

Retirement Savings at Lewis & Clark

Enhancements to the Plan
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Agenda

- Your Retirement Plan
- Upcoming Improvements to the Plan
- Next Steps

403(b) Committee

Lewis & Clark delegates to a 403(b) Committee to:

- Oversee the investment options available in the retirement plan
- Ensure employees pay no more than reasonable fees for the plan (including the investment options)
- Strive to provide the best quality of education, advice, and communication services to employees

This is an ongoing process. The Committee meets regularly to achieve these goals for you!

Retirement Plan Investment Basics

The plan offers different types of investment products that allow you to put together a diversified portfolio that's right for you

Fixed Annuities	Variable Annuities	Mutual Funds
<p>A fixed annuity is an insurance contract with guarantees. Both the value of what you contribute (your principal) and your accumulated interest earnings are guaranteed. A fixed annuity contract also guarantees to pay you interest at a rate greater than or equal to the minimum rate specified in the contract. In retirement, you have the option to receive a constant stream of lifetime income that is guaranteed to be paid. An example of a fixed annuity is TIAA Traditional.</p>	<p>A variable annuity is an insurance contract and includes underlying investments whose value, similar to a mutual fund, is tied to market performance. When markets are up, you can capture the gains, but you may also experience losses when markets are down. When you retire, you can choose to receive income for life and/or other income options. An example of a variable annuity includes CREF Stock.</p>	<p>A mutual fund pools money from many investors to purchase a collection of stocks, bonds or other securities which are managed in one fund. You share in the gains or losses of the fund (based on market performance). When you retire, you can choose different income options, but lifetime income is not available.</p>

Your Retirement Plan

It's important to understand the plan is *not* changing the following:

- For eligible employees, each month, Lewis & Clark contributes **9% of your monthly base salary** with no employee match required.
- The College's contributions are **immediately vested** meaning that they belong to the individual regardless of whether or not he/she continues to work at Lewis & Clark.
- **TIAA** will continue to be the plan's recordkeeper.

Upcoming Plan Improvements

The Plan is undergoing the following changes:

- TIAA's Retirement Choice (RC) and Retirement Choice Plus (RCP) contracts will be added to the plan in early 2019.
- All employees currently contributing to the plan will be enrolled in the new RC and RCP contracts.
- The way in which loans are taken from the plan will be improved.

Upcoming Plan Improvements

What's the benefit for employees:

- The structure of TIAA Traditional in the RC and RCP contracts may be more beneficial to you. TIAA Traditional in the RC and RCP contracts allows for greater liquidity. TIAA Traditional in the RC and RCP contracts *may* have the potential for higher returns.*
- The structure of the RC and RCP contracts allows for increased flexibility for the plan and employees of Lewis & Clark.

*This presentation should not be construed as investment advice. Before making any decisions, individuals should meet with their tax advisor, financial adviser, and/or legal adviser to determine the best first for their particular circumstances.

Upcoming Plan Improvements

The way in which loans are taken from the plan will be improved.

- If you request a new loan after January 1, 2019, it will be offered with a fixed rate of interest and funded directly from your retirement account. The loan amount will be deducted from your plan accumulations and subsequent loan payments, including interest, will be credited to your account.
- If you currently have an outstanding loan, it will not be affected by this change.

You may have received a contract endorsement to your RA, GSRA, SRA, or GRA contract(s) in the mail from TIAA. No action is required. If you have questions, please contact TIAA.

Common Questions

- **What happens with my existing balance in RA, GSRA, SRA, and GRA?** All annuities will remain in the RA, GSRA, SRA, and GRA with TIAA while the mutual funds will be moved to the new RC and RCP contracts; in addition, future contributions will be directed to the new RC and RCP contracts. It is your individual decision whether you want to move your existing annuities to the RC and RCP contracts after January 2019.
- **How will my contributions be directed in the new RC and RCP Contracts?** All new contributions to the RC and RCP contracts will be directed in a similar fashion to the way you are currently allocating your account. It's always a good rule of thumb to periodically check your TIAA account to confirm your asset allocation.

Common Questions

- **Will the new RC and RCP contracts be comprised solely of annuities?** No, the RC and RCP contracts comprise both mutual funds and annuities, allowing employees to create a diversified retirement portfolio. In the RC and RCP contracts, employees may select mutual funds, annuities, or a mix of both.
- **Will employees have to pay more for the new RC and RCP contracts?** Employees at Lewis & Clark will pay the same administrative fees for the RA, GSRA, SRA, and GRA contracts and the new RC and RCP contracts. TIAA does not charge additional fees for the RC and RCP contracts. Employees should review their investment options, as each investment option has a total expense ratio (comprised of the costs of managing the portfolio of securities along with other fees). Expense ratios are different for each mutual fund in which an employee may choose to invest.

Common Questions

- **How will I learn more about the new RC and RCP contracts?** TIAA will send out a very detailed packet of information in the mail to all employees and former employees in the plan. No action will be required when you receive the information, but employees *may* elect to take action by meeting with a TIAA representative, calling TIAA, or logging into the TIAA website.
- **Can I opt out of the new RC and RCP contracts?** No, individuals may not opt out of the new RC and RCP contracts because all mutual funds from the RA, GSRA, SRA, and GRA will move to the new RC and RCP contracts and all future contributions after January 2019 will be directed to the new RC and RCP contracts. It is your individual decision whether you want to move your existing annuities from the RA, GSRA, SRA, and GRA to the RC and RCP contracts after January 2019.

Common Questions

- **Who can I talk to at TIAA to help me make decisions about my retirement plan?** There are several different channels through which you can speak to a TIAA representative about your Lewis & Clark retirement plan. TIAA's call center representatives will provide you with information and education about the retirement plan. TIAA's financial consultants are available to provide education and advice in-person, via phone, and through on-campus meetings. TIAA's wealth management advisors provide personalized wealth management services via a broad range of products.

Action Steps

While no action is required today, consider taking these steps:

- Be on the lookout for additional information this fall from TIAA, including a packet of information related to the RC and RCP contracts.
- Consider scheduling an appointment with a TIAA financial professional this fall or early next year to discuss your financial situation and how the RC and RCP contracts benefit you.
- If you still have questions, stop by the Human Resources department to discuss other available options for where to get assistance