Making the Most of Your Financial Future

Le Moyne College Retirement Plan Enhancements Effective January 2, 2013

TIAA CREF
Financial Services

Today's agenda

- Why is the Retirement Plan changing?
- Retirement Plan enhancements
- Making investment decisions and how TIAA-CREF can help
- Action steps
- Q&A

Why is the Retirement Plan changing?

- The Department of Labor (DOL) and the IRS, over the past few years have placed greater emphasis on fiduciary responsibilities of nonprofit employers, like Le Moyne College, that sponsor an employee retirement savings plan.

- Le Moyne College has a fiduciary responsibility for ongoing monitoring and evaluation of the investment options within the retirement plan provided by TIAA-CREF.

- Due to these requirements Le Moyne College, with the assistance of an independent retirement plan consultant, CAPTRUST, undertook a comprehensive review of its retirement savings plan.

Goals of this review

- Develop a broad range of investment choices.
- Offer additional services to improve the plan.
- Develop a plan that is cost effective for participants.

The basics of the Plan stay the same

Employee or Employer Contribution Rates/Schedules	No change
Eligibility Requirements	No change
Vesting Schedule	No change

New investment choices: Benefits

1	Access to additional investment choices
2	Opportunities for greater diversification
3	Choices designed to help seek a secure retirement

Three approaches to investing

A tiered approach offers flexibility and choices for all investors

Tier 1	Tier 2	Tier 3
Target-date funds	Passive investment options	Actively managed investment options
Investment Approach: one-step approach to investing. Your investment allocation is professionally managed and is based on your anticipated retirement date. Investments are broadly diversified among stocks, bonds, short-term fixed income and inflation-protected assets.	**Investment Approach:** it is an investment process that aims to replicate the returns of a specific market index (i.e., an equity or fixed-income index).	**Investment Approach:** a portfolio manager makes specific investment decisions and actively manages the investment portfolio with the goal of outperforming its benchmark (or market index).

Le Moyne Plan enhancements

Investment options

Tier 1	Tier 2	Tier 3
Target-date funds	Passive Investment options	Actively managed investment options
▪ TIAA-CREF Lifecycle Funds	▪ Vanguard Total Bond Market Index Signal ▪ Vanguard 500 Index Signal ▪ Vanguard Extended Market Index Signal ▪ Vanguard Total International Stock Market Index Signal	▪ CREF Money Market Account (variable annuity) ▪ TIAA Traditional Annuity* ▪ PIMCO Total Return I ▪ John Hancock Disciplined Value R5 ▪ CREF Stock Account (variable annuity) ▪ Prudential Jennison Mid-Cap Growth Z ▪ TIAA-CREF Mid-Cap Value Retire ▪ Prudential Jennison Growth Fund ▪ American Funds EuroPacific Growth R6 ▪ Thornburg International Value R5 ▪ Victory Small Company Opportunity I ▪ Eagle Small-Cap Growth I ▪ TIAA Real Estate Account (variable annuity) ▪ CREF Social Choice

*Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. TIAA Traditional is a guaranteed insurance contract and not an investment for Federal Securities Law purposes.

*Investing involves risk of loss of principal

Investment menu mapping

Asset Class	Current Investment	Action	Future Contribution	Ticker Symbol
Capital Preservation	CREF Money Market Account	Staying	CREF Money Market	Variable Annuity
Capital Preservation	TIAA Traditional Annuity	Staying	TIAA Traditional Annuity	Guaranteed Annuity
Real Estate	TIAA Real Estate Account	Staying	TIAA Real Estate	Variable Annuity
Fixed Income	CREF Bond Market Account	Replaced	PIMCO Total Return Fund Class I	PTTRX
Fixed Income	CREF Inflation-Linked Bond Account	Replaced	PIMCO Total Return Fund Class I	PTTRX
Fixed Income	TIAA Access Bond Plus T3	Replaced	PIMCO Total Return Fund Class I	PTTRX
Fixed Income	TIAA Access High-Yield T3	Replaced	PIMCO Total Return Fund Class I	PTTRX
Fixed Income	TIAA Access Short-Term Bond T3	Replaced	PIMCO Total Return Fund Class I	PTTRX
Fixed Income	TIAA Access – Western Access Core Plus Bond T3	Replaced	PIMCO Total Return Fund Class I	PTTRX
Multi-Asset	CREF Social Choice Account	Staying	CREF Social Choice	Variable Annuity
Multi-Asset	TIAA Access Lifecycle Retirement Income T3	Replaced	TIAA-CREF Lifecycle Retirement Income Fund - Retirement Class	TLIRX
Multi-Asset	TIAA Access Lifecycle 2010 T3	Replaced	TIAA-CREF Lifecycle 2010 Fund – Retirement Class	TCLEX

Investment menu mapping (continued)

Asset Class	Current Investment	Action	Future Contribution	Ticker Symbol
Multi-Asset	TIAA Access Lifecycle 2015 T3	Replaced	TIAA-CREF Lifecycle 2015 Fund – Retirement Class	TCLIX
Multi-Asset	TIAA Access Lifecycle 2020 T3	Replaced	TIAA-CREF Lifecycle 2020 Fund – Retirement Class	TCLTX
Multi-Asset	TIAA Access Lifecycle 2025 T3	Replaced	TIAA-CREF Lifecycle 2025 Fund – Retirement Class	TCLFX
Multi-Asset	TIAA Access Lifecycle 2030 T3	Replaced	TIAA-CREF Lifecycle 2030 Fund – Retirement Class	TCLNX
Multi-Asset	TIAA Access Lifecycle 2035 T3	Replaced	TIAA-CREF Lifecycle 2035 Fund – Retirement Class	TCLRX
Multi-Asset	TIAA Access Lifecycle 2040 T3	Replaced	TIAA-CREF Lifecycle 2040 Fund – Retirement Class	TCLOX
Multi-Asset	TIAA Access Lifecycle 2045 T3	Replaced	TIAA-CREF Lifecycle 2045 Fund – Retirement Class	TTFRX
Multi-Asset	TIAA Access Lifecycle 2050 T3	Replaced	TIAA-CREF Lifecycle 2050 Fund – Retirement Class	TLFRX
Equities	TIAA Access Large-Cap Value Index T3	Replaced	John Hancock Disciplined Value Fund R5	JDVVX
Equities	TIAA Access Large-Cap Value T3	Replaced	John Hancock Disciplined Value Fund R5	JDVVX
Equities	CREF Equity Index Account	Replaced	Vanguard 500 Index Fund Signal	VIFSX

Investment menu mapping (continued)

Asset Class	Current Investment	Action	Future Contribution	Ticker Symbol
Equities	TIAA Access Equity Index Fund T3	Replaced	Vanguard 500 Index Fund Signal	VIFSX
Equities	TIAA Access Growth & Income T3	Replaced	Vanguard 500 Index Fund Signal	VIFSX
Equities	TIAA Access Social Choice Equity T3	Replaced	Vanguard 500 Index Fund Signal	VIFSX
Equities	TIAA Access S&P 500 Index Fund T3	Replaced	Vanguard 500 Index Fund Signal	VIFSX
Equities	CREF Growth Account	Replaced	Vanguard 500 Index Fund Signal	VIFSX
Equities	CREF Stock Account	Staying	CREF Stock Account	Variable Annuity
Equities	TIAA Access Large-Cap Growth Index T3	Replaced	Prudential Jennison Growth Fund Z	PJFZX
Equities	TIAA Access Large-Cap Growth T3	Replaced	Prudential Jennison Growth Fund Z	PJFZX
Equities	TIAA Access T. Rowe Price Institutional Large-Cap Growth T3	Replaced	Prudential Jennison Growth Fund Z	PJFZX
Equities	TIAA Access Mid-Cap Value T3	Replaced	TIAA-CREF Mid-Cap Value Fund – Retirement Class	TRVRX
Equities	TIAA Access Mid-Cap Growth T3	Replaced	Prudential Jennison Mid-Cap Growth Fund Z	PEGZX

Investment menu mapping (continued)

Asset Class	Current Investment	Action	Future Contribution	Ticker Symbol
Equities	CREF Global Equities Account	Replaced	50/50 to American Funds EuroPac and Thornburg International Value	RERGX/ TIVRX
Equities	TIAA Access International Equity Fund T3	Replaced	50/50 to American Funds EuroPac and Thornburg International Value	RERGX/ TIVRX
Equities	TIAA Access International Equity Equity Index T3	Replaced	50/50 to American Funds EuroPac and Thornburg International Value	RERGX/ TIVRX
Equities	TIAA Access Small Cap Blend Index T3	Replaced	50/50 to Victory Small Company Opportunity and Eagle Small Cap Growth	VSOIX/ HSIIX
Equities	TIAA Access Small-Cap Equity Fund T3	Replaced	50/50 to Victory Small Company Opportunity and Eagle Small Cap Growth	VSOIX/ HSIIX
Equities	TIAA Access Real Estate Securities T3	Replaced	TIAA-CREF Lifecycle Retirement Income Fund - Retirement Class	TLIRX
Intermediate Term Bond		Adding	Vanguard Total Bond Market Index Fund Signal	VBTSX
Equities – Medium Company Value		Adding	Vanguard Extended Market Index	VEMSX
Equities – Foreign Large Blend		Adding	Vanguard Total International Stock Market Index	VTSGX
Multi-Asset		Adding	TIAA-CREF Lifecycle 2055 Fund – Retirement Class	TTRLX

Introduction of the Roth 403 (b) option

Roth allows participants to contribute after-tax dollars and receive qualified tax-free distributions after age 59½.

Having both pretax and after-tax assets in your retirement accounts helps you to hedge against uncertainty of future tax rates.

You can allocate your 403(b) contributions between before tax and Roth after-tax.

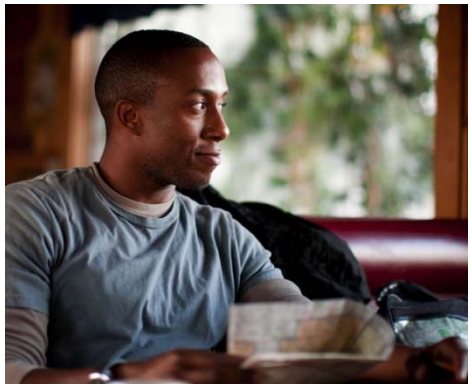
- To receive the 9.5% employer match, you are required to contribute 3.5%
- For your 3.5% match, you can elect ONLY all Roth after-tax or all before-tax contribution
- Additional supplemental contributions can be split
  - Employee can elect Roth, before tax or a mixture of both

Advantages of Roth 403(b)

- Any earnings accumulate tax deferred and qualified withdrawals are tax free from Roth
- Contributions are made on an after-tax basis
- Roth contributions are not subject to gross income limits like a Roth IRA
- Provides additional flexibility in planning retirement income by protecting against potentially higher future tax rates
- Qualified distributions are 100% tax free
- Withdrawal of Roth earnings are also tax free, provided eligible participants meet the criteria

Investment decisions

Investment and retirement planning



Early- and Mid-career Accumulation Advice (on retirement plan assets*)

"Am I saving enough?"

"How should I invest?"

Established Career Preretirement

"Do I need to save more?"

"Will I have enough?"

Pre- And Post-Retirement Advice

"How should I take my income?"

"Will it last?"

Advice recommendations

- Asset allocation
- Fund selection
- Savings/Deferral rate
- Retirement age
- Annuitization methods

*Using an advice methodology from Ibbotson Associates, Inc.

Comprehensive investment advice and education from TIAA-CREF

One-on-one

*Advice and Counseling Sessions

- Planning based on goals, risk tolerance and retirement time horizon
- Personalized action plan with specific recommendations

Online

Web-Based Resources

- Dedicated website: **www.tiaa-cref.org/lemoyne**
- TIAA-CREF's social media: Facebook, Twitter, **myretirement.org**

Communications

Mail, Email and Printed Materials

- Transition materials and new contracts mailed to your home
- Informative enewsletters and email updates
- Quarterly statements with estimated retirement projections TO retirement illustrations and personal rate of return

*Advice is provided on retirement plan assets using an advice methodology from Ibbotson Associates, Inc.

Action steps

Next steps: Launch of planned enhancements

You will be sent an announcement letter in November with details about the changes.

The announcement letter will include the following important information:

- Important dates to remember
- Description of the Plan changes
- Tools you can use and directions on where to go for further information

On January 2, 2013 the new investment lineup will go "live."

As a plan participant, you control your investment selection in the new platform and can *make changes at any time* to your account.

After January 1, 2013

1	Review the enhanced investment menu at **www.tiaa.cref.org/lemoyne**.
2	Make changes to your allocation and/or portfolio if you wish.
3	**If you do nothing:** **1.** Your original investment balances will stay in the accounts as they are today. **2.** Your future contributions will be invested in the mapped investments.
4	Review your current allocations and beneficiary information.
5	Set up a one-on-one session to obtain professional advice and to ensure your current contributions are in line with your retirement goals.

Not participating yet? Start today!

Contact your Benefits office representative, and enroll at **www.tiaa-cref.org/lemoyne**.

We’re here for you

Online assistance:

www.tiaa-cref.org/lemoyne

- Research and view investment options
- Learn more about your plan
- Make changes to your account

Phone assistance:

800 842-2252

- Monday to Friday, 8 a.m. to 10 p.m. (ET)
- Saturday, 9 a.m. to 6 p.m. (ET)

We're here for you

Personalized advice on campus:

Call **800 732-8353**, Monday to Friday 8 a.m. to 5 p.m. (ET), to schedule a *confidential, one-on-one appointment* at no additional cost to you.

Date	Time	Location
Tuesday, October 9, 2012	8:30 a.m. to 4:30 p.m.	Provost Conference Center, Grewen Hall
Thursday, November 15, 2012	8:30 a.m. to 4:30 p.m. 2 p.m.	Provost Conference Center, Grewen Hall

We're here for you

Off-campus personalized advice on retirement plan assets:

You may also schedule a *confidential, one-on-one appointment* at our local offices. Appointments available between 8:30 a.m. until 4:00 p.m.:

Syracuse:
250 South Clinton Street, Suite 310
Syracuse, NY 13202
315 477-9000
866 698-4221

Ithaca:
131 East Green Street, Suite 4
Ithaca, NY 14850
607 274-6450
866 842-3517

Q&A

Financial Services

Investment, insurance and annuity products are not FDIC insured, are not bank guaranteed, are not bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity and may lose value.

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

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

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