<table>
<thead>
<tr>
<th>TYPE PLAN</th>
<th>Defined Contribution Plan: Benefits are based on the value of your account</th>
</tr>
</thead>
<tbody>
<tr>
<td>VESTING</td>
<td>366 days of continuous employment, or</td>
</tr>
<tr>
<td></td>
<td>Immediately if you have an existing TIAA-CREF annuity account</td>
</tr>
<tr>
<td>RETIREMENT AGE</td>
<td>Annuity payable when you retire at any age</td>
</tr>
<tr>
<td></td>
<td>Mandatory: None</td>
</tr>
<tr>
<td>CONTRIBUTION RATES</td>
<td>Employee: 3%</td>
</tr>
<tr>
<td></td>
<td>Employer: 8% for the first 7 years of employment</td>
</tr>
<tr>
<td></td>
<td>10% after 7 years of employment</td>
</tr>
<tr>
<td>RETIREMENT ALLOWANCE</td>
<td>The total value of your account</td>
</tr>
<tr>
<td>RETIREMENT With BENEFITS</td>
<td>Minimum: 1. appointed on or before 6/30/1976: Age 55 and 10 years of pensionable, continuous full time CUNY services or prior to age 55 with 15 years of pensionable, continuous full time CUNY service.</td>
</tr>
<tr>
<td></td>
<td>3. Appointed on or after 9/1/1985: Age 62 and 15 years of pensionable, continuous full time CUNY services.</td>
</tr>
<tr>
<td>Supplemental Annuity Account</td>
<td>A Tax Deferred account (SRA) is available. For more information, contact Scott Israel at 1-800-842-2733 Ext. 1809.</td>
</tr>
<tr>
<td>DISABILITY BENEFITS</td>
<td>The value of your account paid as an annuity</td>
</tr>
<tr>
<td>DEATH BENEFIT</td>
<td>The value of your account paid to your designated beneficiary(ies)</td>
</tr>
<tr>
<td>PORTABILITY</td>
<td>Accounts may be maintained if you become employed by any other college, school, or nonprofit organization that offers TIAA-CREF to its employees.</td>
</tr>
<tr>
<td>LOANS</td>
<td>Yes, on both annuity and SRA accounts</td>
</tr>
<tr>
<td>MISCELLANEOUS</td>
<td>1. If vested, annuity payable when you retire at any age</td>
</tr>
<tr>
<td></td>
<td>2. If not vested, employee contributions are refunded</td>
</tr>
</tbody>
</table>