

# Plan and Investment Notice

## LAFAYETTE COLLEGE 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  
Fidelity Investments

## TIAA

### HOW TIAA RECORDKEEPS YOUR PLAN

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

- LAFAYETTE COLLEGE RETIREMENT PLAN – Plan ID 104585
- LAFAYETTE COLLEGE SUPPLEMENTAL RETIREMENT PLAN – Plan ID 104586

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

### RIGHT TO DIRECT INVESTMENTS

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

1. Online by visiting **TIAA.org**
2. By phone at **800 842-2252**, Monday – Friday 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 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](http://www.TIAA.org/planinvestmentoptions). After entering a plan ID, 104585, 104586, you will be directed to plan and investment information.

### COST OF PLAN SERVICES

There are three categories of services provided to your plan:

#### 1. GENERAL ADMINISTRATIVE SERVICES

General administrative services include recordkeeping, legal, accounting, consulting, investment advisory and other plan administration services. Some of the expenses for general administrative services are fixed and other expenses such as legal or accounting may vary from year to year. These costs are allocated to each participant in a uniform way.

Other than your specific investment services fees, your plan has no additional administrative expenses paid to TIAA.

#### 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:

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): 104586
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.

## FIDELITY INVESTMENTS

### RIGHT TO DIRECT INVESTMENTS

You have the right to direct your account balance and any future contributions among the Plan's investment options, subject to any restrictions. To access your Plan account with Fidelity, make any changes to your investment options, direct any future contributions, or seek additional information, log on to: [www.fidelity.com/atwork](http://www.fidelity.com/atwork) or call 800-558-9179.

### RESTRICTIONS

Any frequent trading restrictions imposed by the Plan and/or by the Plans investment options are listed in Section 2 of this Notice. Keep in mind that 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. The Plan's investment options, along with certain information about each of them, are listed in Section 2 (Investment Options Comparative Chart) of this Notice.

### 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

#### Asset-Based Fees

Asset-based fees reflect an investment option's total annual operating expenses and include management and other fees. They are often the largest component of retirement plan costs and are paid by all shareholders of the investment option. Typically, asset-based fees are reflected as a percentage of assets invested in the option and often are referred to as an "expense ratio." You may multiply the expense ratio by your balance in the investment option to estimate the annual expenses associated with your holdings. Refer to Section 2 of this Notice for information about the Plan's investment options, including their expense ratios (where applicable).

Asset-based fees are deducted from an investment option's assets, thereby reducing its investment return. Fee levels can vary widely among investment options, depending in part on the type of investment option, its management (including whether it is active or passive), and the risks and complexities of the option's strategy. In some instances, a plan's administrative services may be paid for through offsets and/or payments associated with a plan's investment options. There is not necessarily a correlation between fees and investment performance, and fees are just one component to consider when determining which investment options are right for you.

#### Plan Administrative Fees and Expenses

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

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

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

#### Individual Fees and Expenses

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

If you have an account in the Plan, and you select or execute the following service(s) or transaction(s), the fee(s) outlined below may be deducted from your account based on the information and direction Fidelity had on file at the time this Notice was prepared. As you review this information, please keep in mind that fees are subject to change and that certain individual fees may not be deducted in some circumstances.

#### Type of Individual Fee:

- Participant Hired Advisory (Adv) Fee

Amount: Varies based on advisor  
-Overnight Mailing Fee  
Amount: \$25.00 per transaction

Also, please note that you may incur short-term redemption fees, commissions, and similar expenses in connection with transactions associated with your Plan's investment options. Please see Section 2 for details regarding the specific fees that may apply to the investment options available under the Plan. If any individual fees are deducted directly from your account, they will be reflected on your Plan account statement.

# 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.

## TIAA

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, 104585, 104586, 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 December 31, 2019

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 fund Inception if less than 10 years	Gross	Net	Shareholder Fees & Restrictions*
Equities									
Variable Annuity									
CREF Stock Account R2	Allocation--85%+ Equity	QCSTPX	04/24/2015	27.38%	8.92%	10.40%	0.35% \$3.50	0.35% \$3.50	Available in all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Morningstar Aggressive Target Risk TR USD				25.91%	8.85%	10.09%			
CREF Equity Index Account R2	Large Blend	QCEQPX	04/24/2015	30.66%	10.93%	13.04%	0.27% \$2.70	0.27% \$2.70	Available in all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 3000 TR USD				31.02%	11.24%	13.42%			
CREF Growth Account R2	Large Growth	QCGRPX	04/24/2015	31.59%	13.08%	14.35%	0.29% \$2.90	0.29% \$2.90	Available in all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Russell 1000 Growth TR USD				36.39%	14.63%	15.22%			
CREF Global Equities Account R2	World Stock	QCGLPX	04/24/2015	28.21%	7.93%	9.07%	0.32% \$3.20	0.32% \$3.20	Available in all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
MSCI ACWI NR USD				26.60%	8.41%	8.79%			
Fixed Income									
Variable Annuity									

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 Inflation-Linked Bond Account R2</b>	Inflation-Protected Bond	QCILPX	04/24/2015	6.48%	1.98%	2.83%	0.27% \$2.70	0.27% \$2.70	Available in all plans. 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>Bloomberg Barclays US Treasury Inflation Notes 1-10 Yr TR USD</b>				6.85%	2.36%	2.57%			
<b>CREF Bond Market Account R2</b>	Intermediate- Term Bond	QCBMPX	04/24/2015	8.97%	3.27%	3.85%	0.32% \$3.20	0.32% \$3.20	Available in all plans. 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>Bloomberg Barclays US Aggregate Bond TR USD</b>				8.72%	3.05%	3.75%			
<b>Money Market</b>									
<b>Variable Annuity</b>									
<b>CREF Money Market Account R2</b>	Money Market- Taxable	QCMPX	04/24/2015	1.97%	0.75%	0.38%	0.28% \$2.80	0.28% \$2.80	Available in all plans.
7-day current annualized yield 1.41% as of 12/31/2019 7-day effective annualized yield 1.42% as of 12/31/2019									
<b>iMoneyNet Money Fund Averages - All Government</b>				1.79%	0.75%	0.38%			
<b>Multi-Asset</b>									
<b>Variable Annuity</b>									
<b>CREF Social Choice Account R2</b>	Allocation--50% to 70% Equity	QCSCPX	04/24/2015	20.73%	6.99%	8.25%	0.29% \$2.90	0.29% \$2.90	Available in all plans. 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>				19.03%	6.75%	7.72%			
<b>Real Estate</b>									
<b>Variable Annuity</b>									
<b>TIAA Real Estate Account</b>	N/A	QREARX	10/02/1995	5.51%	5.60%	8.57%	0.83% \$8.30	0.83% \$8.30	Available in 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>				31.49%	11.70%	13.56%			

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
104585	LAFAYETTE COLLEGE RETIREMENT PLAN
104586	LAFAYETTE COLLEGE SUPPLEMENTAL RETIREMENT PLAN



# FIDELITY INVESTMENTS

To request additional plan information from this service provider or a paper copy of information available online, free of charge, contact: Fidelity Investments  
P.O. Box 770003  
Cincinnati, OH 45277-0065  
1-800-343-0860

Table 1 – Variable Return Investment Performance as of December 31, 2019

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	
Allocation									
Mutual Fund									
Fidelity Asset Manager® 20%	Allocation-- 15% to 30% Equity	FASIX	10/01/1992	10.64%	3.98%	4.74%	0.53% \$5.30	0.53% \$5.30	
BBgBarc US Agg Bond TR USD				8.72%	3.05%	3.75%			
Fidelity Asset Manager® 30%	Allocation-- 15% to 30% Equity	FTANX	10/09/2007	13.51%	4.88%	5.81%	0.55% \$5.50	0.55% \$5.50	
BBgBarc US Agg Bond TR USD				8.72%	3.05%	3.75%			
Fidelity® Strategic Real Return	Allocation-- 15% to 30% Equity	FSRRX	09/07/2005	10.48%	2.19%	3.29%	0.83% \$8.30	0.75% \$7.50	
BBgBarc US Treasury US TIPS TR USD				8.43%	2.62%	3.36%	Contractual Waiver Exp: 01/31/2021		
Fidelity Asset Manager® 40%	Allocation-- 30% to 50% Equity	FFANX	10/09/2007	15.82%	5.59%	6.65%	0.54% \$5.40	0.54% \$5.40	
BBgBarc US Agg Bond TR USD				8.72%	3.05%	3.75%			
Fidelity Asset Manager® 50%	Allocation-- 30% to 50% Equity	FASMX	12/28/1988	18.26%	6.23%	7.40%	0.66% \$6.60	0.66% \$6.60	
S&P 500 TR USD				31.49%	11.70%	13.56%			

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 Asset Manager® 70%</b>	Allocation-- 50% to 70% Equity	FASGX	12/30/1991	22.83%	7.47%	8.75%	0.72% \$7.20	0.72% \$7.20	
<i>S&amp;P 500 TR USD</i>				31.49%	11.70%	13.56%			
<b>Fidelity® Balanced</b>	Allocation-- 50% to 70% Equity	FBALX	11/06/1986	24.39%	8.37%	10.01%	0.53% \$5.30	0.53% \$5.30	
<i>S&amp;P 500 TR USD</i>				31.49%	11.70%	13.56%			
<b>Fidelity® Puritan®</b>	Allocation-- 50% to 70% Equity	FPURX	04/16/1947	21.25%	8.08%	9.89%	0.53% \$5.30	0.53% \$5.30	
<i>S&amp;P 500 TR USD</i>				31.49%	11.70%	13.56%			
<b>Fidelity Asset Manager® 85%</b>	Allocation-- 70% to 85% Equity	FAMRX	09/24/1999	26.29%	8.40%	9.67%	0.74% \$7.40	0.74% \$7.40	
<i>S&amp;P 500 TR USD</i>				31.49%	11.70%	13.56%			
<b>Fidelity® Four-in-One Index</b>	Allocation-- 70% to 85% Equity	FFNOX	06/29/1999	25.10%	8.61%	9.99%	0.13% \$1.30	0.11% \$1.10	
<i>Morningstar Mod Agg Tgt Risk TR USD</i>				22.95%	7.96%	9.07%	Contractual Waiver Exp: 06/30/2020		
<b>Fidelity® Strategic Dividend &amp; Income®</b>	Allocation-- 70% to 85% Equity	FSDIX	12/23/2003	22.49%	7.90%	10.57%	0.72% \$7.20	0.72% \$7.20	
<i>S&amp;P 500 TR USD</i>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2005</b>	Target-Date 2000-2010	FFVFX	11/06/2003	12.34%	5.00%	5.67%	0.48% \$4.80	0.48% \$4.80	
<i>BBgBarc US Agg Bond TR USD</i>				8.72%	3.05%	3.75%			
<b>Fidelity Freedom® 2010</b>	Target-Date 2000-2010	FFFCX	10/17/1996	14.35%	5.65%	6.54%	0.52% \$5.20	0.52% \$5.20	
<i>BBgBarc US Agg Bond TR USD</i>				8.72%	3.05%	3.75%			
<b>Fidelity Freedom® 2015</b>	Target-Date 2015	FFVFX	11/06/2003	16.28%	6.26%	6.99%	0.56% \$5.60	0.56% \$5.60	

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>BBgBarc US Agg Bond TR USD</b>				8.72%	3.05%	3.75%			
<b>Fidelity Freedom® 2020</b>	Target-Date 2020	FFFDX	10/17/1996	17.98%	6.71%	7.47%	0.60% \$6.00	0.60% \$6.00	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2025</b>	Target-Date 2025	FFTWX	11/06/2003	19.45%	7.10%	8.08%	0.65% \$6.50	0.65% \$6.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2030</b>	Target-Date 2030	FFFEX	10/17/1996	21.82%	7.94%	8.65%	0.69% \$6.90	0.69% \$6.90	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2035</b>	Target-Date 2035	FFTHX	11/06/2003	24.49%	8.56%	9.17%	0.73% \$7.30	0.73% \$7.30	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2040</b>	Target-Date 2040	FFFFX	09/06/2000	25.38%	8.63%	9.26%	0.75% \$7.50	0.75% \$7.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2045</b>	Target-Date 2045	FFFGX	06/01/2006	25.40%	8.64%	9.31%	0.75% \$7.50	0.75% \$7.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2050</b>	Target-Date 2050	FFFHX	06/01/2006	25.33%	8.63%	9.30%	0.75% \$7.50	0.75% \$7.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2055</b>	Target-Date 2055	FDEEX	06/01/2011	25.34%	8.63%	8.62%	0.75% \$7.50	0.75% \$7.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2060</b>	Target-Date 2060+	FDKVX	08/05/2014	25.43%	8.62%	8.53%	0.75% \$7.50	0.75% \$7.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity Freedom® 2065</b>	Target-Date 2060+	FFSFX	06/28/2019	-	-	9.01%	0.75% \$7.50	0.75% \$7.50	
<b>Morningstar Lifetime Mod 2060 TR USD</b>				24.96%	8.13%	9.41%			
<b>Fidelity Freedom® Income</b>	Target-Date	FFFAX	10/17/1996	10.73%	4.26%	4.57%	0.47%	0.47%	

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 \$4.70	Net \$4.70	
<b>BBgBarc US Agg Bond TR USD</b>	Retirement			8.72%	3.05%	3.75%			
<b>Equities</b>									
<b>Mutual Fund</b>									
<b>Fidelity® China Region</b>	China Region	FBKCX	11/01/1995	35.11%	8.94%	8.51%	0.95% \$9.50	0.95% \$9.50	
<b>MSCI Golden Dragon NR USD</b>				23.78%	8.15%	6.73%			
<b>Fidelity® Select Communication Services</b>	Communications	FBMPX	06/30/1986	32.62%	9.12%	15.42%	0.82% \$8.20	0.82% \$8.20	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%	Voluntary Waiver		
<b>Fidelity® Select Telecommunications Port</b>	Communications	FSTCX	07/29/1985	20.40%	7.19%	9.13%	0.84% \$8.40	0.84% \$8.40	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Wireless</b>	Communications	FWRLX	09/21/2000	40.14%	11.88%	11.87%	0.83% \$8.30	0.83% \$8.30	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Automotive Port</b>	Consumer Cyclical	FSAVX	06/30/1986	28.87%	5.43%	10.34%	0.97% \$9.70	0.97% \$9.70	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Construction &amp; Hsg Port</b>	Consumer Cyclical	FSHOX	09/29/1986	41.07%	11.02%	15.11%	0.80% \$8.00	0.80% \$8.00	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%	Voluntary Waiver		
<b>Fidelity® Select Consumer Discret Port</b>	Consumer Cyclical	FSCPX	06/29/1990	27.04%	11.07%	15.17%	0.78% \$7.80	0.78% \$7.80	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Leisure</b>	Consumer Cyclical	FDLSX	05/08/1984	28.76%	11.13%	15.52%	0.76% \$7.60	0.76% \$7.60	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%	Voluntary Waiver		
<b>Fidelity® Select Consumer Staples Port</b>	Consumer Defensive	FDFAX	07/29/1985	31.77%	5.48%	10.20%	0.77% \$7.70	0.77% \$7.70	

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>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%	Voluntary Waiver		
<b>Fidelity® EMEA</b>	Diversified Emerging Mkts	FEMEX	05/08/2008	21.95%	7.51%	5.23%	1.31% \$13.10	1.31% \$13.10	
<b>MSCI EM EMEA NR USD</b>				15.61%	2.98%	1.11%			
<b>Fidelity® Emerging Markets</b>	Diversified Emerging Mkts	FEMKX	11/01/1990	33.65%	8.48%	5.43%	0.94% \$9.40	0.94% \$9.40	
<b>MSCI EM NR USD</b>				18.42%	5.61%	3.68%			
<b>Fidelity® Emerging Markets Discovery</b>	Diversified Emerging Mkts	FEDDX	11/01/2011	19.60%	6.01%	6.29%	1.25% \$12.50	1.25% \$12.50	
<b>MSCI EM NR USD</b>				18.42%	5.61%	3.68%			
<b>Fidelity® Emerging Markets Discovery</b>	Diversified Emerging Mkts	FEDDX	11/01/2011	19.60%	6.01%	6.29%	1.25% \$12.50	1.25% \$12.50	
<b>MSCI EM NR USD</b>				18.42%	5.61%	3.68%			
<b>Fidelity® Emerging Markets Idx</b>	Diversified Emerging Mkts	FPADX	09/08/2011	18.26%	5.41%	3.31%	0.09% \$0.90	0.09% \$0.90	
<b>MSCI EM NR USD</b>				18.42%	5.61%	3.68%			
<b>Fidelity® Total Emerg Mkts</b>	Diversified Emerging Mkts	FTEMX	11/01/2011	21.71%	7.16%	5.96%	1.14% \$11.40	1.14% \$11.40	
<b>MSCI EM NR USD</b>				18.42%	5.61%	3.68%			
<b>Fidelity® Select Energy</b>	Equity Energy	FSENX	07/14/1981	9.88%	-3.10%	0.94%	0.78% \$7.80	0.78% \$7.80	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Energy Service Port</b>	Equity Energy	FSESX	12/16/1985	0.31%	-13.22%	-5.87%	0.84% \$8.40	0.84% \$8.40	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Natural Gas</b>	Equity Energy	FSNGX	04/21/1993	3.58%	-9.36%	-3.99%	0.89% \$8.90	0.89% \$8.90	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Natural Resources Port</b>	Equity Energy	FNARX	03/03/1997	19.08%	-1.66%	0.91%	0.81% \$8.10	0.81% \$8.10	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Gold</b>	Equity	FSAGX	12/16/1985	35.50%	9.14%	-3.75%	0.86%	0.86%	

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 \$8.60	Net \$8.60	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Europe</b>	Europe Stock	FIEUX	10/01/1986	24.35%	5.54%	5.72%	0.78% \$7.80	0.78% \$7.80	
<b>MSCI Europe NR USD</b>				23.77%	5.06%	5.17%			
<b>Fidelity® Select Banking</b>	Financial	FSRBX	06/30/1986	35.59%	9.77%	11.91%	0.77% \$7.70	0.77% \$7.70	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Brokerage &amp; Invmt Mgmt</b>	Financial	FSLBX	07/29/1985	31.60%	6.96%	9.22%	0.78% \$7.80	0.78% \$7.80	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Consumer Finance Port</b>	Financial	FSVLX	12/16/1985	34.18%	10.02%	12.43%	0.87% \$8.70	0.87% \$8.70	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Financial Services Port</b>	Financial	FIDSX	12/10/1981	34.24%	9.27%	9.59%	0.76% \$7.60	0.76% \$7.60	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Global ex US Index</b>	Foreign Large Blend	FSGGX	09/08/2011	21.34%	5.61%	5.95%	0.06% \$0.60	0.06% \$0.60	
<b>MSCI ACWI Ex USA NR USD</b>				21.51%	5.51%	4.97%			
<b>Fidelity® International Index</b>	Foreign Large Blend	FSPSX	09/08/2011	22.00%	5.88%	7.31%	0.04% \$0.40	0.04% \$0.40	
<b>MSCI EAFE NR USD</b>				22.01%	5.67%	5.50%			
<b>Strategic Advisers® Intl Multi-Mgr</b>	Foreign Large Blend	FMJDX	05/02/2012	-	-	-			
<b>MSCI EAFE NR USD</b>							Contractual Waiver Exp: 04/30/2019		
<b>Fidelity® Diversified International</b>	Foreign Large Growth	FDIVX	12/27/1991	29.70%	6.69%	6.58%	0.75% \$7.50	0.75% \$7.50	
<b>MSCI EAFE NR USD</b>				22.01%	5.67%	5.50%			
<b>Fidelity® International Capital Apprec</b>	Foreign Large Growth	FIVFX	11/01/1994	33.01%	9.54%	9.66%	1.01% \$10.10	1.01% \$10.10	

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>MSCI ACWI Ex USA NR USD</b>				21.51%	5.51%	4.97%			
<b>Fidelity® International Discovery</b>	Foreign Large Growth	FIGRX	12/31/1986	27.51%	6.57%	6.40%	0.78% \$7.80	0.78% \$7.80	
<b>MSCI EAFE NR USD</b>				22.01%	5.67%	5.50%			
<b>Fidelity® International Growth</b>	Foreign Large Growth	FIGFX	11/01/2007	33.96%	9.07%	8.83%	0.99% \$9.90	0.99% \$9.90	
<b>MSCI EAFE Growth NR USD</b>				27.90%	7.71%	6.95%			
<b>Fidelity® Overseas</b>	Foreign Large Growth	FOSFX	12/04/1984	28.42%	8.70%	7.58%	0.90% \$9.00	0.90% \$9.00	
<b>MSCI EAFE NR USD</b>				22.01%	5.67%	5.50%			
<b>Fidelity® Total International Equity</b>	Foreign Large Growth	FTIEX	11/01/2007	27.61%	7.09%	6.29%	1.20% \$12.00	1.20% \$12.00	
<b>MSCI ACWI Ex USA NR USD</b>				21.51%	5.51%	4.97%			
<b>Fidelity® International Enhanced Index</b>	Foreign Large Value	FIENX	12/20/2007	18.27%	5.88%	6.01%	0.59% \$5.90	0.59% \$5.90	
<b>MSCI EAFE NR USD</b>				22.01%	5.67%	5.50%			
<b>Fidelity® International Value</b>	Foreign Large Value	FIVLX	05/18/2006	18.89%	3.26%	3.39%	0.79% \$7.90	0.79% \$7.90	
<b>MSCI EAFE Value NR USD</b>				16.09%	3.54%	3.98%			
<b>Fidelity® International Small Cap</b>	Foreign Small/Mid Blend	FISMX	09/18/2002	21.43%	9.29%	9.64%	1.19% \$11.90	1.19% \$11.90	
<b>MSCI ACWI Ex USA Small NR USD</b>				22.42%	7.04%	6.92%			
<b>Fidelity® International Small Cap Opp</b>	Foreign Small/Mid Growth	FSCOX	08/02/2005	29.06%	10.38%	10.78%	1.21% \$12.10	1.21% \$12.10	
<b>MSCI EAFE Small Cap NR USD</b>				24.96%	8.85%	8.74%	Voluntary Waiver		
<b>Fidelity® Select Biotechnology</b>	Health	FBIOX	12/16/1985	35.96%	6.12%	18.40%	0.72% \$7.20	0.72% \$7.20	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Health Care</b>	Health	FSPHX	07/14/1981	31.46%	10.77%	18.15%	0.71% \$7.10	0.71% \$7.10	

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>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Health Care Svcs Port</b>	Health	FSHCX	06/30/1986	19.91%	12.48%	15.54%	0.76% \$7.60	0.76% \$7.60	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Medical Tech and Devcs</b>	Health	FSMEX	04/28/1998	29.56%	17.28%	17.46%	0.73% \$7.30	0.73% \$7.30	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Pharmaceuticals Port</b>	Health	FPHAX	06/18/2001	31.63%	6.91%	13.96%	0.80% \$8.00	0.80% \$8.00	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Air Transportation Port</b>	Industrials	FSAIX	12/16/1985	21.00%	7.63%	15.32%	0.81% \$8.10	0.81% \$8.10	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Defense &amp; Aero Port</b>	Industrials	FSDAX	05/08/1984	33.74%	15.37%	16.56%	0.75% \$7.50	0.75% \$7.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Envir and Alt Engy Port</b>	Industrials	FSLEX	06/29/1989	26.83%	9.64%	9.37%	0.87% \$8.70	0.87% \$8.70	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Industrial Equip Port</b>	Industrials	FSCGX	09/29/1986	-	-	-			
<b>S&amp;P 500 TR USD</b>									
<b>Fidelity® Select Industrials</b>	Industrials	FCYIX	03/03/1997	27.99%	8.08%	12.53%	0.76% \$7.60	0.76% \$7.60	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Transportation</b>	Industrials	FSRFX	09/29/1986	18.39%	5.74%	14.60%	0.79% \$7.90	0.79% \$7.90	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Japan</b>	Japan Stock	FJPNX	09/15/1992	25.73%	9.22%	6.39%	1.01% \$10.10	1.01% \$10.10	
<b>TOPIX TR JPY</b>				18.12%	6.40%	8.93%			



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				1 Yr.	5 Yr.	10 Yr. or Since Inception	Gross	Net	
<b>Fidelity® Japan Smaller Companies</b>	Japan Stock	FJSCX	11/01/1995	21.94%	11.54%	10.89%	0.94% \$9.40	0.94% \$9.40	
<b>MSCI Japan NR USD</b>				19.61%	7.70%	6.59%			
<b>Fidelity® 500 Index</b>	Large Blend	FXAIX	05/04/2011	31.47%	11.69%	12.96%	0.02% \$0.20	0.02% \$0.20	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Disciplined Equity</b>	Large Blend	FDEQX	12/28/1988	31.95%	8.94%	11.06%	0.51% \$5.10	0.51% \$5.10	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Export and Multinational</b>	Large Blend	FEXPX	10/04/1994	27.97%	9.73%	10.64%	0.74% \$7.40	0.74% \$7.40	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Growth &amp; Income</b>	Large Blend	FGRIX	12/30/1985	30.21%	9.47%	12.35%	0.61% \$6.10	0.61% \$6.10	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Large Cap Core Enhanced Index</b>	Large Blend	FLCEX	04/19/2007	27.66%	10.60%	13.04%	0.39% \$3.90	0.39% \$3.90	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Large Cap Stock</b>	Large Blend	FLCSX	06/22/1995	31.55%	9.80%	13.14%	0.63% \$6.30	0.63% \$6.30	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Mega Cap Stock</b>	Large Blend	FGRTX	12/28/1998	31.14%	9.92%	12.81%	0.65% \$6.50	0.65% \$6.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® New Millennium</b>	Large Blend	FMILX	12/28/1992	26.16%	9.40%	12.49%	0.67% \$6.70	0.67% \$6.70	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Total Market Index</b>	Large Blend	FSKAX	09/08/2011	30.92%	11.21%	14.85%	0.02% \$0.20	0.02% \$0.20	
<b>DJ US Total Stock Market TR USD</b>				30.90%	11.18%	13.43%			
<b>Fidelity Large Cap Growth</b>	Large Growth	FSLGX	11/15/2001	-	-	-			

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®</b>	Large Growth	FFIDX	04/30/1930	33.48%	11.15%	12.41%	0.50% \$5.00	0.50% \$5.00	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Blue Chip Growth</b>	Large Growth	FBGRX	12/31/1987	33.44%	14.65%	15.84%	0.80% \$8.00	0.80% \$8.00	
<b>Russell 1000 Growth TR USD</b>				36.39%	14.63%	15.22%			
<b>Fidelity® Capital Appreciation</b>	Large Growth	FDCAX	11/26/1986	30.00%	9.95%	13.07%	0.62% \$6.20	0.62% \$6.20	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Contrafund®</b>	Large Growth	FCNTX	05/17/1967	29.98%	13.10%	13.96%	0.82% \$8.20	0.82% \$8.20	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Focused Stock</b>	Large Growth	FTQGX	11/12/1996	31.37%	13.72%	14.85%	0.89% \$8.90	0.89% \$8.90	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Growth Company</b>	Large Growth	FDGRX	01/17/1983	38.42%	15.62%	16.69%	0.85% \$8.50	0.85% \$8.50	
<b>Russell 3000 Growth TR USD</b>				35.85%	14.23%	15.05%			
<b>Fidelity® Growth Discovery</b>	Large Growth	FDSVX	03/31/1998	33.79%	14.16%	15.45%	0.77% \$7.70	0.77% \$7.70	
<b>Russell 3000 Growth TR USD</b>				35.85%	14.23%	15.05%			
<b>Fidelity® Independence</b>	Large Growth	FDFFX	03/25/1983	31.98%	9.07%	12.18%	0.50% \$5.00	0.50% \$5.00	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Large Cap Growth Enhanced Idx</b>	Large Growth	FLGEX	04/19/2007	31.45%	12.44%	14.08%	0.39% \$3.90	0.39% \$3.90	
<b>Russell 1000 Growth TR USD</b>				36.39%	14.63%	15.22%			
<b>Fidelity® Magellan®</b>	Large Growth	FMAGX	05/02/1963	31.16%	11.40%	12.00%	0.67% \$6.70	0.67% \$6.70	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® NASDAQ Composite Index®</b>	Large Growth	FNCMX	09/25/2003	36.64%	14.72%	15.85%	0.41% \$4.10	0.30% \$3.00	

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>NASDAQ Composite TR USD</b>				36.69%	14.93%	16.05%	Contractual Waiver Exp: 03/31/2020		
<b>Fidelity® Stock Selec All Cp</b>	Large Growth	FDSSX	09/28/1990	32.25%	10.65%	12.67%	0.65% \$6.50	0.65% \$6.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Trend</b>	Large Growth	FTRNX	06/16/1958	35.88%	13.45%	14.94%	0.67% \$6.70	0.67% \$6.70	
<b>Russell 1000 Growth TR USD</b>				36.39%	14.63%	15.22%			
<b>Strategic Advisers® Growth Multi-Mgr</b>	Large Growth	FMELX	11/16/2011	-	-	-			
<b>Russell 1000 Growth TR USD</b>				36.39%	14.63%	15.22%			
<b>Fidelity® Blue Chip Value</b>	Large Value	FBCVX	06/17/2003	21.71%	6.84%	9.43%	0.65% \$6.50	0.65% \$6.50	
<b>Russell 1000 Value TR USD</b>				26.54%	8.29%	11.80%			
<b>Fidelity® Dividend Growth</b>	Large Value	FDGFX	04/27/1993	28.73%	9.03%	11.56%	0.50% \$5.00	0.50% \$5.00	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Equity Dividend Income</b>	Large Value	FEQTX	08/21/1990	27.32%	8.17%	10.45%	0.62% \$6.20	0.62% \$6.20	
<b>Russell 3000 Value TR USD</b>				26.26%	8.20%	11.71%			
<b>Fidelity® Equity-Income</b>	Large Value	FEQIX	05/16/1966	27.90%	8.50%	10.38%	0.61% \$6.10	0.61% \$6.10	
<b>Russell 3000 Value TR USD</b>				26.26%	8.20%	11.71%			
<b>Fidelity® Large Cap Value Enhanced Index</b>	Large Value	FLVEX	04/19/2007	24.16%	8.35%	12.01%	0.39% \$3.90	0.39% \$3.90	
<b>Russell 1000 Value TR USD</b>				26.54%	8.29%	11.80%			
<b>Fidelity® Stk Selec Lg Cp Val</b>	Large Value	FSLVX	11/15/2001	24.63%	7.25%	10.44%	0.68% \$6.80	0.68% \$6.80	
<b>Russell 1000 Value TR USD</b>				26.54%	8.29%	11.80%			
<b>Fidelity® Value Discovery</b>	Large Value	FVDFX	12/10/2002	24.09%	7.13%	11.21%	0.60% \$6.00	0.60% \$6.00	
<b>Russell 3000 Value TR USD</b>				26.26%	8.20%	11.71%			

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® Latin America</b>	Latin America Stock	FLATX	04/19/1993	40.56%	6.64%	-0.24%	1.05% \$10.50	1.05% \$10.50	
<b>MSCI EM Latin America NR USD</b>				17.46%	4.18%	-0.65%			
<b>Fidelity® Extended Market Index</b>	Mid-Cap Blend	FSMAX	09/08/2011	28.00%	9.02%	13.34%	0.05% \$0.50	0.05% \$0.50	
<b>DJ US Completion Total Stock Mkt TR USD</b>				27.94%	8.84%	12.72%			
<b>Fidelity® Leveraged Company Stock</b>	Mid-Cap Blend	FLVCX	12/19/2000	35.60%	6.69%	10.95%	0.78% \$7.80	0.78% \$7.80	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Mid-Cap Stock</b>	Mid-Cap Blend	FMCSX	03/29/1994	25.35%	9.16%	12.33%	0.73% \$7.30	0.73% \$7.30	
<b>S&amp;P MidCap 400 TR</b>				26.20%	9.03%	12.72%			
<b>Fidelity® Stock Selector Mid Cap</b>	Mid-Cap Blend	FSSMX	06/06/2012	29.59%	8.77%	12.55%	0.77% \$7.70	0.77% \$7.70	
<b>S&amp;P MidCap 400 TR</b>				26.20%	9.03%	12.72%			
<b>Fidelity Mid Cap Growth</b>	Mid-Cap Growth	FSMGX	11/15/2001	-	-	-			Redemption Fee: 0.75% if held < 30 days
<b>Russell Mid Cap Growth TR USD</b>									
<b>Fidelity® Growth Strategies</b>	Mid-Cap Growth	FDEGX	12/28/1990	36.59%	10.35%	12.61%	0.59% \$5.90	0.59% \$5.90	
<b>Russell Mid Cap Growth TR USD</b>				35.47%	11.60%	14.24%			
<b>Fidelity® Low-Priced Stock</b>	Mid-Cap Value	FLPSX	12/27/1989	25.66%	7.92%	11.71%	0.52% \$5.20	0.52% \$5.20	
<b>Russell 2000 TR USD</b>				25.52%	8.23%	11.83%			
<b>Fidelity® Mid Cap Enhanced Index</b>	Mid-Cap Value	FMEIX	12/20/2007	27.35%	8.07%	12.58%	0.59% \$5.90	0.59% \$5.90	
<b>Russell Mid Cap TR USD</b>				30.54%	9.33%	13.19%			
<b>Fidelity® Mid Cap Value</b>	Mid-Cap Value	FSMVX	11/15/2001	23.59%	4.71%	11.31%	0.53% \$5.30	0.53% \$5.30	

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>				27.06%	7.62%	12.41%			
<b>Fidelity® Value</b>	Mid-Cap Value	FDVLX	12/01/1978	31.62%	6.43%	11.26%	0.58% \$5.80	0.58% \$5.80	
<b>Russell Mid Cap Value TR USD</b>				27.06%	7.62%	12.41%			
<b>Fidelity® Value Strategies</b>	Mid-Cap Value	FSLSX	12/30/1983	34.56%	7.50%	11.25%	0.63% \$6.30	0.63% \$6.30	
<b>Russell Mid Cap Value TR USD</b>				27.06%	7.62%	12.41%			
<b>Fidelity® Global Commodity Stock</b>	Natural Resources	FFGCX	03/25/2009	17.77%	2.73%	0.30%	1.06% \$10.60	1.06% \$10.60	
<b>MSCI ACWI NR USD</b>				26.60%	8.41%	8.79%			
<b>Fidelity® Select Chemicals</b>	Natural Resources	FSCHX	07/29/1985	8.24%	4.44%	11.14%	0.77% \$7.70	0.77% \$7.70	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Materials</b>	Natural Resources	FSDPX	09/29/1986	12.40%	2.07%	6.67%	0.79% \$7.90	0.79% \$7.90	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Small Cap Discovery</b>	Small Blend	FSCRX	09/26/2000	27.27%	5.98%	12.54%	0.61% \$6.10	0.61% \$6.10	
<b>Russell 2000 TR USD</b>				25.52%	8.23%	11.83%			
<b>Fidelity® Small Cap Enhanced Index</b>	Small Blend	FCPEX	12/20/2007	23.65%	6.80%	11.71%	0.64% \$6.40	0.64% \$6.40	
<b>Russell 2000 TR USD</b>				25.52%	8.23%	11.83%			
<b>Fidelity® Small Cap Index</b>	Small Blend	FSSNX	09/08/2011	25.71%	8.43%	12.84%	0.03% \$0.30	0.03% \$0.30	
<b>Russell 2000 TR USD</b>				25.52%	8.23%	11.83%			
<b>Fidelity® Small Cap Stock</b>	Small Blend	FSLCX	03/12/1998	29.46%	8.55%	9.42%	0.67% \$6.70	0.67% \$6.70	
<b>Russell 2000 TR USD</b>				25.52%	8.23%	11.83%			
<b>Fidelity® Stock Selector Small Cap</b>	Small Blend	FDSCX	06/28/1993	30.39%	8.94%	12.23%	0.75% \$7.50	0.75% \$7.50	

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 2000 TR USD</b>				25.52%	8.23%	11.83%			
<b>Fidelity® Small Cap Growth</b>	Small Growth	FCPGX	11/03/2004	36.31%	14.52%	15.18%	1.05% \$10.50	1.05% \$10.50	
<b>Russell 2000 Growth TR USD</b>				28.48%	9.34%	13.01%			
<b>Strategic Advisers® S-M Cp Multi-Mgr</b>	Small Growth	FNAPX	12/20/2011	-	-	-			
<b>Russell 2500 TR USD</b>							Contractual Waiver Exp: 04/30/2019		
<b>Fidelity® Small Cap Value</b>	Small Value	FCPVX	11/03/2004	20.85%	6.59%	11.28%	0.66% \$6.60	0.66% \$6.60	
<b>Russell 2000 Value TR USD</b>				22.39%	6.99%	10.56%			
<b>Fidelity® Select Comms Equip Port</b>	Technology	FSDCX	06/29/1990	6.09%	5.81%	8.21%	0.84% \$8.40	0.84% \$8.40	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Computers</b>	Technology	FDCPX	07/29/1985	40.04%	11.97%	13.59%	0.77% \$7.70	0.77% \$7.70	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select IT Services</b>	Technology	FBSOX	02/04/1998	42.23%	18.81%	18.78%	0.74% \$7.40	0.74% \$7.40	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Semiconductors</b>	Technology	FSELX	07/29/1985	64.46%	21.55%	18.92%	0.73% \$7.30	0.73% \$7.30	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Select Utilities</b>	Utilities	FSUTX	12/10/1981	22.66%	9.80%	12.14%	0.78% \$7.80	0.78% \$7.80	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Telecom and Utilities</b>	Utilities	FIUIX	11/27/1987	22.02%	9.31%	11.90%	0.70% \$7.00	0.70% \$7.00	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Global Equity Income</b>	World Large Stock	FGILX	05/02/2012	30.20%	8.44%	10.05%	1.09% \$10.90	1.09% \$10.90	
<b>MSCI ACWI NR USD</b>				26.60%	8.41%	8.79%			
<b>Fidelity® Worldwide</b>	World Large	FWWFX	05/30/1990	28.92%	10.44%	10.91%	0.99%	0.99%	

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 \$9.90	Net \$9.90	
<b>MSCI World NR USD</b>	Stock			27.67%	8.74%	9.47%			
<b>Fixed Income</b>									
<b>Mutual Fund</b>									
<b>Fidelity® Corporate Bond</b>	Corporate Bond	FCBFX	05/04/2010	14.46%	4.57%	5.74%	0.45% \$4.50	0.45% \$4.50	
<b>BBgBarc US Credit TR USD</b>				13.80%	4.39%	5.32%			
<b>Fidelity® New Markets Income</b>	Emerging Markets Bond	FN MIX	05/04/1993	10.89%	5.31%	6.15%	0.84% \$8.40	0.84% \$8.40	
<b>JPM EMBI Global TR USD</b>				14.42%	5.88%	6.57%			
<b>Fidelity® Capital &amp; Income</b>	High Yield Bond	FAGIX	11/01/1977	18.94%	6.54%	7.89%	0.69% \$6.90	0.69% \$6.90	
<b>ICE BofAML US HY Constnd TR USD</b>				14.41%	6.14%	7.48%			
<b>Fidelity® Focused High Income</b>	High Yield Bond	FHIFX	09/08/2004	15.46%	5.46%	6.34%	0.79% \$7.90	0.79% \$7.90	
<b>ICE BofAML US High Yield TR USD</b>				14.41%	6.13%	7.50%			
<b>Fidelity® Global High Income</b>	High Yield Bond	FGHNX	05/11/2011	12.89%	5.54%	5.33%	1.01% \$10.10	1.00% \$10.00	
<b>ICE BofAML Gbl HY&amp;Crossv CtyCp&amp;Gv TR USD</b>				13.26%	5.33%	6.76%	Contractual Waiver Exp: 08/31/2020		
<b>Fidelity® High Income</b>	High Yield Bond	SPHIX	08/29/1990	14.25%	5.83%	6.87%	0.70% \$7.00	0.70% \$7.00	
<b>ICE BofAML US HY Constnd TR USD</b>				14.41%	6.14%	7.48%			
<b>Fidelity® Inflation-Prot Bd Index</b>	Inflation- Protected Bond	FIPDX	05/16/2012	8.31%	2.55%	1.39%	0.05% \$0.50	0.05% \$0.50	
<b>BBgBarc US Treasury US TIPS TR USD</b>				8.43%	2.62%	3.36%			
<b>Fidelity® Intermediate Bond</b>	Intermediate Core Bond	FTHRX	05/23/1975	7.19%	2.66%	3.44%	0.45% \$4.50	0.45% \$4.50	
<b>BBgBarc US Govt/Credit Interm TR USD</b>				6.80%	2.57%	3.05%			

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 Inception	Gross	Net	
<b>Fidelity® Investment Grade Bond</b>	Intermediate Core Bond	FBNDX	08/06/1971	9.81%	3.34%	4.30%	0.45% \$4.50	0.45% \$4.50	
<b>BBgBarc US Agg Bond TR USD</b>				8.72%	3.05%	3.75%			
<b>Fidelity® Mortgage Securities</b>	Intermediate Core Bond	FMSFX	12/31/1984	6.41%	2.55%	3.50%	0.45% \$4.50	0.45% \$4.50	
<b>BBgBarc US MBS TR USD</b>				6.35%	2.58%	3.15%			
<b>Fidelity® US Bond Index</b>	Intermediate Core Bond	FXNAX	05/04/2011	8.48%	2.99%	3.29%	0.03% \$0.30	0.03% \$0.30	
<b>BBgBarc US Agg Bond TR USD</b>				8.72%	3.05%	3.75%			
<b>Fidelity® Total Bond Fund</b>	Intermediate Core-Plus Bond	FTBFX	10/15/2002	9.87%	3.68%	4.52%	0.45% \$4.50	0.45% \$4.50	
<b>BBgBarc US Agg Bond TR USD</b>				8.72%	3.05%	3.75%			
<b>Fidelity® GNMA</b>	Intermediate Government	FGMNX	11/08/1985	5.71%	2.16%	3.24%	0.45% \$4.50	0.45% \$4.50	
<b>BBgBarc GNMA TR USD</b>				5.85%	2.32%	3.21%			
<b>Fidelity® Government Income</b>	Intermediate Government	FGOVX	04/04/1979	6.41%	2.13%	2.88%	0.45% \$4.50	0.45% \$4.50	
<b>BBgBarc US Government TR USD</b>				6.83%	2.36%	3.03%			
<b>Fidelity® Interm Trs Bd Index</b>	Intermediate Government	FUAMX	10/04/2017	7.25%	-	3.54%	0.03% \$0.30	0.03% \$0.30	
<b>BBgBarc US Government TR USD</b>				6.83%	2.36%	3.03%			
<b>Fidelity® Intermediate Government Income</b>	Intermediate Government	FSTGX	05/02/1988	4.83%	1.72%	2.22%	0.45% \$4.50	0.45% \$4.50	
<b>BBgBarc US Govt Interm TR USD</b>				5.20%	1.99%	2.38%			
<b>Fidelity® Long-Term Trs Bd Index</b>	Long Government	FNBGX	10/04/2017	14.22%	-	6.46%	0.03% \$0.30	0.03% \$0.30	
<b>BBgBarc US Treasury Long TR USD</b>				14.83%	4.13%	7.01%			
<b>Fidelity Advisor® Strategic</b>	Multisector	FADMX	04/13/2018	11.04%	-	4.62%	0.69%	0.69%	



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	Net	
Income Fund	Bond						\$6.90	\$6.90	
BBgBarc US Universal TR USD				9.29%	3.44%	4.12%			
Fidelity® Strategic Income	Multisector Bond	FSICX	05/01/1998	-	-	-			
BBgBarc US Universal TR USD									
Fidelity® Limited Term Government	Short Government	FFXSX	11/10/1986	3.75%	1.31%	1.46%	0.45% \$4.50	0.45% \$4.50	
BBgBarc Government 1-5 Yr TR USD				4.23%	1.67%	1.71%			
Fidelity® Shrt-Term Trs Bd Index	Short Government	FUMBX	10/04/2017	4.19%	-	2.32%	0.03% \$0.30	0.03% \$0.30	
BBgBarc US Govt 1-3 Yr TR USD				3.59%	1.40%	1.25%			
Fidelity® Short-Term Bond	Short-Term Bond	FSHBX	09/15/1986	4.20%	1.73%	1.80%	0.45% \$4.50	0.45% \$4.50	
BBgBarc US Govt/Credit 1-3 Yr TR USD				4.03%	1.67%	1.54%			
Fidelity® Conservative Income Bond	Ultrashort Bond	FCONX	03/03/2011	2.89%	1.44%	1.07%	0.40% \$4.00	0.35% \$3.50	
BBgBarc Govt/Corp 1 Yr Duration TR USD				3.06%	1.37%	1.00%	Contractual Waiver Exp: 12/31/2020		
Fidelity® Ultra-Short Bond	Ultrashort Bond	FUSFX	08/29/2002	-	-	-			
Barclays Bellwether Swap 6 Mon TR USD									
Fidelity® Global Credit	World Bond- USD Hedged	FGBFX	05/22/2012	14.64%	3.42%	2.21%	1.18% \$11.80	0.75% \$7.50	
BBgBarc Gbl Agg Credit TR Hdg USD				11.85%	4.36%	5.08%	Contractual Waiver Exp: 04/30/2020		
Money Market									
Mutual Fund									
Fidelity Select Money Market	Money Market- Taxable	FSLXX	08/30/1985	-	-	-			

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 Treasury Only Money Market</b>	Money Market- Taxable	FDLXX	01/05/1988	1.81%	0.75%	0.38%	0.42% \$4.20	0.42% \$4.20	
<b>ICE BofAML USD 3M Dep OR CM TR USD</b>				2.60%	1.33%	0.83%			
<b>Fidelity® Government Cash Reserves</b>	Money Market- Taxable	FDRXX	05/10/1979	1.90%	0.81%	0.42%	0.38% \$3.80	0.38% \$3.80	
<b>ICE BofAML USD 3M Dep OR CM TR USD</b>				2.60%	1.33%	0.83%			
<b>Fidelity® Government MMkt</b>	Money Market- Taxable	SPAXX	02/05/1990	1.84%	0.77%	0.39%	0.42% \$4.20	0.42% \$4.20	
<b>ICE BofAML USD 3M Dep OR CM TR USD</b>				2.60%	1.33%	0.83%			
<b>Fidelity® Government MMkt Prm</b>	Money Market- Taxable	FZCXX	04/06/2015	1.95%	-	0.90%	0.36% \$3.60	0.32% \$3.20	
<b>ICE BofAML USD 3M Dep OR CM TR USD</b>				2.60%	1.33%	0.83%	Contractual Waiver Exp: 08/31/2020		
<b>Fidelity® MMT Retirement Govt Mny Mkt II</b>	Money Market- Taxable	FRTXX	12/02/1988	-	-	-			
<b>BofAML USD LIBOR 3 Mon CM</b>									
<b>Fidelity® US Government Reserves</b>	Money Market- Taxable	FGRXX	11/03/1981	-	-	-			
<b>BofAML USD LIBOR 3 Mon CM</b>									
<b>Other</b>									
<b>Mutual Fund</b>									
<b>Fidelity® Floating Rate High Income</b>	Bank Loan	FFRHX	09/19/2002	8.60%	4.17%	4.13%	0.68% \$6.80	0.68% \$6.80	
<b>S&amp;P/LSTA Leveraged Loan TR</b>				8.64%	4.45%	5.01%			
<b>Fidelity® Convertible Securities</b>	Convertibles	FCVSX	01/05/1987	28.57%	5.93%	8.99%	0.46% \$4.60	0.46% \$4.60	
<b>ICE BofAML All US Convertible TR USD</b>				23.15%	8.48%	10.09%			

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® Canada</b>	Miscellaneous Region	FICDX	11/17/1987	25.78%	3.43%	4.54%	0.88% \$8.80	0.88% \$8.80	
<b>MSCI ACWI Ex USA NR USD</b>				21.51%	5.51%	4.97%			
<b>Fidelity® Nordic</b>	Miscellaneous Region	FNORX	11/01/1995	17.22%	6.88%	9.26%	0.98% \$9.80	0.98% \$9.80	
<b>MSCI ACWI Ex USA NR USD</b>				21.51%	5.51%	4.97%			
<b>Real Estate</b>									
<b>Mutual Fund</b>									
<b>Fidelity® Intl Real Estate</b>	Global Real Estate	FIREX	09/08/2004	27.92%	8.79%	8.66%	1.02% \$10.20	1.02% \$10.20	
<b>MSCI EAFE NR USD</b>				22.01%	5.67%	5.50%	Voluntary Waiver		
<b>Fidelity® Real Estate Income</b>	Real Estate	FRIFX	02/04/2003	17.91%	7.11%	9.33%	0.75% \$7.50	0.75% \$7.50	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			
<b>Fidelity® Real Estate Index</b>	Real Estate	FSRNX	09/08/2011	23.02%	6.35%	9.93%	0.07% \$0.70	0.07% \$0.70	
<b>DJ US Select RESI TR USD</b>				23.10%	6.39%	11.54%			
<b>Fidelity® Real Estate Investment Port</b>	Real Estate	FRESX	11/17/1986	25.20%	7.44%	12.12%	0.74% \$7.40	0.74% \$7.40	
<b>S&amp;P 500 TR USD</b>				31.49%	11.70%	13.56%			

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*
<b>Guaranteed Annuity</b>			
			Available in all plans. The current rate shown applies to premiums remitted during the month of March 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.
TIAA Traditional-Retirement Annuity	3.25%	Through 02/28/2021	
			Available in plan(s): 104586 The current rate shown applies to premiums remitted during the month of March 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.
TIAA Traditional-Group Supplemental Retirement Annuity	3.00%	Through 02/28/2021	

Name/Type/Option	Return	Term	Additional Information*
TIAA Traditional-Supplemental Retirement Annuity	3.00%	Through 02/28/2021	<p>Available in plan(s): 104586</p> <p>The current rate shown applies to premiums remitted during the month of March 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>

\* Legend of plan name for each applicable plan number

Plans	Plan Names
104585	LAFAYETTE COLLEGE RETIREMENT PLAN
104586	LAFAYETTE COLLEGE SUPPLEMENTAL RETIREMENT PLAN

## 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/help/glossary/index.html](http://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](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:**

**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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