



# TIAA 2017 Benefits AT A GLANCE

TIAA is committed to making financial well-being possible for its clients, and the firm is equally committed to the well-being of its employees. That's why we offer a comprehensive Total Rewards package that includes a superior retirement program and highly competitive health, wellness and work life benefits. It's designed to meet the changing needs of our diverse workforce and help everyone achieve and maintain their best possible physical, emotional and financial health. To learn more about your benefits, you will be invited to an employee new hire benefits webinar soon after your hire date.

## SAVINGS AND INVESTMENT

BENEFIT	DESCRIPTION										
The firm's contributions to the plans listed below are fully vested after 3 years of service.											
TIAA RETIREMENT PLAN	<ul style="list-style-type: none"> <li>You are eligible on your first day of work (if you are at least age 21); interns are eligible after a 90-day waiting period.</li> <li>The firm makes a contribution equal to a percentage of your base salary each pay period; you decide how to invest the firm's contribution in one of the plan's investment options.</li> <li>The percentage the firm contributes increases as you get older:</li> </ul>										
	<table border="1"> <thead> <tr> <th>If you are...</th> <th>The firm makes a contribution equal to this percentage of your base salary...</th> </tr> </thead> <tbody> <tr> <td>Under age 30</td> <td>5%</td> </tr> <tr> <td>Age 30 to 44</td> <td>9%</td> </tr> <tr> <td>Age 45 to 54</td> <td>11%</td> </tr> <tr> <td>Age 55 and over</td> <td>12.5%</td> </tr> </tbody> </table>	If you are...	The firm makes a contribution equal to this percentage of your base salary...	Under age 30	5%	Age 30 to 44	9%	Age 45 to 54	11%	Age 55 and over	12.5%
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TIAA RETIREMENT BENEFIT EQUALIZATION PLAN	<ul style="list-style-type: none"> <li>Contributions to the Retirement Plan in excess of Internal Revenue Code (IRC) limits will be automatically allocated to the Equalization Plan.</li> <li>The firm will begin paying you the balance in your Equalization Plan when your employment ends or the month following your 60th birthday, whichever is later.</li> </ul>										
TIAA CODE SECTION 401(K) PLAN	<ul style="list-style-type: none"> <li>You are eligible on your first day of work and will be automatically enrolled at a 3% contribution rate; interns are eligible after a 90-day waiting period.</li> <li>You invest a percentage of your pay and/or bonus up to \$18,000 (\$24,000 if you are age 50 or over). Make sure to opt out of automatic enrollment if you have already met these limits for the year.</li> <li>You can elect the optional auto-save feature which automatically increase your contribution rate each year, starting at 3% of your pay during your first year of employment. You may opt out of auto-save or change how much you contribute at any time.</li> <li>Your contributions to the 401(k) Plan can be made on a pre- or after-tax basis.</li> <li>The firm makes a matching contribution of 100% on the first 3% of your base pay up to the IRC limit of \$270,000 in earnings.</li> <li>Funds from other qualified plan distributions may be rolled over into this plan.</li> </ul>										
TIAA 401(K) EXCESS PLAN	<ul style="list-style-type: none"> <li>If you enroll within 30 days of your first day of work, your participation takes effect immediately. Otherwise, your participation takes effect on the January 1 following your enrollment.</li> <li>You contribute any portion of your base salary that exceeds \$270,000 and the firm makes a matching contribution of 100% on the first 3% of base salary paid over \$270,000.</li> <li>Benefits will be paid following the end of your employment.</li> </ul>										
RETIREMENT HEALTHCARE SAVINGS PLAN (RHSP)	<ul style="list-style-type: none"> <li>You are eligible on your first day of work and can contribute as much as you like on an after-tax basis in a tax-free, interest-earning savings account that you can use to pay for eligible healthcare expenses when you decide to leave the firm; interns are eligible after a 90-day waiting period.</li> <li>The firm will match 100% of your contributions, up to \$750 annually.</li> <li>Your contributions and the firm's match will automatically be invested in a TIAA-CREF Lifecycle Fund at a target retirement age closest to your 65th birthday. You can also choose to invest your RHSP account in one or more of the plan's investment fund options.</li> </ul>										

## HEALTH, INSURANCE AND WELLNESS BENEFITS

To be covered under the health, insurance and wellness plans, you need to make your elections within 30 days of hire through *Your Benefits Center*. You will receive an email notification from *Your Benefits Center* with your default PIN and a link to the enrollment site. If you do not make an election, you will be defaulted into the Aetna Consumer Choice POS with Health Savings Account (HSA) medical option and the Delta Dental PPO plus Premier option at the Employee Only coverage level.

Family situations and life choices can differ greatly among employees, and the firm is committed to respecting differences and supporting diversity. That's why we provide greater flexibility regarding the eligible dependents you can cover under our medical, dental and vision options. For more information on who is eligible for coverage, see *Your 2017 Benefits Guide*.

BENEFIT	WHO PAYS	DESCRIPTION
<p>You are eligible for the following benefits on your first day of work if you are an active full-time or part-time employee of the firm with a regular work schedule of 21 or more hours per week; interns are eligible after a 90-day waiting period.</p>		
<b>MEDICAL</b>	<p><b>The firm pays</b> a majority of the premium.</p> <p><b>You pay</b> the difference.</p>	<p>Depending on where you live, you can choose from at least two medical coverage options:</p> <ul style="list-style-type: none"> <li>• <b>Aetna Consumer Choice POS with Health Savings Account (HSA)*</b> – A high-deductible consumer option. If you enroll in the <b>Aetna Consumer Choice POS with HSA medical option</b>, the firm will make a <b>tax-free contribution</b> to the HSA in the amount of \$500 or \$1,000 each year, depending on your coverage level. This amount will be pro-rated if you are a new hire. You can also contribute to your HSA, allowing you to save money for healthcare expenses on a pre-tax basis.</li> <li>• <b>Aetna Choice Advantage POS*</b> – All services are generally subject to coinsurance after you satisfy the annual deductible.</li> <li>• <b>Kaiser-Colorado HMO</b> (is only available to eligible employees in the HMO's service area)</li> </ul> <p>Preventive care is covered at 100% under each medical option.</p> <p>If you elect medical coverage, you are automatically enrolled in prescription drug coverage through CVS Caremark.</p> <p>CVS Caremark can assist with both retail and mail service prescriptions.</p> <p><small>* If you live or work in the Chicago service area, you also have the option to select Blue Cross Blue Shield (BCBS) as your network provider. These plans are called <b>BCBS High Deductible Plan (HDHP) with HSA</b> and <b>BCBS PPO</b>. The medical plan designs administered by BCBS are identical to the plans administered by Aetna. See <i>Your 2017 Benefits Guide</i> for more information.</small></p>
<b>DENTAL</b>	<p><b>The firm pays</b> a majority of the premium.</p> <p><b>You pay</b> the difference.</p>	<p>The firm offers the Delta Dental PPO plus Premier option, which is administered by Delta Dental.</p> <ul style="list-style-type: none"> <li>• You can see any dentist within the PPO or Premier networks with discounted rates; you may also receive care out-of-network.</li> <li>• Preventive and basic restorative dental care (fillings) are covered at 100% up to plan maximums.</li> </ul>
<b>VISION</b>	<p><b>You pay</b> the full cost.</p>	<p>The firm offers two vision plan options - Standard and Enhanced. Both options provide coverage for routine eye exams, plus glasses or contact lenses.</p> <p>The Enhanced option offers additional coverage including a higher frame and contact lens allowance, plus full coverage for certain lens add-ons (UV coating and progressive lenses).</p>
<b>SPENDING ACCOUNTS</b>	<p><b>You pay</b> the full cost.</p>	<p><b>Healthcare</b> Set aside up to \$2,600 of annual pre-tax pay for certain out-of-pocket healthcare expenses.</p> <p><b>Dependent Day Care</b> Set aside up to \$5,000 of annual pre-tax pay (per household) for certain out-of-pocket dependent day care costs.</p>

BENEFIT	WHO PAYS	DESCRIPTION
You are eligible for the following benefits on your first day of work; interns are eligible after a 90-day waiting period.		
<b>GROUP LIFE INSURANCE*</b>	<p><b>The firm pays</b> the full cost for basic employee coverage; automatic enrollment.</p> <p><b>You pay</b> the full cost for supplemental coverage.</p>	<p><b>Basic Employee Coverage</b> 1 x annual base salary (automatic) or you can limit coverage to \$50,000 to eliminate imputed income.</p> <p><b>Supplemental Coverage</b> <i>Employee:</i> additional 1 to 6 x annual base salary (maximum \$2.5 million for basic and supplemental combined). You can elect optional coverage up to 3 x basic without a Statement of Health, or from 4 to 6 x basic with a Statement of Health. <i>Spouse:</i> up to \$125,000 (<b>Note:</b> You can elect up to \$50,000 in spouse life insurance without a Statement of Health). <i>Child(ren):</i> \$10,000 for each child.</p>
<b>ACCIDENTAL DEATH &amp; DISMEMBERMENT INSURANCE (INCLUDING PERSONAL TRAVEL ASSISTANCE INSURANCE)*</b>	<p><b>The firm pays</b> the full cost for basic coverage; automatic enrollment.</p> <p><b>You pay</b> the full cost for supplemental coverage.</p>	<p>Pays benefits for accidental loss of life, limb or sight.</p> <p><b>Basic Employee Coverage</b> 1 x annual base salary (automatic).</p> <p><b>Supplemental Employee Coverage</b> 1 x annual base salary up to maximum of \$2.5 million for basic and supplemental combined.</p>
<b>BUSINESS TRAVEL ACCIDENT INSURANCE</b>	<b>The firm pays</b> the full cost; automatic enrollment.	<p><b>Basic Employee Coverage</b> 5 x annual base salary. Minimum benefit = \$200,000 Maximum benefit = \$5,000,000</p>
<b>SHORT-TERM DISABILITY (STD) COVERAGE</b>	<b>The firm pays</b> the full cost; automatic enrollment.	<p>If you become disabled and are unable to work, STD benefits begin on the 8th consecutive calendar day of absence (the 1st work week of absence is charged to PTO or unpaid if you have exhausted your PTO). STD payments may continue for up to 26 weeks as follows:</p> <ul style="list-style-type: none"> <li>• <b>Week 1:</b> Paid time off, if available; otherwise, unpaid time</li> <li>• <b>Weeks 2–8:</b> 100% of base salary continued</li> <li>• <b>Weeks 9–13:</b> 80% of base salary continued</li> <li>• <b>Weeks 14–26:</b> 70% of base salary continued</li> </ul>
<b>LONG-TERM DISABILITY (LTD) COVERAGE*</b>	<p><b>The firm pays</b> the full cost; automatic enrollment.</p> <p><b>You pay</b> taxes on the amount of value of the LTD credit that the firm pays on your behalf.</p>	The plan pays 60% of your base salary rate plus bonus and commissions paid within the 12 months prior to your disability start date, up to \$20,000 monthly maximum, when STD benefits are exhausted.

\* To be eligible for this benefit, you must work a minimum of 21 hours per week. If you are a part-time employee, the value of these benefits will be reduced to align with your pro-rated salary.

BENEFIT	WHO PAYS	DESCRIPTION
WELLNESS BENEFITS	<b>The firm pays</b> the full cost.	<p>The firm provides access to a number of benefits to help you live well, including:</p> <ul style="list-style-type: none"> <li>• <b>Corporate Athletic Program</b>, which supports multiple sports per site with a maximum of \$2,000 per sport.</li> <li>• <b>Fitness Reimbursement Program</b>, which provides a 50% reimbursement (up to \$650) per year on the cost of a gym membership in an approved fitness facility; the reimbursement is taxable.</li> <li>• <b>WellMatch</b> (<i>Aetna members only</i>), an online tool you can use to compare the cost and quality of healthcare services, or search for in-network providers.</li> <li>• <b>Health Advocate</b>, an independent organization of healthcare professionals who deal directly with providers and insurance carriers on your behalf to resolve administrative and clinical healthcare issues.</li> <li>• <b>Living Well Health and Wellness Centers</b> (onsite centers in Charlotte, Ballantyne/Betsill, Denver and New York), which are staffed by physicians, nurse practitioners, health coaches and EAP counselors that work to help employees maintain their best possible health. Services are also available face-to-face or over the phone for employees in other locations.</li> <li>• <b>Mindfulness at Work</b><sup>®</sup>, an online program dedicated to helping you learn how to respond—rather than react—to a stressful situation, create better relationships and deal with difficult personalities. This program offers guidance from expert instructors who will teach you mindfulness techniques that help you work through these types of situations and others.</li> <li>• <b>My Brain Solutions</b>, a service that can help you develop strategies to maximize your performance by managing stress, staying positive and thinking more clearly.</li> <li>• <b>Wellness Incentive Program</b>, which provides a 10% discount on medical premium contributions if you complete a biometric screening. You can also earn Reward &amp; Recognition points for participating in a variety of wellness activities, including speaking with a Healthy Lifestyle coach, completing preventive screenings, participating in My Brain Solutions and more.</li> <li>• <b>Teladoc</b>, a service provided through Aetna that gives members flexibility to access medical services with board certified physicians by phone or online.</li> </ul>

## WORK LIFE BENEFITS

Employees are automatically eligible for the following benefits. Visit the Corporate Intranet for more information.

BENEFIT	DESCRIPTION															
MY HOMEWORK CONNECTION	Provides you and your dependents with expert tutors who can provide one-on-one, on-demand assistance with homework (up to five hours of tutoring per month <b>at no cost to you</b> ).															
COMMUTER BENEFIT PROGRAM	Allows you to use before-tax money from your paycheck to pay for your commuting expenses. <ul style="list-style-type: none"> <li>• <b>Public transportation</b> (i.e., bus, train, subway or ferry service) – up to \$255 per month before taxes.</li> <li>• <b>Parking</b> (i.e., garage, parking lot near work or in a paying commuter lot for the bus, train or ferry service) – up to \$255 per month before taxes.</li> </ul>															
BENEFIT	DESCRIPTION															
PAID TIME OFF (PTO)	<p>PTO is earned in hours based on job tier and completed years of service and is pro-rated for new hires. The table below illustrates the number of days a full-time employee who works 8 hours per day would earn in a full year.* In addition to PTO, you also receive 8 scheduled holidays.**</p> <table border="1"> <thead> <tr> <th>Full Years of Service</th> <th>Job Tier 1–6</th> <th>Job Tier 7–12</th> </tr> </thead> <tbody> <tr> <td>Less than 1 year</td> <td>Up to 27 days</td> <td>Up to 22 days</td> </tr> <tr> <td>1 to 4 years</td> <td>27 days</td> <td>25 days</td> </tr> <tr> <td>5 to 19 years</td> <td>30 days</td> <td>27 days</td> </tr> <tr> <td>20 years or more</td> <td>32 days</td> <td>30 days</td> </tr> </tbody> </table> <p>* Employees in California follow a different accrual schedule. See Your 2017 Benefits Guide for more details.            ** If you are employed by TGAM, you are eligible to receive <b>9 scheduled paid holidays</b>.</p>	Full Years of Service	Job Tier 1–6	Job Tier 7–12	Less than 1 year	Up to 27 days	Up to 22 days	1 to 4 years	27 days	25 days	5 to 19 years	30 days	27 days	20 years or more	32 days	30 days
Full Years of Service	Job Tier 1–6	Job Tier 7–12														
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5 to 19 years	30 days	27 days														
20 years or more	32 days	30 days														
EMPLOYEE ASSISTANCE PROGRAM	Access to qualified professionals who can help you and members of your household manage personal and work-related issues. Employees who live in Charlotte, Denver and New York can access EAP counselors in person.															
PARENTAL LEAVE	<p>If you are a <b>birth mother</b>, you are eligible to begin STD benefits 2 weeks prior to your due date and then continue STD benefits for 6 weeks after your delivery date, plus an additional 12 weeks of parental leave (first four weeks are company-paid).</p> <p>If you are <b>another new parent</b>, you are eligible to receive up to 12 weeks of parental leave, of which four weeks will be company-paid. Parental Leave is subject to the terms and conditions of the Leave of Absence and PTO policy for payment of time off.</p>															
ADOPTION ASSISTANCE PROGRAM	You may be reimbursed for up to \$5,000 of eligible expenses for the adoption of each child.															
BACKUP CARE CONNECTION PROGRAM	Up to 20 days per dependent for in-home or center-based care for children, elder or adult family members when regular care arrangements are unavailable.															
TUITION REIMBURSEMENT PROGRAM	The firm reimburses up to \$8,000 per year of eligible undergraduate or post-graduate tuition expenses once the course is completed.															
IDENTITY THEFT RECOVERY SERVICES	A network of identity recovery professionals will take care of all the paperwork, negotiation and management of resolving your identity theft issues.															
DISCOUNT PROGRAM	The firm has established many corporate partnerships to provide employees with a variety of discounts and savings opportunities that are not available to the general public.															

*The programs highlighted in this communication include the benefit coverages and programs that are offered to current employees. More detailed descriptions will be made available if you become an employee. The firm reserves the right to change, modify or discontinue any of its employee benefit plans and programs at any time; there is no promise that these plans/programs will continue indefinitely. This overview is available to all prospective candidates for employment and does not constitute an offer of employment.*

