

Plan and Investment Notice

Investment Options Comparative Chart

Your plan offers a variety of professionally managed investments. One of the benefits of the plan is that you get to decide how your contributions are invested. When making investment decisions, you should keep in mind how long you have until retirement, your tolerance for risk, how this retirement plan fits into your overall financial picture, and the impact of fees. The information on the following pages will help you compare the investment options and make more informed decisions about your retirement plan.

Part A – Performance and Fee Information

Part A consists of performance and fee information for your plan's investment options. It shows you how well the investments have performed in the past as well as any fees and expenses you will pay if you invest in a particular option.

For more information on the impact of fees and expenses associated with your plan, refer to Section I: Summary of Plan Services and Costs or visit the DOL's website at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf. Fees are only one of many factors to consider when making an investment decision.

Part B– Annuity Income Information

Part B contains information about the annuity options available within your employer's retirement plan.

Part A. Performance and Fee Information

The following chart lists your plan's investment options whose value may change based on market fluctuations. When evaluating performance of your variable investment options, you should consider comparing the returns of each investment to an appropriate benchmark, which is included in the chart. A benchmark is a generally accepted unmanaged group of securities whose performance is used as a standard point of reference to measure and compare investment gains or losses for variable return investments. Keep in mind that you may not invest in the benchmark indexes which are shown for

Table 1 – Variable Return Investment Performance as of December 31, 2022

Investment	Return
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Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
CREF Stock Account R2	Allocation--85%+ Equity	QCSTPX	04/24/2015	-18.49%	5.60%	9.06%	0.29%	0.29%	Available in all plans. Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<i>Morningstar Aggressive Target Risk TR USD</i>				-15.93%	5.25%	8.38%			
CREF Global Equities Account R2	Global Large- Stock Blend	QCGLPX	04/24/2015	-18.53%	5.35%	8.42%	0.28%	0.28%	
<i>MSCI ACWI NR USD</i>				-18.36%	5.23%	7.98%			Available in all plans. Contributions and Transfers in not allowed. This applies to plan(s): 103455 103457 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
CREF Equity Index Account R2	Large Blend	QCEQPX	04/24/2015	-19.29%	8.57%	11.83%	0.22%	0.22%	
<i>Russell 3000 TR USD</i>				-19.21%	8.79%	12.13%			
CREF Growth Account R2	Large Growth	QCGRPX	04/24/2015	-32.37%	8.00%	12.50%	0.27%	0.27%	Available in all plans. Contributions and Transfers in not allowed. This applies to plan(s): 103455 103457 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
<i>Russell 1000 Growth TR USD</i>				-29.14%	10.96%	14.10%			
Fixed Income									
Mutual Fund									
Metropolitan West Total Return Bond Fund I	Intermediate Core-Plus Bond	MWTIX	03/31/2000	-14.79%	0.09%	1.29%	0.44%	0.44%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Bloomberg US Aggregate Bond TR USD</i>				-13.01%	0.02%	1.06%			
Vanguard Total Bond Market Index Fund Admiral	Intermediate- Term Bond	VBTLX	11/12/2001	-13.16%	-0.01%	1.00%	0.05%	0.05%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Bloomberg US Aggregate Float Adjusted TR USD</i>				-13.07%	0.06%	1.08%			
Variable Annuity									

Investment Name / <i>Benchmark</i>	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
CREF Inflation-Linked Bond Account R2	Inflation-Protected Bond	QCILPX	04/24/2015	-6.39%	2.41%	0.98%	0.23%	0.23%	Available in all plans. Contributions and Transfers in not allowed. This applies to plan(s): 103455 103457 Round Trip: If a round trip is made within 60

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
S&P Target Date 2015 TR USD				-12.16%	3.07%	5.01%			
TIAA-CREF Lifecycle 2020 Fund Retirement	Target-Date 2020	TCLTX	10/15/2004	-13.74%	3.07%	5.68%	0.79%	0.64%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2020 TR USD				-12.81%	3.14%	5.50%			
TIAA-CREF Lifecycle 2025 Fund Retirement	Target-Date 2025	TCLFX	10/15/2004	-14.51%	3.42%	6.31%	0.80%	0.66%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2025 TR USD				-13.13%	3.75%	6.23%			
TIAA-CREF Lifecycle 2030 Fund Retirement	Target-Date 2030	TCLNX	10/15/2004	-15.42%	3.76%	6.91%	0.82%	0.67%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2030 TR USD				-13.96%	4.17%	6.84%			
TIAA-CREF Lifecycle 2035 Fund Retirement	Target-Date 2035	TCLRX	10/15/2004	-16.16%	4.10%	7.48%	0.85%	0.68%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2035 TR USD				-14.99%	4.63%	7.42%			
TIAA-CREF Lifecycle 2040 Fund Retirement	Target-Date 2040	TCLOX	10/15/2004	-16.82%	4.45%	7.95%	0.88%	0.69%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2040 TR USD				-15.56%	4.97%	7.84%			
TIAA-CREF Lifecycle 2045 Fund Retirement	Target-Date 2045	TFRX	11/30/2007	-17.48%	4.80%	8.23%	0.89%	0.70%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2045 TR USD				-15.84%	5.16%	8.11%			
TIAA-CREF Lifecycle 2050 Fund Retirement	Target-Date 2050	TLFRX	11/30/2007	-17.83%	4.84%	8.29%	0.90%	0.70%	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2050 TR USD				-15.97%	5.26%	8.33%			

Investment Name / <i>Benchmark</i>	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		Shareholder Fees & Restrictions*
				1 Yr.	5 Yr.	10 Yr. or Since fund Inception if less than 10 years	Gross	Net	
TIAA-CREF Lifecycle 2055 Fund Retirement	Target-Date 2055	TTRLX	04/29/2011	-17.96%	4.87%	8.34%	0.91% \$9.10	0.70% \$7.00	Available in all plans. Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

PERSONNEL

Table 2 – Fixed Return Investments

The following chart lists the plan's investment options that have a fixed or stated rate of return.

Name/Type/Option	Return	Term	Additional Information*
Guaranteed Annuity			Available in all plans.

TIAA Traditional-Retirement Annuity	6.25%	Through 02/28/2023	
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Name/Type/Option	Return	Term	Additional Information*
TIAA Traditional-Group Supplemental Retirement Annuity	5.50%	Through 02/28/2023	Available in plan(s): 103457 The current rate shown applies to premiums remitted during the month of January 2023 and will be credited through 2/28/2023. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733. TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability. For Group Supplemental Retirement Annuity (GSRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.
TIAA Traditional-Supplemental Retirement Annuity	5.50%	Through 02/28/2023	Available in plan(s): 103457 The current rate shown applies to premiums remitted during the month of January 2023 and will be credited through 2/28/2023. This rate is subject to change in subsequent months. Up-to-date rate of return information is available on your plan-specific website noted above or at 800-842-2733. TIAA Traditional guarantees your principal and a minimum annual interest rate. The guaranteed minimum interest rate is 3.00%, and is effective while the funds remain in the contract. The account also offers the opportunity for additional amounts in excess of the guaranteed minimum interest rate. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1 for accumulating annuities and January 1 for payout annuities. Additional amounts are not guaranteed for the future years. All guarantees are subject to TIAA's claims paying ability. For Supplemental Retirement Annuity (SRA) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals and transfers are available from the TIAA Traditional account without any restrictions or charges. After termination of employment additional income options may be available including income for life, income for a fixed period of time, and IRS required minimum distribution payments.

*** Legend of plan name for each applicable plan number**

Plans	Plan Names
103455	TIAA-CREF RETIREMENT PLAN FOR FACULTY AND ADMIN OF WILKES UNIV
103457	TIAA-CREF TDA PLAN FOR ALL WILKES UNIVERSITY PERSONNEL

outlive. A variable annuity can be part of a diversified retirement portfolio that may include guaranteed, stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available.

PRICING FACTORS

The amount of your lifetime income is dependent upon many factors including:

- The type of annuity selected (single life, joint life, with or without guaranteed minimum periods).

- The amount of accumulations converted to a life annuity.

- Your age and, if applicable, the age of your annuity partner.

- The investment performance of the variable annuity account your annuity is based upon.

Variable annuity accounts don't guarantee a minimum income. Income fluctuates based on market performance and is directly tied to the accounts' investment returns. A 4% annual investment return is assumed. Generally, if the actual return in a given year is greater than 4% the amount of annuity income will increase; if it is less than 4%, the income will decrease. To learn more about investments that offer lifetime annuity income, please access the web link provided in the Performance and Fee Information section.

RESTRICTIONS / FEES

You may not begin a one-life annuity after you attain age 90, nor may you begin a two-life annuity after you or your annuity partner attains age 90.

Subject to contract terms, if your accumulation is less than \$5,000 on your annuity starting date, TIAA may choose instead to pay your accumulations to you in a single sum.

If your annuity payment would be less than \$100, TIAA has the right to change the payment frequency which would result in a payment of \$100 or more.

Once you have elected a lifetime annuity, your election is irrevocable.

Upon annuitization of CREF accumulations, the expenses associated with CREF will be the same as the R3 Class regardless of the CREF Class prior to annuitization.

The R3 Class has the lowest expense of all the CREF Classes.

