At TIAA, our focus is on you and your financial future

We started out offering retirement services to teachers nearly 100 years ago. Today, we’re a full-service financial services organization specializing in the distinctive needs of people like you who work in the academic, research, medical, governmental and cultural fields.

With our strong nonprofit heritage, we are committed to providing you:
- Personalized retirement plan advice and guidance from highly trained consultants
- A variety of investment products to help you create a diversified portfolio
- Low fees so you can potentially get more for your money

And, we look at your financial picture—where you are today, what’s important to you and where you want to be at retirement—to help you develop a course of action to reach your goals.

Take the first step towards retirement. Enroll today.

Your employer’s retirement plan makes it easier than ever for you to start preparing for your retirement. Whether it’s years down the road or just around the corner, the time to start saving for retirement is now.

Why it’s important to act now
- People are living longer these days. That’s a good thing, but it means you’ll probably need more money to cover daily expenses and healthcare when you retire.
- On average, Social Security will provide only 40% of the money you will need during your retirement years. ¹
- Time is on your side: The earlier you act, the more it can potentially do for you.

This graph shows how much money a person would have if they saved $100 a month for 20, 30 and 40 years.

<table>
<thead>
<tr>
<th>Total Savings (in thousands)</th>
<th>20 Years</th>
<th>30 Years</th>
<th>40 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount from Contributions</td>
<td>$22,000</td>
<td>$36,000</td>
<td>$48,000</td>
</tr>
<tr>
<td>Amount from Compounded Earnings</td>
<td>$24,000</td>
<td>$38,000</td>
<td>$56,000</td>
</tr>
<tr>
<td>Total Savings</td>
<td>$46,000</td>
<td>$74,000</td>
<td>$104,000</td>
</tr>
</tbody>
</table>

Assumes a 6% annual return, which is purely hypothetical and not intended to predict or project the actual performance of any account. Actual returns will vary. Does not reflect expenses that would result in lower returns. Assumes no withdrawals during the period indicated. All figures are rounded to the nearest thousand.

Time can have a significant impact on retirement savings.

The earlier contributions start, the longer time and money can work through the power of compounding. There is potential for growth on the funds contributed and for growth on their earnings.
And don’t worry!
You don’t have to navigate your way through the process alone. Our experienced financial consultants are waiting to help you. To schedule a session, visit TiAA.org/schedulenow.

Your employer’s retirement plan offers valuable benefits
Advantages that can help you maximize your savings include:

มาตรการที่ช่วยให้มีการรวมทุนที่มากขึ้นก็ต้องตัดสินใจด้วย.

Convenience
Once you’re enrolled, contributions will be automatically applied to your account.

Tax deferral
No taxes are taken on your contributions or their earnings, which compound, until you take money out of the plan.²

Access to diverse investments
You can build a portfolio of professionally managed investments to suit your personal goals and risk tolerance.

Personalized retirement plan advice and guidance
You can schedule a session with a financial consultant, who can help you with your retirement plan investments.

Pretax savings
If applicable to your plan, every dollar you save is on a pretax basis, which reduces your current taxable income.

So, don’t delay. Enroll today!
It’s easy: Just click or call

Online
TIAA.org/DE
24 hours a day, 7 days a week

National Contact Center
888-583-0291
Weekdays, 8 a.m. to 10 p.m.
and Saturdays, 9 a.m. to 6 p.m. (ET)

* Applies to mutual fund and variable annuity expense ratios. Source: Morningstar Direct, December 31, 2015. The expense ratio on all mutual fund products and variable annuity accounts managed by TIAA-CREF is generally less than half the mutual fund industry average. 72% are less than half their respective Morningstar Universe average and 63% are less than half their respective Morningstar Universe median.

Our mutual fund and variable annuity products are subject to various fees and expenses, including but not limited to management, administrative, and distribution fees; our variable annuity products have an additional mortality and expense risk charge.

¹ Social Security Administration, http://ssa.gov/pubs/10035.html#a0=1
² All withdrawals are subject to ordinary income tax. Withdrawals prior to age 59½ may be subject to an additional 10% penalty.

Distributions from 403(b) plans before age 59½, severance from employment, death, or disability may be prohibited, limited, and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.

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

Investment products may be subject to market and other risk factors. See the applicable product literature, or visit TiAA.org for details.

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877-518-9161 or log on to TIAA.org for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

TIAA-CREF Individual & Institutional Services, LLC, Teachers Personal Investors Services, Inc., and Nuveen Securities, LLC, Members FINRA and SIPC, distribute securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF), New York, NY. Each is solely responsible for its own financial condition and contractual obligations.

©2016 Teachers Insurance and Annuity Association of America-College Retirement Equities Fund (TIAA-CREF), 730 Third Avenue, New York, NY 10017
TIAA 403(B) Retirement Savings Plan
Agreement for Salary Reduction

By signing this agreement, made between ________________________________ (the Employee) and Dwight-Englewood School, the parties hereto agree as follows:

Effective for amounts paid on or after ________________________________ which date is subsequent to the execution of this Agreement, the Employee’s salary will be reduced by the amount indicated below. In order to be eligible for the School’s matching contribution, the Employee is required to contribute a minimum of 5% to the TIAA-CREF 403(b) Retirement Savings Plan.

This agreement shall be legally binding and irrevocable for both the School and the Employee while employment continues. However, either party may terminate or otherwise modify this Agreement at the end of any month (or pay period, if applicable) by giving at least thirty days written notice so that this Agreement will not apply to salary subsequently paid.

The amount of the salary reduction shall be: (check one)

(    ) % of annual base salary or base pay

(    ) $_________ per pay period

(    ) $_________ the maximum amount allowed under law, to be determined by the Employee

It is understood that this amount may not produce a total contribution that exceeds the Employee’s statutory limitation under IRC Section 415 or Section 402(g), whichever is less.

Employee contributions, along with the School’s match, will be invested in the Dwight-Englewood School 403(b) Retirement Savings Plan.

Signed this __________ day of ________________, 2018

(    ) I DECLINE ENROLLMENT IN THE DWIGHT-ENGLEWOOD SCHOOL 403(B) RETIREMENT SAVINGS PLAN

_____________________________________________
Employee Signature