



TIAA-CREF human resources

# YOUR 2011 BENEFITS

## AT A GLANCE

Learn more about your benefits by viewing the interactive Retirement Plan Module and Health and Welfare Module. On the Corporate Intranet, click on “HR Services” > “Total Rewards.” On the Total Rewards page, click “Benefits” in the menu on the right. Links to both Modules are at the bottom of the page.

## SAVINGS AND INVESTMENT

The following benefits are managed by TIAA. You will receive an email within five business days after your date of hire that explains how to enroll in these benefits.

BENEFIT	DESCRIPTION										
<b>TIAA RETIREMENT PLAN</b>	<ul style="list-style-type: none"> <li>You are eligible on your first day of service (if at least age 21).</li> <li>TIAA makes a per pay period contribution equal to a percentage of your base salary paid.</li> <li>You decide how to invest TIAA’s contribution among various TIAA and CREF annuity funds, TIAA-CREF Mutual Funds and retirement accounts.</li> <li>You are fully vested after 3 years of service.</li> <li>The percentage TIAA contributes increases as you get older:</li> </ul> <table border="1"> <thead> <tr> <th>Age of Participant</th> <th>Percentage of Salary Contributed by TIAA</th> </tr> </thead> <tbody> <tr> <td>Up to 29</td> <td>5%</td> </tr> <tr> <td>30 to 44</td> <td>9%</td> </tr> <tr> <td>45 to 54</td> <td>11%</td> </tr> <tr> <td>55 and up</td> <td>12.5%</td> </tr> </tbody> </table>	Age of Participant	Percentage of Salary Contributed by TIAA	Up to 29	5%	30 to 44	9%	45 to 54	11%	55 and up	12.5%
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<b>TIAA RETIREMENT BENEFIT EQUALIZATION PLAN</b>	<ul style="list-style-type: none"> <li>Contributions to the TIAA Retirement Plan in excess of Internal Revenue Code (IRC) limits will be automatically routed to the Equalization Plan and will also vest after 3 years of service.</li> <li>TIAA will begin paying you the balance in your Equalization Plan at the later of the end of your employment or the month following your 60th birthday.</li> </ul>										
<b>TIAA CODE SECTION 401(K) PLAN</b>	<ul style="list-style-type: none"> <li>You are eligible on your 1st day of service and you will be automatically enrolled at a 3% contribution rate.</li> <li>You invest a portion of your salary and/or bonus up to \$16,500 (\$22,000 if you are age 50 or older).</li> <li>You can elect the optional Auto-Save feature which automatically increases your contributions each year until you reach 6%.</li> <li>Your contributions to the TIAA 401(k) Plan can be made on a pre- or post-tax basis.</li> <li>TIAA makes a matching contribution of 100% on the first 3% of salary that you contribute.</li> <li>Funds from other qualified plan distributions may be rolled over into this plan.</li> </ul>										
<b>TIAA 401(K) EXCESS PLAN</b>	<ul style="list-style-type: none"> <li>If your contributions to the TIAA Code Section 401(k) Plan are limited due to IRC limits, the excess amount will automatically be deposited to the TIAA 401(k) Excess Plan, if enrolled, up to a combined maximum of \$16,500 (\$22,000 if you are age 50 or older).</li> <li>Benefits will be paid following the end of your employment.</li> </ul>										
<b>RETIREMENT HEALTHCARE SAVINGS PLAN</b>	<ul style="list-style-type: none"> <li>You contribute on a post-tax basis in a tax-free, interest-earning savings account that you can use to pay for eligible health care expenses when you retire.</li> <li>TIAA makes a matching contribution on up to 2% contributed: 100% on the first \$300 contributed and 25% on the remaining amount, up to the total 2%.</li> <li>Contributions can be notionally invested in certain investment options, and earnings can be tax free.</li> </ul>										

# HEALTH AND WELFARE BENEFITS

To be covered under the Health and Welfare benefit plans, you need to make your elections within 30 days of hire through *Your Benefits Web* or *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 Medical and Dental coverage at the Employee Only coverage level.

BENEFIT	WHO PAYS	DESCRIPTION
<p>You are eligible for the following optional benefits on your first day of service. You may elect to cover yourself, your spouse*/ domestic partner† and your eligible dependent children.**</p>		
<b>MEDICAL</b>	<p><b>TIAA pays</b> a majority of the premium.</p> <p><b>You pay</b> the difference.</p>	<p>3 point-of-service (POS) medical plan options administered by Aetna. All three options offer in- and out-of-network care.</p> <ul style="list-style-type: none"> <li>■ <b>Consumer Choice POS Option with Health Savings Account (HSA)</b> – A high-deductible consumer option.</li> <li>■ <b>Choice Advantage POS Option</b> – Plan pays 90% of covered services for in-network care after you satisfy the annual deductible.</li> <li>■ <b>Choice Plus POS Option</b> – You pay a co-payment for in-network care at the time you receive the service.</li> </ul> <p>TIAA also offers a Kaiser HMO in Colorado.</p> <p>If you elect medical coverage, you are automatically enrolled in Medco’s prescription drug coverage. TIAA does not have a pre-existing condition clause.</p>
<b>DENTAL</b>	<p><b>TIAA pays</b> a majority of the premium.</p> <p><b>You pay</b> the difference.</p>	<p>2 dental plan options:</p> <ul style="list-style-type: none"> <li>■ <b>Aetna Preferred Provider Organization (PPO)</b> – You may use any in- or out-of-network dentist.</li> <li>■ <b>Aetna Exclusive Provider Plan (EPP)</b> – You must use a network dentist to receive benefits.</li> </ul>
<b>VISION</b>	<p><b>You pay</b> the full cost.</p>	<p>Covers routine eye exams and eyewear through a large network of private practitioners through Vision Service Plan (VSP).</p>
<p>You are eligible for the following optional benefits on your 1st day of work.</p>		
<b>SPENDING ACCOUNTS</b>	<p><b>You pay</b> the full cost.</p>	<p><b>Health Care</b> Set aside up to \$5,000 per household of annual pre-tax pay for certain out-of-pocket health care expenses.</p> <p><b>Dependent Day Care</b> Set aside up to \$5,000 per household of annual pre-tax pay for certain out-of-pocket dependent care costs.</p> <p><b>Transportation</b> Pay for parking expenses and transit expenses on a pre-tax basis. To enroll in the Transportation Spending Account, visit Commuter Benefits on the corporate intranet.</p>

\* Couples can choose to cover each other under the other’s TIAA group medical and dental plans. This means one spouse can opt out of medical or dental coverage and be covered under the other’s plans. In this case, spousal life insurance coverage is not available.

\*\* If the couple has children, only one parent can elect coverage for their dependent children under the TIAA group medical, dental, or life insurance plans.

† Benefits apply to same-sex domestic partners only. Because most domestic partners do not meet the IRS Code definition of “dependent,” the additional cost of health coverage for domestic partners is reported as imputed income to the employee. The IRS requires that your share of your domestic partner coverage is paid on an after-tax basis and that TIAA’s share is reflected in your pay as imputed income. Imputed income is taxable and may increase certain tax withholdings.

BENEFIT	WHO PAYS	DESCRIPTION
You are eligible for the following benefits on your 1st day of work.		
<b>GROUP LIFE INSURANCE</b>	<p><b>TIAA pays</b> the full cost for basic employee coverage for which you are automatically enrolled.</p> <p><b>You pay</b> the full cost for any supplemental coverage.</p>	<p><b>Basic Employee Coverage</b> 1 x base pay (automatic) or can limit to \$50,000 to eliminate imputed income.</p> <p><b>Supplemental Coverage</b> <i>Employee:</i> additional 1 to 6 x base pay (maximum \$1.5 million for basic and supplemental combined). New hires can elect optional coverage up to 2 x basic without proof of good health, or from 3 to 6 x basic with proof of good health. <i>Spouse*:</i> up to \$125,000 <i>Child(ren)**:</i> \$4,000 for each child</p>
<b>ACCIDENTAL DEATH &amp; DISMEMBERMENT INSURANCE</b>	<p><b>TIAA pays</b> the full cost for basic coverage for which you are automatically enrolled.</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 pay</p> <p><b>Supplemental Employee Coverage</b> Additional 1 x pay up to maximum of \$1.5 million for basic and supplemental combined.</p>
<b>BUSINESS TRAVEL ACCIDENT INSURANCE</b>	<p><b>TIAA pays</b> the full cost for which you are automatically enrolled.</p>	<p><b>Basic Employee Coverage</b> 1 x pay Minimum benefit = \$150,000 (for loss of life)</p>
<b>SHORT-TERM DISABILITY COVERAGE</b>	<p><b>TIAA pays</b> the full cost for which you are automatically enrolled.</p>	<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). STD payments may continue for up to 26 weeks as follows:</p> <p>Weeks 1-3: 100% of base salary Weeks 4-13: 80% of base salary Weeks 14-26: 70% of base salary</p>
<b>LONG-TERM DISABILITY COVERAGE</b>	<p><b>TIAA pays</b> the full cost using LTD Credits for which you are automatically enrolled.</p> <p><b>You pay</b> a pre- or post-tax deduction equal to the amount of the LTD Credit provided by TIAA.</p>	<p>The plan pays 60% of your base salary when STD benefits are exhausted.</p>
<b>HEALTH ADVOCATE</b>	<p><b>TIAA pays</b> the full cost.</p>	<p>An independent organization of healthcare professionals who deal directly with providers and insurance carriers on your behalf to resolve administrative and clinical healthcare issues.</p>

\* Couples can choose to cover each other under the other's TIAA group medical and dental plans. This means one spouse can opt out of medical or dental coverage and be covered under the other's plans. In this case, spousal life insurance coverage is not available.

\*\* If the couple has children, only one parent can elect coverage for their dependent children under the TIAA group medical, dental, or life insurance plans.

# LIVING WELL BENEFITS

TIAA employees are automatically eligible for the following benefits. Visit the corporate intranet for more information.

BENEFIT	DESCRIPTION															
<b>PAID TIME OFF (PTO)</b>	<p>For salaried employees, earned on the 1st day of work. You also receive 10 paid holidays per year. PTO is earned in hours based on years of service and job tier. The table below illustrates the number of days a full-time employee who works 8 hours per day would earn each year.</p> <table border="1"> <thead> <tr> <th>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 25 days</td> <td>up to 20 days</td> </tr> <tr> <td>1 to 4 years</td> <td>25 days</td> <td>23 days</td> </tr> <tr> <td>5 to 19 years</td> <td>28 days</td> <td>25 days</td> </tr> <tr> <td>20 years or more</td> <td>30 days</td> <td>28 days</td> </tr> </tbody> </table>	Years of Service	Job Tier 1-6	Job Tier 7-12	Less than 1 year	up to 25 days	up to 20 days	1 to 4 years	25 days	23 days	5 to 19 years	28 days	25 days	20 years or more	30 days	28 days
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<b>EMPLOYEE ASSISTANCE PLAN</b>	Access to qualified professionals who can help you and members of your household resolve a variety of personal and professional problems/issues.															
<b>MATERNITY LEAVE</b>	Employees receive 4 months of leave, which consists of short-term disability benefits followed by 1 month paid leave and then an unpaid leave of absence.															
<b>PAID PATERNITY LEAVE</b>	2 weeks of paid leave for the birth of a child.															
<b>PAID ADOPTION LEAVE</b>	2 weeks of paid leave for the adoption of a child once the child is home.															
<b>ADOPTION ASSISTANCE PROGRAM</b>	After 6 months of service, you may be reimbursed for up to \$5,000 of eligible expenses for the adoption of each child.															
<b>BACKUP ADULT/ELDER CARE</b>	Discounted rates for in-home care providers for elder or disabled adult family members when regular care arrangements are unavailable.															
<b>BACKUP CHILD CARE AND REIMBURSEMENT PROGRAM</b>	Discounted rates for in-home or center-based care for a well or mildly ill child when regular child care arrangements are unavailable.															
<b>FULL-TIME CHILD CARE</b>	Priority access for children ages 6 weeks to 5 years at any Bright Horizons full service center.															
<b>TUITION ASSISTANCE PROGRAM</b>	For full-time employees after completing 6 months of service – TIAA reimburses 100% tuition up to \$8,000 per year if final grade is C or above.															
<b>IDENTITY THEFT RECOVERY SERVICES</b>	A network of identity recovery professionals will take care of all the paperwork, negotiation and management of resolving your identity theft issues.															
<b>LIVING WELL HEALTH AND WELLNESS CENTERS</b>	Onsite health centers in Charlotte, Denver and New York that are staffed by a physician and other health care professionals to provide medical services, such as preventive care, concierge pharmacy, emergency treatment, and lactation rooms.															
<b>FITNESS REIMBURSEMENT PROGRAM</b>	After completing 6 months of service, TIAA reimburses 50% up to \$650 per year of the cost of membership in an approved fitness facility. The reimbursement is taxable.															
<b>CORPORATE ATHLETIC PROGRAM</b>	Each year, TIAA supports up to six sports per site with a maximum of \$2,000 per sport.															
<b>TOASTMASTERS</b>	Several locations offer onsite and near-site access to Toastmasters, an organization that helps employees develop communication and leadership skills.															
<b>DISCOUNT PROGRAM</b>	TIAA has established many corporate partnerships to provide employees with a variety of discounts and savings opportunities that are not available to the general public.															
<b>VOLUNTEER GRANTS</b>	TIAA will contribute \$250 to a non-profit charitable organization on behalf of a qualified employee volunteer.															
<b>EMPLOYEE GIVING CAMPAIGN</b>	TIAA matches employee donations dollar for dollar to eligible non-profit organizations.															
<b>OMBUDS PROGRAM</b>	This program is a vehicle employees may utilize to seek guidance, resolve conflicts and address a variety of workplace issues.															

