morningstar Conservative Target Risk TR USD | | | | 7.69% | 8.13% | 7.35% | Contractual Waiver Exp: 07/31/2020 | | |
| Vanguard Target Retirement Income Fund Investor | Retirement Income | VTINX | 10/27/2003 | 7.35% | 6.03% | 5.60% | 0.12% \$1.20 | 0.12% \$1.20 | |
| Bloomberg Barclays US Aggregate Bond TR USD | | | | 6.98% | 4.18% | 3.64% | | | |
| Vanguard Target Retirement 2015 Fund Investor | Target-Date 2015 | VTXVX | 10/27/2003 | 7.68% | 7.04% | 7.04% | 0.13% \$1.30 | | |
| Bloomberg Barclays US Aggregate Bond TR USD | | | | 6.98% | 4.18% | 3.64% | | | |
| Vanguard Target Retirement 2020 Fund Investor | Target-Date 2020 | VTWNX | 06/07/2006 | 8.51% | 7.96% | 7.81% | 0.13% \$1.30 | | |
| MSCI US Broad Market GR USD | | | | 14.99% | 13.70% | 13.53% | | | |

| 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 |
| Vanguard Target Retirement 2025 Fund Investor | Target-Date 2025 | VTTVX | 10/27/2003 | 9.04% | 8.60% | 8.38% | 0.13% | | |
| <i>MSCI US Broad Market GR USD</i> | | | | 14.99% | 13.70% | 13.53% | | | |
| Vanguard Target Retirement 2030 Fund Investor | Target-Date 2030 | VTHRX | 06/07/2006 | 9.38% | 9.07% | 8.84% | 0.14% | 0.14% | |
| <i>MSCI US Broad Market GR USD</i> | | | | 14.99% | 13.70% | 13.53% | | | |
| Vanguard Target Retirement 2035 Fund Investor | Target-Date 2035 | VTFVX | 10/27/2003 | 9.71% | 9.53% | 9.29% | 0.14% | | |
| <i>MSCI US Broad Market GR USD</i> | | | | 14.99% | 13.70% | 13.53% | | | |
| Vanguard Target Retirement 2040 Fund Investor | Target-Date 2040 | VTFPX | 06/07/2006 | 9.96% | 9.97% | 9.58% | 0.14% | | |
| <i>MSCI US Broad Market GR USD</i> | | | | 14.99% | 13.70% | 13.53% | | | |
| Vanguard Target Retirement 2045 Fund Investor | Target-Date 2045 | VTTVX | 10/27/2003 | 10.27% | 10.13% | 9.66% | 0.15% | | |

| 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 | |
| Variable Annuity | | | | | | | | | |
| Asset Allocation Fund | | NA | | 5.25% | 4.41% | 5.72% | 1.61% | \$16.10 | |
| <i>55% S&P 500 Index</i> | | | | 11.48% | 9.55% | 9.02% | | | |
| Vanguard Lifestrategy Conserv | | NA | | 6.98% | 5.90% | 5.27% | 1.17% | \$11.70 | |
| <i>Vanguard Lifestrategy Conservative Growth Composit Index**</i> | | | | 8.89% | 7.35% | 6.67% | | | |
| Vanguard Lifestrategy Growth | | NA | | 8.76% | 8.39% | 7.85% | 1.19% | \$11.90 | |
| <i>Vanguard Lifestrategy Growth Composite Index*</i> | | | | 10.74% | 9.96% | 9.38% | | | |
| Vanguard Lifestrategy Modera | | NA | | 7.93% | 7.19% | 6.63% | 1.18% | \$11.80 | |
| <i>Vanguard Lifestrategy Moderate Growth Composite Index ***</i> | | | | 9.99% | 8.69% | 8.14% | | | |
| Vanguard Wellington Fund | | NA | | 6.42% | 8.75% | 8.47% | 1.30% | \$13.00 | |
| <i>65% S&P 500</i> | | | | 13.14% | 11.20% | 10.65% | | | |
| Other | | | | | | | | | |
| Other | | | | | | | | | |
| International Value Fund | | NA | | -1.71% | 1.85% | 1.74% | 1.55% | \$15.50 | |
| <i>MSCI ACWI Ex USA NR USD</i> | | | | 3.00% | 6.23% | 4.00% | | | |
| Systematic Value | | NA | | -9.31% | 5.15% | 8.06% | 1.43% | \$14.30 | |
| <i>Russell 1000 Value TR USD</i> | | | | -5.03% | 7.66% | 9.95% | | | |
| Systemic Core Fund | | | | 17.61% | 12.91% | 11.65% | 1.65% | \$16.50 | |
| <i>Russell 1000 TR USD</i> | | | | 16.01% | 14.09% | 13.76% | | | |
| Variable Annuity | | | | | | | | | |
| Aggressive Growth Lifestyle | | NA | | 5.28% | 7.16% | 7.66% | 1.41% | \$14.10 | |

| Investment Name / Benchmark | Morningstar Category | Average Annual Total Returns/Benchmark | Total Annual Operating Expenses (%/Per \$1000) |
|--|---------------------------------|---|---|
|--|---------------------------------|---|---|

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 | 3.00% | Through 02/28/2021 | <p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of November 2020 and will be credited through 2/28/2021. 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 | 3.00% | Through 02/28/2021 | <p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of November 2020 and will be credited through 2/28/2021. 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-Retirement Choice Plus | 2.00% | Through 02/28/2021 | <p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of November 2020 and will be credited through 2/28/2021. 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 is 1.00% for premiums remitted in March 2020 through February 2021, and is effective through February 2021. 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. For Retirement Choice Plus (RCP) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any surrender charges. For certain RCP contracts, any transfer from TIAA Traditional to a competing fund must first be directed to a non-competing fund for a period of 90 days. After 90 days, transfers may be made to a competing fund, including transferring back to TIAA Traditional. (TIAA Contract form IGRSP-02-ACC/TIAA Certificate form IGRSP-CERT3-ACC). After termination of employment additional income options may be available including income for life and IRS required minimum distribution payments. The Contractholder (typically your employer as the sponsor of your plan) has the right to remove TIAA Traditional as a plan option. If elected, the contract's entire TIAA Traditional accumulation will be paid out in 60 monthly installments, without any surrender charge and will be reinvested at the direction of your plan sponsor. Please refer to your contract certificate for additional details.</p> |
| TIAA Traditional-Supplemental Retirement Annuity | 3.00% | Through 02/28/2021 | <p>An annual plan servicing credit of up to 0.15% may be credited on a quarterly basis. For more information refer to Section I: General Administrative Services.</p> <p>The current rate shown applies to premiums remitted during the month of November 2020 and will be credited through 2/28/2021. 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> |

VALIC

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 |
|--------------------------|--------|------|-----------------------------------|
| Short Term Fixed Account | 1.00% | NA | Not less frequently than annually |
| Fixed Account Plus | 1.80% | NA | Not less frequently than annually |

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

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.

VALIC

VALIC Annuities; Gtd Death Benefit

OBJECTIVES / GOALS

Specific guarantees of payment to beneficiary if your death occurs prior to annuitization/contract surrender; apply to original deposit plus stated rate of return/interest minus prior withdrawals

PRICING FACTORS

No additional fee

RESTRICTIONS / FEES

and total payment must be at least \$100. VALIC reserves the right to reduce freq of payments to meet \$25 min

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

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

Other service provider important additional information:

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 maybe 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.

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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.