

# TIAA Benefits-At-A-Glance

We are committed to making financial well-being possible for our clients, and are equally committed to the well-being of our associates and their loved ones. Our comprehensive Total Rewards package provides choice and flexibility, respects differences, and embraces diversity. We support your total financial, physical and emotional well-being, year-over-year. Associates are eligible for benefits on their date of hire.

## RETIREMENT

**It's what we do and what we know.** That's why we offer robust, flexible plans that help our associates build personal wealth and prepare for the future – whether around the corner or down the road.

We offer three core plans with full vesting after 3 years of service:



### RETIREMENT PLAN\*

TIAA contributes 5 to 12.5 percent of your eligible earnings based on your age.



### 401(K) PLAN

Make pre- or after-tax contributions, plus earn the 100 percent Company match on the first 3 percent of your eligible earnings.



### RETIREMENT HEALTHCARE SAVINGS PLAN (RHSP)

Contribute on an after-tax basis and earn the Company match at 100 percent, up to \$750 per year. Use these funds to pay for eligible healthcare expenses after you leave the organization.

If your eligible earnings exceed the IRC limit, you can participate in the **401(k) Excess Plan**, enabling you to maximize your contributions.

\* Nuveen associates that have been designated by Nuveen as primarily supporting Gresham are not eligible to participate in the Retirement Plan.

## HEALTH AND INSURANCE

**Offering the care and security you need, when you need it.** We provide a variety of benefits to meet the differing needs of every associate and their family – from the expected to the unexpected, and everything in between.

Associates have the opportunity to enroll in a variety of important benefits, including:



### MEDICAL COVERAGE

Three\* medical options to choose from (two are paired with a Health Savings Account), which all include prescription drug coverage. The options support our diverse associates' needs, with different cost sharing between the associate and the organization.



### DENTAL COVERAGE

One dental plan option. Preventive care is covered at 100 percent with no deductible.



### VISION COVERAGE

Two vision options to choose from. Both include coverage for routine eye exams, plus glasses or contact lenses.



### LIFE INSURANCE

Group Life, Accidental Death and Dismemberment and Business Travel Accident are automatic, plus the option to elect supplemental coverage for yourself and your dependents.



### FLEXIBLE SPENDING ACCOUNTS (FSAS)

The Healthcare, Dependent Care and Limited Purpose FSAs provide cost-savings during the year.



### DISABILITY COVERAGE

Short- and long-term support covering all or a portion of your salary while out on a short or extended leave.



### WELLNESS

Onsite Living Well Health and Wellness Centers, Healthy Lifestyle Coaching, free mental health screenings, Teladoc, wellness portal, the Employee Assistance Program, incentive opportunities and medical contribution discounts.

\* A Kaiser-Colorado HMO plan is also available as a fourth option for associates located in the HMO service area.

## WORK LIFE

**Support for your full self, both at work and at home.** We understand that our associates wear many hats – parent, volunteer, caregiver, and more. We are dedicated to providing tools and resources to support those many roles, and the responsibilities that come with each.

Associates have access to a variety of work life benefits, including:



### CHILD/DEPENDENT CARE AND SUPPORT

- Adoption Assistance
- Milk Stork
- My Homework Connection
- Education Special Needs
- College Coach
- Back-Up Child/Elder Care



### TIME AWAY

- Generous Time Off plans
- Parental Leave (16 weeks)
- Caregiver Leave (4 weeks)
- Holidays



### GROUP VOLUNTARY PLANS

- Accident Insurance
- Auto/Home Insurance
- Identify Theft Protection
- Critical Illness Insurance
- Legal Assistance Plan



### ADDITIONAL SUPPORT

- Commuter Benefit Program
- Tuition Reimbursement
- Discount Program
- Identity Theft Recovery Services
- Complimentary Retirement Advisory Services



This document highlights the benefits and programs offered to current associates. Detailed descriptions are available if you become an employee. The organization reserves the right to change, modify or discontinue any of its employee benefit plans or programs at any time; there is no promise these plans/programs will continue indefinitely. This overview is available to all prospective candidates for employment and does not constitute an offer of employment. The term associate refers only to employees of TIAA or one of its subsidiaries.