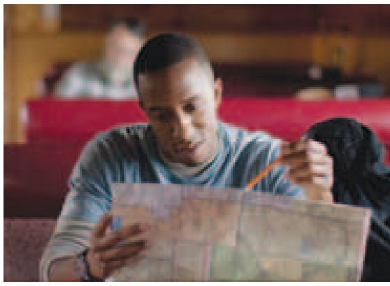


Strategies for staying on track to your retirement

TIAA CREF
Financial Services

TIAA-CREF and you: Planning an income for life

For more than 90 years, we at TIAA-CREF have dedicated ourselves to helping those who serve the greater good — in the fields of academics, medicine, government, culture and research. Our most important goal is to provide these employees with retirement income for life.

How we can help you get to retirement

What is retirement today?

Retirement used to be an event — a clear distinction between one time in your life and the next. Today retirement is a journey — a time to explore new possibilities that could last for 30 years, or more.

For you, perhaps the biggest change in retirement will be to focus less on how you earn money and more on how you withdraw funds from your investments. That means making sure you'll have what you need.

And that in turn means having an idea about when you plan to retire and making sure your retirement savings are on track today.

How can you know when to retire?

When is the best time to retire? When you are ready, both emotionally and financially. It often depends on feeling confident you've saved enough to provide an income that can last a lifetime. It can also depend on when you're eligible for Social Security, and on the tax laws governing distributions from your TIAA-CREF retirement accounts, IRAs and other tax-deferred plans.

What will be your sources of income?

You're likely to generate retirement income from several sources:

Social Security. Generally, the longer you work and the more you earn, the more you will receive from Social Security, once you're eligible. You can begin taking benefits at age 62, but they will be only about 75% of what you would have received at your full retirement age, which, for most people, now stands at age 66. For information, visit the Social Security Administration at **www.ssa.gov**.

Personal assets. Your personal assets may include other tax-favored investments such as IRAs and after-tax annuities. The equity in your home might also represent a source of income, whether you sell it and "trade down" or tap the equity through a reverse mortgage or a special-purpose loan. Be sure to consult your tax advisor when considering these strategies.

Working in retirement. About a third of people in retirement continue to work. And, a combined 8 in 10 American workers think they will continue working full or part time after they reach retirement age. Whether by choice or necessity, there is a good chance that you will continue to work during your retirement years.*

Sources of Retirement Income

Social Security	36.5%
Earnings	29.6%
Pensions	18.5%
Asset Income	12.7%
Other	2.7%

Source: Social Security Adminstration, 2010

*Source: Gallup, April 7-11, 2011

4 Savings strategies to help you get to retirement

Now's the time to evaluate where you are on the road to retirement — because now, while you're still working, your actions will be most effective.

As a first priority, be sure you're maximizing your employer's retirement savings plan. That means contributing up to and beyond your employer's matching contribution and taking advantage of any catch-up provisions if you're 50 or over. To save even more, consider an IRA or a Supplemental Retirement Plan. They provide many of the same tax advantages as your employer's plan. You can also consider Roth IRAs, which offer certain tax advantages.

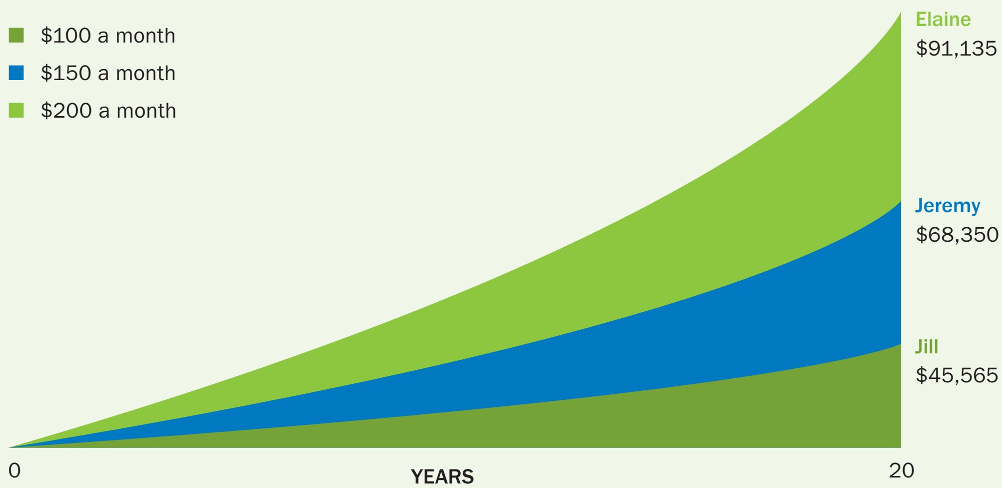
Whether you feel you're on track, ahead, or behind, here are some strategies to help ensure you have enough income for retirement:

Savings strategy #1:
Continue saving, regularly and aggressively

Continue your habit of paying yourself first and systematically putting it aside in your employer's plan and other tax-advantaged vehicles. And if possible, set your contributions to a percentage of your pay so that you increase your contributions as your salary increases. Add to your level of savings as your salary increases. Contribute a portion of your bonuses. If you're age 50 or over, you may be able to make additional retirement plan contributions by taking advantage of "catch-up" provisions, up to the maximum allowed by the regulation.

Three different savings rates, three different outcomes

Jill contributes $100 a month for 20 years. Over the same period Jeremy contributes $150 and Elaine contributes $200. You can see the difference that an extra $50 or $100 per month can make. Jeremy will have about $68,000 — that's $22,000 more than Jill. And Elaine will have about $91,000 — exactly twice as much as Jill.



The above example is based on a hypothetical rate of return and does not reflect the returns of any specific investment product. It may not be used to predict or project investment performance. Charges and expenses that would be associated with an actual investment are not reflected. Each started with a $0.00 balance.
Hypothetical rate of return of 6%. Withdrawals of earnings are subject to ordinary income tax and a federal penalty may apply prior to age 59½. Source: TIAA-CREF

Increase your savings as your income grows

Here’s an example of how increasing your contributions can work to your advantage over time:

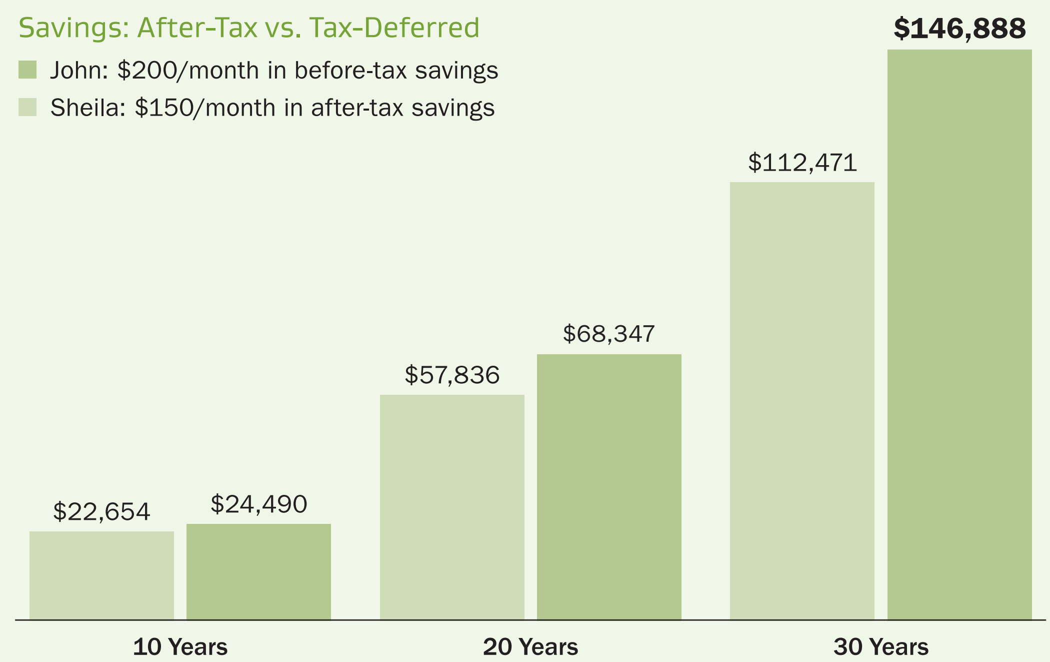
- Diane increases her contribution by $25 per month to her retirement account as she receives salary increases each year.
- Keith starts at the same level as Diane, but does not increase his contributions to the retirement account.
- You can see the difference. Just by increasing her contributions by $25 with each salary increase, Diane saved $253,000 more than Keith after 30 years.

	Diane	Keith
Annual salary	$50,000	$50,000
Contribution increase each year	$25	$0
Saved after 30 years	$449,000	$196,000
Additional savings after 30 years	**$253,000**	**$0**

The above examples are based on a hypothetical rate of return and do not reflect the returns of any specific investment product. They may not be used to predict or project investment performance. Charges and expenses that would be associated with an actual investment are not reflected. Each started with a $0.00.
Hypothetical rate of return of 6%. Withdrawals of earnings are subject to ordinary income tax and a federal penalty may apply prior to age 59½. Source: TIAA-CREF

Savings Strategy #2:
Lower your taxes now

By taking full advantage of your employer's savings plan, you can lower the amount you pay in current income taxes and have the opportunity to accumulate more over time. You may also qualify for immediate tax deductions when you contribute to an IRA or other tax-favored savings vehicle.



Assumptions: Both people are in the 25% federal tax bracket and the effective annual rate of return is 6%, although your actual rate of return may be more or less than 6%. The chart does not reflect expenses, which, if shown, would result in lower returns. This is a hypothetical example and not intended to represent the performance of any specific investment products. It may not be used to predict or project investment performance. In the example shown, John and Sheila have the same take-home pay, and all figures are shown after income taxes are paid.

Savings Strategy #3:
Add to your before- and after-tax savings

If you intend to work in retirement, be sure to look into IRAs, and, if you receive self-employed income, SEP IRAs and Keogh plans. They may provide a way to save on current federal income taxes and provide the same tax deferral as your employer plans.

And, if you can afford to, make it a habit to add to your after-tax savings as well — through a brokerage account.

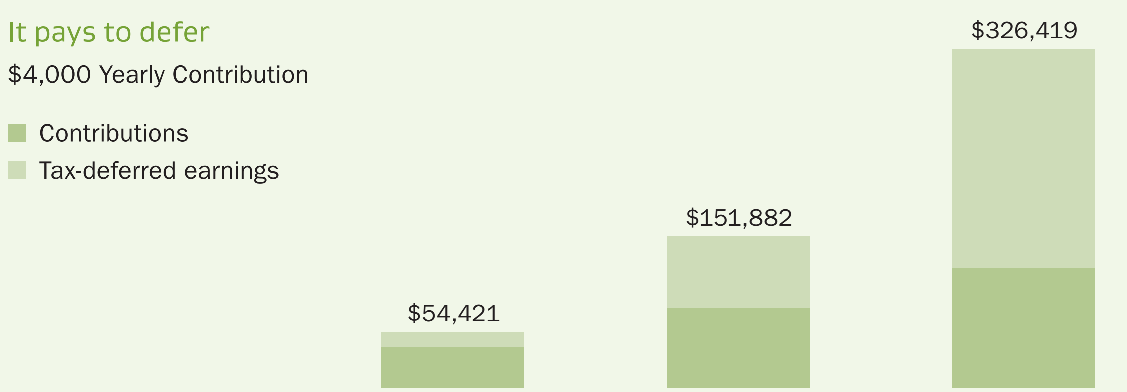
A TIAA-CREF brokerage account allows you to invest in mutual funds, individual stocks and bonds and other investments, all with the high-touch service you've come to expect from us.

Our brokerage Portfolio Advisor offers discretionary mutual fund advice and leaves the investment decision making up to professionals. Based on your goals, risk tolerance and time horizon, your portfolio is monitored and rebalanced to ensure your investments remain in line with your objectives.

Where there is a need to protect your income or assets for beneficiaries, consider variable life insurance. When structured properly, both the investment buildup and the proceeds to your beneficiaries are free from federal income taxes.

Savings Strategy #4:
Defer taxes until you withdraw your account balances

Deferring taxes until you retire can make a big difference in how much you ultimately save for retirement. How big? The chart below shows that over 30 years, tax-deferred earnings are 1.7 times more than contributions to the plan ($206,419 vs. $120,000).



	10 Years	20 Years	30 Years
Contributions	$40,000	$80,000	$120,000
Tax-deferred earnings	$14,421	$71,882	$206,419
Total account balances	$54,421	$151,882	$326,419

The above example is based on a hypothetical rate of return and does not reflect the returns of any specific investment product. It may not be used to predict or project investment performance. Charges and expenses that would be associated with an actual investment are not reflected.

Hypothetical rate of return of 6%. Withdrawals of earnings are subject to ordinary income tax and a federal penalty may apply prior to age 59½. Source: TIAA-CREF.

The many benefits of a Roth IRA

You can contribute to a Roth IRA with money that's already been taxed. Earnings grow tax deferred and, once you turn age 59½ and the account has been open for five years, distributions are free from federal income taxes. You can even contribute to a Roth IRA after age 70½ (if you have earned income).*

Some employer 403(b) and 401(k) plans allow you to make contributions, which aren't restricted by income requirements. For more information on Roth contributions, call **800 842-2252** to speak with one of our experienced financial consultants.

* Please note: Eligibility to participate in a Roth IRA is subject to income limits.

How Time Helps Manage Risk

Average Nominal Annual Total Returns vs. Inflation (1926 – 2011)	
Inflation	2.99%
U.S. Treasury Bills	3.58%
Long-term corporate bonds	6.06%
Real estate	9.03%
Common stocks	9.77%

Source: Ibbotson Associates, Inc. These returns are for illustrative purposes only and do not reflect the performance of any TIAA-CREF account, deduction of fees or expenses or the returns various kinds of investments may earn in the future. Stocks represent shares of ownership in a corporation, bonds are debt obligations and real estate is direct property ownership. The value of both will fluctuate with market conditions. Treasury bills (T-bills) and government bonds are insured as to timely payment of principal and interest by the U.S. government, unlike stocks and corporate bonds. T-bills are short-term money market instruments. Past performance does not guarantee future returns. Benchmarks: Inflation: Based on Consumer Price Index (CPI), U.S. Treasury Bills: U.S. 30-Day Treasury Index. Corporate Bonds: 1926–1968 S&P Monthly High Grade Corporate Composite Yield; 1969–2011 Salomon Brothers High Grade Corporate Bond Index. These are unmanaged indexes including triple A and AA rated bonds. Real Estate: Based on NCREIF Property Index from 9/30/1978–12/31/11. Large Company Stocks: S&P 500, an unmanaged group of securities representing the U.S. stock market. You cannot directly invest in any index. Past performance does not guarantee future results.

4 Investment strategies with an eye on retirement

Once you've committed to maintaining and even increasing your savings, make sure your investment mix is suitable for your time horizon and for your comfort with risk. And, as you approach retirement, consider adjusting your investment mix in order to preserve much of what you've earned. But keep your eye on prudent growth for supporting sufficient retirement income.

Investment Strategy #1:
Diversify

Manage risk by diversifying — or spreading the risk — over a variety of investments. Certain investments will perform differently over time. For example, stocks have tended to fluctuate more widely in value over given periods of time than corporate bonds or U.S. Treasuries. Keep in mind, however, that over time stocks may outperform certain investment classes that are less volatile. Diversification may help offset the volatility of a single investment.

The upward movement of one asset class, such as stocks or bonds, may help reduce the losses from the downward movement of another. Diversification is a technique to help reduce risk. It does not guarantee that you won't lose money, but it can help keep you from being overexposed to a major downturn in a certain investment.

Investment Strategy #2:
Choose portfolios that are right for you

We encourage you to see which of five sample asset allocations (see page 9) created by TIAA-CREF might match your comfort with risk. To find out which investments are available through your retirement plan, contact your plan administrator, log on to your account at **tiaa-cref.org** (you'll need your user name and password) or **call us at 800 842-2252 to speak with a financial consultant.**

What's riskier: Investing too conservatively or investing too aggressively?

The fact is there is no right answer. Being too aggressive can expose you to loss of principal. And, being too conservative can expose you to the corrosive effects of inflation over the long term.

A personalized consultation with one of our financial consultants can help identify the investment track that's right for you.

You can arrange a one-on-one meeting with a TIAA-CREF Financial Consultant at the TIAA-CREF office nearest you. To find a local office, go to **www.tiaa-cref.org/local** or call **800 842-2252**.

Range of Annual Total Returns (1926 – 2011)

		One year	Five years	Ten years
Stocks*	High	53.99%	28.55%	20.06%
	Average	9.77%	9.94%	10.54%
	Low	- 43.34%	- 12.47%	- 1.38%
Corporate Bonds**	High	42.56%	22.51%	16.32%
	Average	6.06%	6.00%	5.98%
	Low	- 8.09%	- 2.22%	0.98%

Source: Ibbotson Associates, Inc., a wholly owned subsidiary of Morningstar, Inc. These returns are illustrative only and do not reflect TIAA-CREF performance. Past performance is no guarantee of future results. You cannot directly invest in any index.

*Large Company Stocks: S&P 500, on unmanaged group of securites representing the U.S. stock market.

**Corporate Bonds: 1926–1968 S&P Monthly High-Grade Corporate Composite Yield; 1969–2011 Salomon Brothers High-Grade Corporate Bond Index. These are unmanaged indexes including triple A and AA rated bonds. Real Estate: Based on NCREIF Property Index from 9/30/1978–12/31/11.

Investment Strategy #3:
Rebalance

Since investments in your portfolio are likely to increase or decrease in value over time, your balances may not reflect your original investment mix. After a strong run in the stock market, for example, your original allocation of 40% to stocks may grow to represent 55% of your account balance — skewing your original intentions and increasing the potential risk in your portfolio.

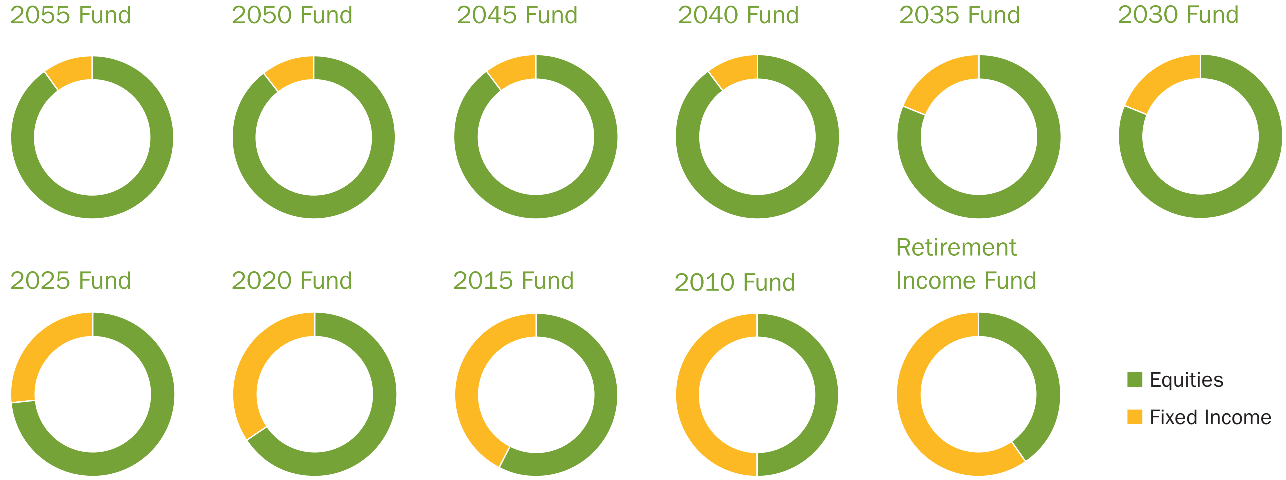
We recommend you revisit your investment mix at least once a year. We make it easy by allowing you to set up annual automatic portfolio rebalancing on any day of the year you choose. And if you've signed up for account access on **tiaa-cref.org**, it's even easier to rebalance online and any time. Rebalancing does not protect against losses or guarantee that an investor's goal will be met.

Investment Strategy #4:
Set Up Age-Appropriate Allocations

There are two ways we can help you set up a retirement portfolio that suits your needs. First, our Lifecycle Funds provide a ready-made portfolio of stocks, bonds and real estate investment trusts that are designed with your planned retirement date in mind. You simply select the portfolio that matches the year you plan to retire and we'll rebalance it over time to keep you on track, if available through your plan. As with all mutual funds, the principal value of a lifecycle fund isn't guaranteed. Also, please note that the target date of the Lifecycle Fund is an approximate date when investors may begin withdrawing from the fund.

Second, we can help you create your own retirement portfolio. You can use the Asset Allocation Evaluator, available at **tiaa-cref.org.** Or, an experienced financial consultant will work with you to create an investment mix that suits your needs.

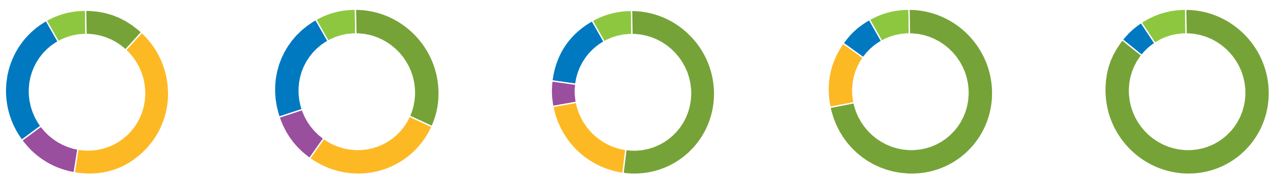
Asset Allocations for Lifecycle Funds



To find out if your plan offers Lifecycle Funds, or for help tailoring your investment portfolio, call us at 800 842-2252.

TIAA-CREF Lifecycle Funds are actively managed, so their asset allocations are subject to change and may vary from those shown. Approximately seven to ten years after a Lifecycle Fund's target date, the fund may merge into the Lifecycle Retirement Income Fund or a similar fund. In addition to the fees and expenses associated with Lifecycle Funds, there is exposure to fees and expenses associated with the underlying investment options. The fund is also subject to risks associated with the types of securities held by each of its underlying funds.

Sample Asset Allocations*



Conservative
- 12% Equities
- 41% Fixed Income
- 10% Money Market
- 29% Guaranteed
- 8% Real Estate

Moderately Conservative
- 32% Equities
- 28% Fixed Income
- 8% Money Market
- 24% Guaranteed
- 8% Real Estate

Moderate
- 53% Equities
- 19% Fixed Income
- 5% Money Market
- 16% Guaranteed
- 7% Real Estate

Moderately Aggressive
- 72% Equities
- 13% Fixed Income
- 7% Guaranteed
- 8% Real Estate

Aggressive
- 85% Equities
- 5% Guaranteed
- 10% Real Estate

Your investment portfolio will tend to become more conservative as you get closer to retirement. If you are a younger worker, your portfolio is more likely to be more aggressive.

The model portfolios presented here were not created specifically for you and may not take into account your particular retirement goals or investment preferences. The ultimate allocation decision is up to you after you have considered investment information that pertains to your own personal circumstances. The specific asset allocations generated by Ibbotson and shown in these portfolios are based on well-known optimization techniques, using historical return, volatility and correlation data from indexes like the Russell 1000. Keep in mind, this optimization procedure is based on assumptions about historical market data, and future market conditions may vary from these assumptions.

Your retirement is on the horizon

Your savings and investment strategies will depend to a great extent on how much time you have before you retire. You'll have an increasingly better sense of your income needs, as well as your sources of income, the closer you get to retirement. Here are some retirement strategies that you may want to consider:

Actions	Benefits
Maximize your employer plan contributions and take advantage of "catch-up" provisions	Becoming more aggressive about your savings now will mean more money working toward your retirement income.
Consolidate your employer plan assets and rollovers with TIAA-CREF*	**Keeping all your retirement accounts in one place:** ■ Makes it easier to monitor and maintain your desired investment mix ■ Can potentially provide investment results more in keeping with your objectives ■ May save you money in fees and other charges ■ Makes it easier to manage your required minimum distributions at age 70½.
Explore SEP IRAs or Keogh plans for self-employed income	If you plan to work on your own in retirement, a supplemental plan for the self-employed can provide tax advantages to your continued savings.
Capitalize on any additional after-tax savings — brokerage, mutual funds, annuities	Saving and investing can go way beyond vehicles that provide tax advantages. If you have more to save, a TIAA-CREF brokerage account can be your entry into stocks, bonds, mutual funds and annuities.
Integrate your planning with retirement plans for your spouse or significant other	By understanding your spouse or significant other's retirement plan, you can be sure to use tax and distribution rules to the advantage of both of you.
Arrange for objective advice to implement and monitor investment plan	At no additional cost to you, our financial consultants offer personalized, objective advice.

* Before consolidating outside retirement assets, you may want to check with your employee benefits office on whether you can directly transfer those assets to your current retirement plan. In addition, before consolidating assets, carefully consider differences in features, costs, charges and expenses, services, company strength and other important aspects. There may also be surrender charges and tax consequences associated with the transfer. Indirect transfers may be subject to taxation and penalties. Consult with your own advisors regarding your particular situation.

Milestones in retirement planning

Tax laws and distribution requirements can have a significant impact on how you elect to take your retirement income. Keep in mind these important milestones:

Age	Milestone
55	Interest-only available from TIAA Traditional Annuity, leaving your principal untouched*
59½	Withdrawals from tax-advantaged retirement plans no longer subject to 10% early-withdrawal penalty
62	Minimum age to begin receiving Social Security benefits at a reduced amount
66	Eligible to receive full Social Security (if you were born between 1943 and 1954); no reduction in benefits no matter how much is earned in the future
69½	Last opportunity to choose payments from TIAA Traditional Annuity Interest-Only*
70½	You must generally withdraw a required minimum amount from tax-advantaged retirement plans or face 50% federal penalty of the difference between what you actually received and the required amount
75	Must begin to withdraw funds exempt from age 70½ distribution requirement (funds contributed to a 403(b) plan before January 1, 1987) unless you are still employed and meet certain criteria
90	Must begin to draw income from after-tax annuities

* Income option availability is subject to your institution's plan provisions.

Your partner in planning for retirement

For a number of reasons, helping to provide an income for life is a mission for which we are uniquely qualified. With TIAA-CREF, you can:

- Access **personalized advice** on your retirement assets from one of our **experienced financial consultants**, at no additional cost to you.
- Customize your portfolio by selecting from a **wide range of products**, including mutual funds and annuities, enabling you to diversify among an array of stock, bond, real estate and guaranteed investments.
- Count on our commitment to **low-cost products** and a goal to consistently strong performance.[1]
- Include annuity options offering **guaranteed income for life**.[2]
- Rely on our claims-paying ability and **financial strength** to provide guaranteed income for life. TIAA is **among the highest-rated insurance companies** in the United States.[3]
- Receive excellent service. TIAA-CREF has the **highest satisfaction rating among investors**, surpassing all competitors, including Vanguard and Fidelity.[4]

By consolidating your retirement assets with us, you can benefit even more:[5]

- **Receive a single statement and a more complete view of your retirement assets** – making it easier to determine if you have a well-thought-out plan and are adequately diversified to help reduce risk in volatile markets.
- Potentially reduce investment fees, given that **TIAA-CREF's fees are less than half the industry average**, according to Morningstar, an independent agency.[1] Lower costs mean more of your money is working for you.
- Be better prepared to **coordinate future retirement income distributions**.

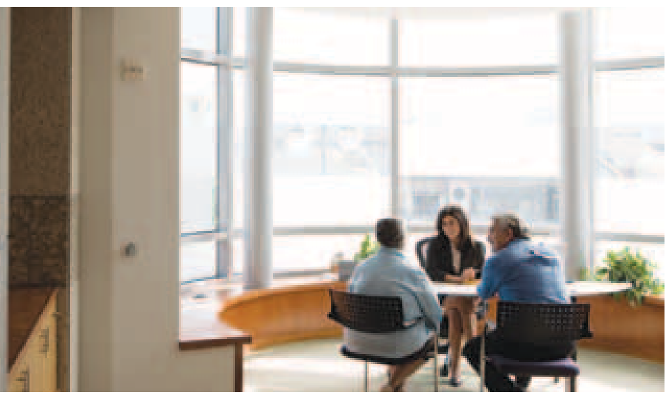
1 The expense ratio on all mutual fund products and variable annuity accounts managed by TIAA-CREF is generally less than half the mutual fund industry average. Source: Morningstar Direct (March 2012), based on Morningstar expense comparisons by category.

2 Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. Payments from variable accounts will fluctuate based on investment performance.

3 For its stability, claims-paying ability and overall financial strength, TIAA currently holds the following ratings: A.M. Best (A++ as of 4/12), Fitch (AAA as of 6/12), Moody's Investors Service (Aaa as of 12/11) and Standard & Poor's (AA+ as of 5/12). Per S&P criteria, the downgrade of U.S. long-term government debt limits the highest rating of U.S. insurers to AA+ (the second-highest rating available). There is no guarantee that current ratings will be maintained. Ratings represent a company's ability to meet policyholders' obligations and claims and do not apply to variable annuities, mutual funds or any other product or service not fully backed by TIAA's claims-paying ability.

4 Results based on Cogent Research, Investor Rollover Assets in Motion 2011, an online survey of 4,025 U.S. affluent investors with $100K or more in investable assets, conducted in October 2010.

5 Be sure to carefully consider differences in features, costs, charges and expenses, services, company strength and other important aspects. There may also be surrender charges and tax consequences associated with the transfer. Indirect transfers may be subject to taxation and penalties. Consult with your own advisors regarding your particular situation.



Take the next step

Contact us today for more information, advice or help opening an account. We're easy to reach.

Call us at 800 842-2252 to speak with experienced financial consultants, who are available Monday to Friday from 8 a.m. to 10 p.m. and Saturday from 9 a.m. to 6 p.m. (ET).

Visit us at tiaa-cref.org to explore the many ways that we can serve you. To send us an email, click **Contact Us** at the top of the home page.

Schedule an appointment for a one-on-one meeting with a TIAA-CREF Financial Consultant at the TIAA-CREF office nearest you. To find a local office, go to **www.tiaa-cref.org/local**.

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