

Q&A: About the new Le Moyne College investment choices



Can I leave my existing balances in the current investment choices after January 3, 2012?

Yes. However, Le Moyne College, as the fiduciary of the 403(b) employee retirement savings plan, will not be monitoring the performance of the replaced investment options going forward. The Le Moyne College Retirement Investment Committee will only be monitoring the performance of the new investment lineup that is effective January 3, 2013.

Will I be able to transfer account balances between investment options that were on the menu in 2012? For example, can I transfer balances from the CREF Bond Market Account to the CREF Growth Account?

No, you can only transfer balances to the new investment options.

Once I move or transfer accumulations out of a current investment option (such as the CREF Bond Market Account) into one of the new investment options (such as the PIMCO Total Return Fund Class I), can I later transfer the dollars back to the original investment option?

No. Once you move accumulations out of an existing investment choice, you cannot transfer them back.

If I don't like where my future contributions are being mapped, can I change my future contributions to other funds?

Yes, you can change your investment allocations to any one of the new investment options effective January 3, 2013.

What is the new 403(b) Roth contribution option?

The new Roth option gives you an investment choice through which your contributions are made with after-tax dollars. You can then enjoy tax-free distributions from your account, without penalty, when you are age 59½ or older and take a distribution five years after the first Roth contribution was made to the account. Withdrawals of earnings are subject to ordinary income tax and a 10% early withdrawal penalty may apply prior to age 59½. (Withdrawals may also be subject to the provisions of your employer's plan.)

Can I transfer or convert any of my existing balances into the Roth option?

No. Only future contributions can be made to a 403(b) Roth account.

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How will I benefit from making Roth 403(b) contributions?

It depends. If you expect your tax rate to be higher in retirement than it is now, then the Roth 403(b) option can offer you tax advantages. On the other hand, if you expect your tax rate to be higher now than in retirement, the pretax option may be the right choice for you. Please consult with your tax advisor on which option is better suited to you.

How do I contribute to the Roth option?

Contributing to the Roth option is easy. You simply need to complete and submit a new Salary Reduction Agreement. If you are enrolling for the first time, you will also need to complete an enrollment application.

Can I move account balances into a different investment option before the conversion?

Yes, you can change allocations at any time before or after the conversion. If you want to make a transfer, TIAA-CREF Financial Consultants are available at **800 842-2252**, Monday to Friday, 8 a.m. to 10 p.m., and Saturday, 9 a.m. to 6 p.m. (ET), to assist you. You can also make transfers through the dedicated retirement plan website at www.tiaa-cref.org/lemoyne. Once you've logged on, enter your user ID and password, select *Manage My Portfolio* and go to the *Take Action* section to transfer funds.

Will I receive a confirmation of the changes to my portfolio?

You will receive a confirmation of all asset movement and allocation changes that you make. These transactions will also be displayed on the quarterly statements and on your account online.

Can I get advice on whether the funds are compatible with my savings goals?

TIAA-CREF offers objective investment advice* on your retirement plan assets at no additional cost to employees in the Le Moyne Retirement Plan. Just call **800 732-8353** from 8 a.m. to 8 p.m. (ET) to schedule an appointment.

I want to set up a "one-on-one" session with a TIAA-CREF Consultant. What do I need to do?

Call **800 732-8353**. Additional "one-on-one" meetings on campus have been scheduled for January 29, 30, 31; February 5 and 6. So call early to make your appointment.

*Advice provided using the using an advice methodology from Ibbotson Associates, Inc.

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

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877 518-9161 or go to 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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