Notice to New Employees regarding the Auto Enroll Program:

Beginning January 1, 2012, Indiana State University is making saving for retirement into the Group Supplemental Retirement Annuity (GSRA) even easier. We offer an automatic enrollment feature that enrolls new employees in the plan. This notice gives you important information on:

- How this plan applies to you as you were hired after January 1, 2012;
- Three (3) percent of your gross earnings will be automatically taken before taxes and contributed into a GSRA;
- Withdraw of funds are allowed upon separation of service or at age 59 1/2;
- The initial investment will be an age appropriate Life Cycle Fund;
- How your contribution is vested immediately.

If you are not voluntarily contributing into the GSRA, you are now required to do so. If you decide to enroll in the plan and contribute into the GSRA above the three (3) percent, completion of a dollar amount on a separate form is required. This automatic enrollment figure will not change any decision you make to contribute to the plan. You can change your contribution level at any time by completing and returning a new form.

Once enrolled, you have 90 days from the date of the first payroll from which contributions were deducted to opt out of the program and receive a full refund of your contributions, plus or minus any investment gains or losses. Once that period passes, you may still elect not to make further contributions to the plan, but any withdrawals of your previous contributions may be subject to restrictions or penalties.

The plan allows you to invest your account in a number of different investment options. When the account is opened, your funds will be invested in an age appropriate life cycle fund that corresponds to your estimated date of retirement.
based upon a retirement age of 65. You are urged to contact TIAA-CREF to review the investments options and, if desired, change your investment as your wish. Additionally, you should also designate a beneficiary for the funds in the event of your death.

TIAA-CREF Lifecycle Funds are actively managed, so their asset allocations are subject to change and may vary from those shown or discussed. Approximately seven to ten (10) years after a fund’s target date, the fund may merge into the Lifecycle Retirement Income Fund or a similar fund.

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877-518-0161 or log on to tiaa-cref.org for a prospectus that contains this and other information. Please read the prospectus carefully before investing.

If you have any questions on how this plan works or your rights and obligations under the Plan, or if you would like a copy of the Plan’s Summary Plan Description of other Plan documents, please contact:

Candace Barton
300 Rankin Hall
812-237-4151
Candy.Barton@indstate.edu

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TIAA-CREF: 1-877-518-0161 or tiaa-cref.org