

RA/GSRA Comparison Chart for the Hood College 403(b) DC Retirement Plan

This chart was prepared using information provided by TIAA

Features	Retirement Annuity (RA)	Group Supplemental Retirement Annuity (GSRA)
Contributions accepted from...	Your employer, employee salary reduction (pre-tax) and employee salary reduction (Roth after-tax)	Additional employee salary reduction (pre-tax) and employee salary reduction (Roth after-tax) only
Cash withdrawals¹	Available upon termination of employment, upon reaching age 59 ½, or in case of death, disability or financial hardship subject to plan rules. Available from the TIAA Traditional Annuity in 10 annual installments after separation from service. ²	Available upon termination of employment, upon reaching age 59 ½, or in case of death, disability or financial hardship subject to plan rules.
Fixed-Period Option	Available from the CREF Variable Annuity Accounts and the TIAA Real Estate Account between 2 and 30 years. Not available from the Mutual Funds.	Available from the CREF Variable Annuity Accounts, the TIAA Real Estate Account and the TIAA Traditional Annuity between 5 and 30 years. Not available from the Mutual Funds.
Systematic Cash Withdrawals¹	Available from the CREF Variable Annuity Accounts, the TIAA Real Estate Account and the Mutual Funds after termination of employment. This option is not available from the TIAA Traditional Annuity. ²	Available for all investment options, including TIAA Traditional.
Lifetime Income Options³	Available from the CREF Variable Annuity Accounts, the TIAA Real Estate Account and the TIAA Traditional Annuity. Not available from the Mutual Funds.	Available from the CREF Variable Annuity Accounts, the TIAA Real Estate Account and the TIAA Traditional Annuity. Not available from the Mutual Funds.
TIAA Traditional Interest Only Option	Only available from the TIAA Traditional Annuity.	Not Available.
Transfer Frequency Among Accounts	Full or partial transfers of at least \$1,000 are available from the CREF Variable Annuity Accounts and the Mutual Funds up to three per month, and once per quarter from the Real Estate Account. Transfers from the TIAA Traditional Annuity must be done in 10 annual installments through the Transfer Payout Annuity.	Full or partial transfers of at least \$1,000 are available from the CREF Variable Annuity Accounts and the Mutual Funds up to three times per month, and once per quarter from the TIAA Real Estate Account. No restriction on the TIAA Traditional Annuity.
Loans	Subject to plan rules, loans may be available through the Retirement Loan Product. The maximum loan per employee is \$50,000 and the minimum loan amount is \$1,000. Loans are subject to the availability of funds and the total available accumulation is reduced by the collateralized loan amount.	Subject to plan rules, loans may be available through the Retirement Loan Product. The maximum loan per employee is \$50,000 and the minimum loan amount is \$1,000. Loans are subject to the availability of funds and the total available accumulation is reduced by the collateralized loan amount.

¹ Withdrawals subject to ordinary income tax and a federal 10% additional tax may apply prior to age 59 ½.

² If you have an RA contract, the TIAA annuity contract does not allow lump-sum cash withdrawals from the TIAA Traditional Annuity and transfers must be spread over a 10-year period.

³ Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. Payments under CREF and the TIAA Real Estate Account are variable and will rise or fall based on investment performance.

TIAA-CREF products may be subject to market and other risk factors. See the applicable product literature or visit tiaa.org for details.

This chart provides a high-level overview of plan features only. For more complete information, please refer to the Summary Plan Description, applicable TIAA-CREF informational materials and annuity contracts.

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You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877 518-9161 or access www.tiaa.org/prospectuses for a current prospectus that contains this and other information. Please read the prospectus carefully before investing.