

***** Plan participants can invest in one or more investment tiers *****

Target Date Funds (Passive)	Passive Tier	Active Tier	Brokerage Window
Target Date Funds (QDIA default fund) Vanguard Target Date Funds (F)	Intermediate Bond Index Vanguard Total Bond Index (F, T)	Capital Preservation Vanguard Federal Money Market (F, T) TIAA Traditional (T)	Self-Directed Brokerage Window Over 9,000 mutual funds (F)
	Large Cap Index Vanguard Institutional Index (F, T) Vanguard FTSE Social (socially responsible) (F)	Fixed Income Prudential Total Return Bond Fund (F)	
	Small/Mid Cap Index Fidelity Extended Market Index (F) Vanguard Extended Market Index (T)	Large Cap Equity Fidelity Contrafund (F) MFS Value (F)	
	Non-U.S. Equity Index Vanguard Total International Stock Index (F, T)	Mid-Cap Equity JPMorgan Mid Cap Value (F) Carillon Eagle Mid Cap (F)	
		Small Cap Equity MFS New Discovery (F) Carillon Eagle Small Cap Growth (F)	
		Non-U.S. Equity Dodge & Cox International Stock (F) American Funds EuroPac Growth (F)	
		Real Estate Cohen & Steers Institutional Realty Shares (F)	

(F) = Investments at Fidelity
(T) = Investments at TIAA

Target Date Funds
 This tier is the Qualified Default Investment Alternative (QDIA), or the default investment. If you do not make a fund election, your contributions will default to the target date fund nearest your 65th birthday. The Retirement Savings Plan Investment Committee monitors the fund performance and fees.

Passively Managed Funds
 Also known as index funds.
 Tracks a specific market index (e.g., S&P 500® Index).
 Fund manager generally invests in the same manner as the market index they track (same securities and about the same proportion).
 Goal is to achieve a rate of return that is comparable to the return of the index.
 Considerably lower fees than actively managed funds; little to no research or effort on the part of the fund manager.
 The Retirement Savings Plan Investment Committee monitors the fund performance and fees.

Actively Managed Funds
 Selects individual investments based on the objectives outlined in the fund's prospectus.
 Fund manager performs research using quantitative and qualitative measurements, combines those with economic inputs, and adjusts the portfolio as needed.
 Goal is to outperform the market, or segment of the market, in which the fund was designed to invest.
 Active funds tend to have higher fees than passively managed funds.
 The Retirement Savings Plan Investment Committee monitors the fund performance and fees.

Brokerage Window
 Funds include passively managed funds and actively managed mutual funds.
 Participants who invest in the Brokerage Window take personal responsibility for monitoring the fund performance and fees for each fund they invest in. The Retirement Savings Plan Investment Committee does not perform this function.