

COLUMBIA UNIVERSITY  
IN THE CITY OF NEW YORK  
HUMAN RESOURCES

**Qualified Default Investment Alternative (QDIA)  
Annual Notice – TIAA-CREF**

**RE: Columbia University Retirement Plan for Supporting Staff**

You are receiving this notice to inform you how your contributions under the plan may have been invested, and how they will continue to be invested if you have not provided the appropriate investment instructions. Contributions under the **Columbia University Retirement Plan for Supporting Staff** (the “Plan”) by Columbia University (the “Employer”) may have been invested on your behalf in the default investment fund as described in this notice. This default will only take place if you have selected TIAA-CREF as your vendor of choice when you enrolled.

The **Columbia University Retirement Plan for Supporting Staff** lets you invest your account in a number of different investment choices. If you do not choose a different investment fund or funds, your Plan account may have been invested in a TIAA-CREF Lifecycle Fund that corresponds to your estimated date of retirement. The Lifecycle Funds provide a ready-made diversified portfolio using TIAA-CREF’s family of broadly diversified mutual funds as the underlying investment. The allocation strategy for the underlying equity, fixed-income and short-term mutual funds is based on the number of years expected to reach the target retirement dates. These funds seek to provide high total returns until the target retirement date. Each fund’s goal is to seek high current income and as a secondary objective, capital appreciation. Each fund’s target asset allocation percentages automatically changes over time to become more conservative by gradually reducing the allocation to equity funds and increasing the allocation to fixed-income and short-term funds. If the default investment fund changes at any time in the future, you will be notified.

The attached fact sheet for the TIAA-CREF Lifecycle Funds provide additional information including the investment objectives, risk and return characteristics, and fees and expenses. You can obtain updated information on fee expenses and a more detailed explanation of the TIAA-CREF Lifecycle Funds as well as a list of the Plans’ available funds and a copy of the prospectus at <https://www.tiaa-cref.org/columbia> or by contacting TIAA-CREF at **800-842-2252**.

You have the right to change the investment allocation of your account at any time by contacting TIAA-CREF at **800-842-2252** or accessing your account online at [www.tiaa-cref.org](http://www.tiaa-cref.org).

If you elect to change the investment allocation of your account from one of the TIAA-CREF Lifecycle Funds there are no fees or expenses imposed in connection with that transfer. But certain restrictions may apply if multiple transfers are made from any one account during any 60-day period. See the prospectus for more details on restrictions on frequent transfers at <https://www.tiaa-cref.org/columbia>.

Distributions from plans before age 59 ½, severance from employment, death, or disability may be prohibited, limited, and/or subject to substantial tax penalties.