

Service & Fee Disclosure Change Notice



Change Notice

RE: Important Information About an Upcoming Change to College Retirement Equities Fund (CREF) Affecting Your Employer-Sponsored Retirement Plan(s)

December 01, 2014

This serves as notice of a change to the College Retirement Equities Fund (CREF) Accounts in your employer-sponsored plan(s). As of April 24, 2015, the expense ratio for the CREF Accounts in the plan(s) noted at the end of this letter will change. The table on the back is designed to help you evaluate the new expense ratio for your participants and the portion associated with administering your plan(s).

Class Changes to CREF Accounts

- CREF currently has a single class structure, which means that it has the same bundled fee across institutional and individual plans/products of all sizes. Beginning April 24, 2015, we are expanding from one class of each CREF Account to a total of three: R1, R2 and R3. We are creating multiple classes to better align CREF's cost structure with actual costs of servicing different clients and participants.
- For your institution's retirement plan(s), eligibility for the CREF class(es) is determined based on your institution's total assets in CREF across all of your plans. As a result, depending on the class in which your plan(s) have been placed, your CREF Account expense ratios will change. If your institution offers CREF across multiple plans, all CREF Accounts in each of those plans will be in the same class. While Account expense ratios will vary among classes, the investment objective, strategy and risk profile for each Account will remain the same.
- The new class designation for all of your plans listed on the back of this letter will be R1. The following table compares the current estimated expense ratios disclosed in the May 2014 CREF prospectus with an estimate of the new expense ratios to be effective on April 24, 2015, for all CREF Accounts.

When reviewing the table, please keep the following in mind:

- The estimated expense ratio represents the total annual operating expense of the Account, which is deducted from the Account's overall performance.
- CREF's current "at-cost" structure – in which the cost to participants is based solely on the cost of administering the accounts – will continue to be in effect.
- The overall expense ratios for each of the eight CREF Accounts are changing due to the differentiation in administrative and distribution expenses among the new CREF classes. Participants will continue to be charged the same investment advisory expenses and mortality and expense risk charge regardless of the class.
- The plan services expense is the portion of the expense ratio paid to TIAA that is used to offset the cost of recordkeeping and other administrative services.
- Your plan(s) may not offer all of the CREF Accounts listed.

Current CREF Accounts			New CREF R1 Account		
CREF Account	Estimated Expense Ratio ¹	Plan Services Expense ²	CREF Account	New Estimated Expense Ratio ³	Plan Services Expense ²
CREF Stock	0.455%	0.24%	CREF Stock R1	0.660%	0.35%
CREF Global Equities	0.465%	0.24%	CREF Global Equities R1	0.680%	0.35%
CREF Growth	0.415%	0.24%	CREF Growth R1	0.625%	0.35%
CREF Equity Index	0.391%	0.24%	CREF Equity Index R1	0.595%	0.35%
CREF Bond Market	0.450%	0.24%	CREF Bond Market R1	0.660%	0.35%
CREF Inflation-Linked Bond	0.405%	0.24%	CREF Inflation-Linked Bond R1	0.615%	0.35%
CREF Social Choice	0.405%	0.24%	CREF Social Choice R1	0.630%	0.35%
CREF Money Market	0.395%	0.24%	CREF Money Market R1	0.610%	0.35%

¹ Estimated expenses from the CREF prospectus dated May 1, 2014; actual expenses may vary, please go to tiaa-cref.org for the most up-to-date expense ratio information.

² TIAA receives compensation that is deducted from plan investments as a portion of their total annual operating expense ratios to pay for the cost of recordkeeping and administrative services for your plan. This "plan services expense" is paid to TIAA for the full range of services it provides to your plan. The plan services expense is a component of and not in addition to the net ratio percentage. The table above provides the current and estimated expense ratio and the current and new plan services expense.

³ This represents a current projection of expense ratios. Final estimated expense ratios will be noted in the prospectus dated April 24, 2015.

The CREF Accounts are variable annuity investments offered to plans under CREF variable annuity contracts. TIAA-CREF Investment Management, LLC, is the investment manager for the CREF Accounts and provides investment management services at-cost. TIAA-CREF Investment Management, LLC is an affiliate of TIAA. In addition, CREF also pays TIAA-CREF Individual & Institutional Services, LLC, an affiliate of TIAA, on an at-cost basis, for the cost of distributing the CREF certificates. TIAA also provides recordkeeping and administration for your plan under an Administrative Services Agreement between CREF and TIAA on an at-cost basis. All expenses described herein are deducted from the daily price of each CREF Account as a portion of the annual operating expense ratio of such Account.

Keep in mind, a regulatory change notice including fee disclosure must be sent to all plan participants and nonparticipating eligible employees of ERISA-covered plans. **TIAA-CREF is prepared to support you in fulfilling these requirements.**

TIAA-CREF will handle the required notifications to TIAA-CREF plan participants. For communications to nonparticipating eligible employees, you may handle the communications yourself, or we can send the communications on your behalf. If you elect to have TIAA-CREF handle these communications, you will need to provide us the required data for your nonparticipating eligible employee population. To accomplish this task, please log in to PlanFocus® and follow the instructions provided for the Disclosure Assist® tool.

If you previously received a Service & Fee Disclosure Package for Plan Fiduciaries, you can keep this letter with that package. As you know, for plans subject to ERISA, fiduciaries are obligated to assess the reasonableness of their service provider's fees. For assistance with this task, you can read our *Assessing Reasonableness of Fees* white paper available online in the Views and Comments section at www.tiaa-cref.org/plansponsor.

TIAA-CREF is committed to providing transparency in the fees associated with the services we offer and in supporting our clients in meeting regulatory requirements. If you have additional questions, please contact your Relationship Manager. Or, if your plan is serviced by the Administrator Telephone Center, you can contact them at **888 842-7782**, Monday to Friday, 8 a.m. to 8 p.m. (ET).

Your Affected Retirement Plan(s):

LYNN UNIVERSITY DEFINED CONTRIBUTION RETIREMENT PLAN; LYNN UNIVERSITY 457(B) DEFERRED COMPENSATION PLAN;