



One Old Ferry Road, Bristol, Rhode Island 02809-2921
401.253.1040 • 800.458.7144 • www.rwu.edu

November 27, 2020

RE: Roger Williams University Retirement Plan Summary Annual Report/
Universal Availability Notice/QDIA Annual Notices

Dear Plan Participant:

Enclosed are copies of the Summary Annual Report, the Universal Availability Notice and the Annual Qualified Default Investment Alternative (QDIA) information for the Roger Williams University Retirement Plan.

The Summary Annual Report provides an overview of the financial status of the retirement plan and the Universal Availability Notice explains your eligibility to participate in the plan.

The QDIA notices include information about the default investment option in the plan. The default option happens if you do not make a choice from the TIAA and/or Valic/AIG investments funds available in the retirement plan. The default options include lifecycle funds for both TIAA and Valic/AIG. Each vendor periodically adjusts these funds based upon the age of eligible participants therefore the fund selections may differ. If you enrolled in TIAA your default investment fund will be as described in the TIAA notice, and if you enrolled in Valic/AIG the default will be as described in the Valic/AIG notice. Detailed information about the lifecycle funds are contained in each notice.

As a reminder, if you are actively making payroll deductions to the retirement plan, then the maximum amount you may contribute to the plan **did not** change for calendar year 2021:

Age 50 or older or turn Age 50 in 2021: \$ 26,000 maximum employee contributions

Under age 50: \$ 19,500 maximum employee contributions

For details of the plan, the Summary Plan Description is available through the following link on the Roger Williams University Human Resources website:

http://www.rwu.edu/sites/default/files/downloads/hr/rwu_retirement_plan.pdf

If you have any questions about these documents or your retirement plan, please contact one of the following individuals in the Human Resources Department. In addition, if you do not have access to a computer you may request a paper copy of the Summary Plan Description.

Joyce Maynard, Manager, Compensation and Benefits at 401-254-3844 or jmaynard@rwu.edu

Susan Guilmette, Benefits Specialist at 401-254-3589 or sguilmette@rwu.edu

Jared Smith, Compensation and Benefits Associate 401-254-3705 or jmsmith@rwu.edu

ROGER WILLIAMS UNIVERSITY 403(b) RETIREMENT PLAN

UNIVERSAL AVAILABILITY NOTICE

Roger Williams University and Roger Williams University School of Law (collectively “University”) provide you with the opportunity to save for your retirement through the Roger Williams University 403(b) Retirement Plan (“Plan”). The University would like you to know more about how you can participate in the Plan. Whether you want to enroll in the Plan, or you are already enrolled but wish to change the amount of your deferral, you can accomplish your goal by filling out a “Salary Reduction Agreement.” You can obtain a copy of the agreement and information on the Plan from the Human Resources Benefits Office at the North Office Building, One Old Ferry Road, Bristol, R.I. 02809, by calling (401) 254-3028, or on the Human Resources website. <http://www.rwu.edu/about/university-offices/human-resources/forms>.

Why contribute to a 403(b) plan? Participating in the Plan can provide a number of benefits, including the following:

- **Lower taxes today.** You contribute before income taxes are withheld – which means you are currently taxed on a smaller amount. This can reduce your current income tax bill. For example, if your federal marginal income tax rate is 25% and you contribute \$100 a month to a 403(b) plan, you have reduced your federal income taxes by roughly \$25. In effect, your \$100 contribution costs you only \$75 currently. The tax deferral increases with the size of your 403(b) contribution.
- **Tax-deferred growth and compounding interest.** In a 403(b) retirement plan, your interest and earnings accrue tax deferred. Any compound interest received can allow your account to grow more quickly than saving in a taxable account where interest and earnings are generally taxed each year.
- **You take the initiative.** Contributing to a 403(b) retirement plan can help you take control of your future. Other sources of retirement income, such as Social Security, rarely replace a person’s final salary upon retirement. That is why it is up to you to make sure you will have enough money for retirement.

Eligibility

All employees of the University, except student employees, who receive compensation reportable on an IRS Form W-2 are eligible to participate in the Plan.

Please note that there are restrictions and limitations regarding employer matching contributions. Therefore, while you may make elective deferrals to the Plan, such deferrals may not be eligible for employer matching contributions. Please contact the Human Resources Benefits Office to determine your eligibility, if any, for employer matching contributions.

Please take a moment to review the Plan information available from Human Resources before enrolling. Once you are enrolled, you can review and change the amount of your contributions and your investment allocations at any time. The exact date your investment allocations will take effect may

vary depending upon the policies of the financial service firm providing the investment options you chose for Plan contributions.

Also, please be aware that the law limits the amount you may defer under the Plan and any other plans in any tax year. **For 2021, the limit under all plans of this type is generally \$19,500 (\$26,000 if you are age 50 or over). Each participant only gets one limit for contributions to all 403(b) plans, so if you are also eligible for, and participate in, for example, another employer's 403(b) or 401(k) plan, your combined contributions to that plan and to the Plan in 2021 are generally limited to \$19,500 (\$26,000 if age 50 or over).** If you do participate in more than one 403(b) or 401(k) plan, you are responsible for tracking and reporting the amount of all of your contributions to the plans so that the total amount of all your contributions to all plans in which you participate do not exceed the limit.

For further details, or if you have questions, please contact the Human Resources Benefits Office.

This notice is provided as a source of information and does not constitute legal, tax, or other professional advice. If legal advice, tax advice, or other professional assistance is required, the services of a professional advisor should be sought. There are other legal documents, laws, and regulations that govern the operation of the Plan. It is understood that in the event of any conflict, the terms of the Plan document, applicable laws, and regulations will govern.

SUMMARY ANNUAL REPORT FOR ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN

This is a summary of the annual report for the ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN, EIN 05-0277222, Plan 002, for period January 1, 2019 through December 31, 2019. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided through insurance and through a trust fund. Plan expenses were \$17,390,392. These expenses included \$52,747 in administrative expenses and \$17,337,645 in benefits paid to participants and beneficiaries. A total of 2603 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$282,580,456 as of December 31, 2019, compared to \$245,090,212 as of January 1, 2019. During the plan year, the plan experienced an increase in its net assets of \$37,490,244. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$54,880,636, including employer contributions of \$4,805,997, employee contributions of \$5,373,164, other contributions of \$753,552 and earnings from investments of \$43,732,355.

The plan has contracts with Variable Annuity Life Insurance Company and TIAA-CREF.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report.

- An accountant's report
- Financial information
- Assets held for investment
- Insurance information, including sales commissions paid by insurance carriers
- Information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates

To obtain a copy of the full annual report, or any part thereof, write or call the DEPARTMENT OF HUMAN RESOURCES, ROGER WILLIAMS UNIVERSITY, 1 OLD FERRY RD, BRISTOL, RI, 02809-2938, 401-254-3028.

You also have the right to receive from the plan administrator, on request, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the

full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan, the DEPARTMENT OF HUMAN RESOURCES, 1 OLD FERRY RD, BRISTOL, RI, 02809-2938 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, DC 20210.

Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_PUBLIC@dol.gov and reference the OMB Control Number 1210-0040.

OMB Control Number 1210-0040 (expires 06/30/2022)



ROGER WILLIAMS UNIVERSITY

DEFAULT INVESTMENT NOTICE FOR 2021 PLAN YEAR

To: Plan Participants

From: Plan Administrator, Roger Williams University Retirement Plan ("Plan")

Plan Sponsor: Roger Williams University ("Employer")

Re: AIG Retirement Services Notice of Default Investments under the Plan

The Qualified Default Investment Alternative provision under the Plan was added effective June 1, 2015. Please review the information below for details:

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE

Right to direct investment. This notice advises you that as a Participant (including a Beneficiary of a deceased Participant) in the Plan, you have the right to direct the investment of all of your Plan account assets.

Default investment. You may invest your account(s) in any of the investment choices offered under the Plan. If you do *not* make an election as to how the Plan should invest your account(s), then the Plans will invest your account(s) in the "default" investment that the Plan officials have selected. The default investment is the applicable TIAA-CREF Retirement fund, and is more fully explained below.

Default funds Based on your assumed retirement age of 65	Ticker Symbol	Participant Date of Birth
TIAA-CREF Lifecycle Ret Income	TPILX	Before 1943
TIAA-CREF Lifecycle 2010 Prem	TCTPX	From 1943 through 1947
TIAA-CREF Lifecycle 2015 Prem	TCFPX	From 1948 through 1952
TIAA-CREF Lifecycle 2020 Prem	TCWPX	From 1953 through 1957
TIAA-CREF Lifecycle 2025 Prem	TCQPX	From 1958 through 1962
TIAA-CREF Lifecycle 2030 Prem	TCHPX	From 1963 through 1967
TIAA-CREF Lifecycle 2035 Prem	TCYPX	From 1968 through 1972
TIAA-CREF Lifecycle 2040 Prem	TCZPX	From 1973 through 1977
TIAA-CREF Lifecycle 2045 Prem	TTFPX	From 1978 through 1982
TIAA-CREF Lifecycle 2050 Prem	TCLPX	From 1983 through 1987

TIAA-CREF Lifecycle 2055 Prem	TTRPX	From 1988 through 1992
TIAA-CREF Lifecycle 2060 Prem	TLXPX	1993 or after

Description of default investment. The description of the default investment is as follows:

Investment objectives: The investments seek the highest total return over time consistent with an emphasis on both capital growth and income. The fund invests in a diversified portfolio of other TIAA-CREF stock and bond funds that represent various asset classes and sectors. Its allocation between TIAA-CREF stock and bond funds will change over time in relation to its target retirement date. While the investment is non-diversified, it invests in diversified underlying holdings.

Risk and return characteristics (if applicable): Risk ranges from conservative to aggressive. As a result of investing in the default investment funds, there is no guarantee that the investment will provide adequate retirement income, and you may have an investment loss. The default investment fund is not intended to guarantee retirement income.

Fees and expenses: Ranges from 0.52% - 0.60% (annual expense on assets invested in the fund). Fees are subject to change.

Right to alternative investment. Even if the Plans invest some or all of your account(s) in the default investment, you have the continuing right to direct the investment of your account(s) in one or more of the other investment choices available to you. You are entitled to invest in any of the alternative investment choices without incurring a financial penalty.

Where to go for further investment information. You can obtain further investment information about the Plan's investment alternatives by logging online at <https://rwu.aigrs.com/>, contacting the Department of Human Resources at 401-254-3028 or contacting your VALIC financial professional, Kevin McNair at 401-408-3183.

Roger Williams University



Date: November 27, 2020

To: Roger Williams University and Roger Williams University School of Law Participants
Investing through TIAA and Employees Eligible to Participate

Re: Roger Williams University Retirement Plan ("The Plan")

TIAA Qualified Default Investment Alternative (QDIA) Annual Notice 2021

Important Information

You are receiving this Annual Notice to inform you of how your contributions under the Plan for Roger Williams University and/or Roger Williams University School of Law may be invested and how such contributions will continue to be invested if you have not provided complete instructions.

How Will Your Contributions Be Invested

You may have a balance or current contributions under the Plan for Roger Williams University and/or the Roger Williams University School of Law that are invested in the default investment options. If you are participating in the plan but did not make an election choice, you were automatically defaulted into the plan's default investment options. Your contributions will continue to be invested in the designated options unless you provide complete investment instructions. Please disregard this notice if you already provided or updated your investment instructions.

How You Can Change the Way Your Contributions are Being Invested:

You have the right to change the investment allocation of your account at any time. You can elect to direct the investment of your existing balances and future contributions to any of the Plan's available investment options. This includes being able to transfer out of the plan designated default options to another investment option available in the Plan. If you have been defaulted into the designated default options and you do not provide complete investment instructions, your contributions and existing balance will continue to be invested in the designated options.

To change how your account is invested, among the Plan's offered investment choices, you can contact TIAA at (800) 842-2252, consultants are available Monday - Friday, 8 a.m. - 10 p.m. (Eastern Standard Time) and Saturday, 9 a.m. - 6 p.m. (Eastern Standard Time) or by accessing your account online at <https://www.tiaa.org/public/tcm/rwu>

Please Note the Following:

The enclosed Fund Fact Sheet provides additional information, including the investment objectives and strategy, fund/account performance, risk and return characteristics, and fees and expenses. A list of the

Plan's available investment options and a copy of the prospectus or information statement for each fund may be obtained from <https://www.tiaa.org/public/tcm/rwu/view-all-investments?planId=103105> .

Distributions from 403(b) plans before age 59 ½, severance from employment, death, or disability may be prohibited, limited, and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.

How to Contact Us

If you have questions or would like to obtain updated information on fee expenses, a more detailed explanation of the default options, or more information about the other investment options available under the Plan, please visit: <https://www.tiaa.org/public/tcm/rwu/view-all-investments?planId=103105> . You may also contact TIAA at 1-800-842-2252 whose consultants are available Monday - Friday, 8 a.m.–10 p.m. (Eastern Standard Time) and Saturday, 9 a.m. - 6 p.m. (Eastern Standard Time).

TIAA-CREF Lifecycle Funds - Premier Share Class

Target Date

AS OF 09/30/2020

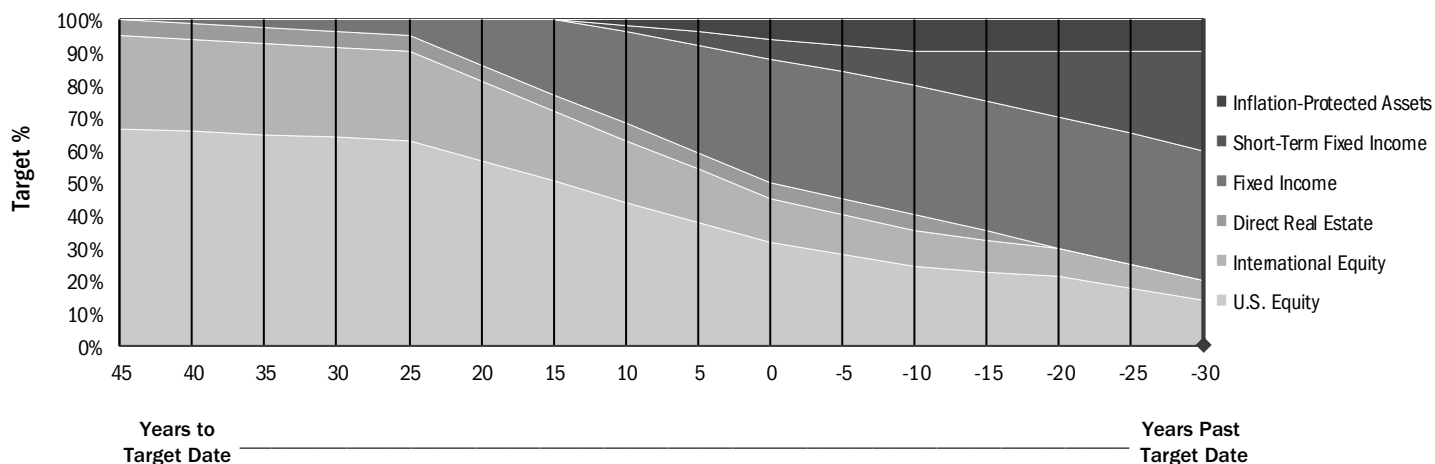
Glidepath Strategy

Target-date funds employ glidepaths, which are the planned progression of asset allocation changes (e.g., mix of equity and fixed-income investments) along specific points in time. A fund's glidepath generally shows how its asset allocation shifts from a more aggressive to a more conservative investment approach as the fund moves toward and beyond its target date.

For more information please contact:

For more information please contact:
800-842-2888
 Weekdays, 8 a.m. to 10 p.m. (ET),
 or visit [TIAA.org](https://www.tiaa.org)

Investment Glidepath ¹²



¹ Glidepath data is presented based on the most current prospectus, which uses projected target allocations. For more information on the investment glidepath, please refer to the most current prospectus.

² Effective October 1, 2019, the TIAA-CREF Lifecycle Funds glidepaths, which previously extended for approximately 10 years after a Fund's target retirement year, will now extend for approximately 30 years afterward.

What are Target-Date Funds?

Target-date funds (also commonly referred to as "lifecycle funds," "retirement funds" and "age-based funds") are managed based on the specific retirement year (target date) included in its name and assumes an estimated retirement age of approximately 65. In addition to age or retirement date, investors should consider factors such as their risk tolerance, personal circumstance and complete financial situation before choosing to invest in a target-date fund. These funds are generally designed for investors who expect to invest in a fund until they retire (the target date), and then begin making gradual systematic withdrawals afterward. There is no guarantee that an investment in a target-date fund will provide adequate retirement income, and investors can lose money at any stage of investment, even near or after the target date.

Years to Retirement	40	35	30	25	20	15	10	5	0	-5	-10	-10
Birth Year	1994 - 1998	1989 - 1993	1984 - 1988	1979 - 1983	1974 - 1978	1969 - 1973	1964 - 1968	1959 - 1963	1954 - 1958	1949 - 1953	Earlier - 1948	N/A
Target Fund	Lifecycle 2060 Fund	Lifecycle 2055 Fund	Lifecycle 2050 Fund	Lifecycle 2045 Fund	Lifecycle 2040 Fund	Lifecycle 2035 Fund	Lifecycle 2030 Fund	Lifecycle 2025 Fund	Lifecycle 2020 Fund	Lifecycle 2015 Fund	Lifecycle 2010 Fund	Lifecycle Retirement Income Fund
Ticker	TLXPX	TTRPX	TCLPX	TTFPX	TCZPX	TCYPX	TCHPX	TCQPX	TCWPX	TCFPX	TCTPX	TPILX



TIAA-CREF Lifecycle Funds

TIAA-CREF Lifecycle Funds - Premier Share Class

Target Date

AS OF 09/30/2020

Investment Objective and Strategy

The Lifecycle Funds seek high total return over time through a combination of capital appreciation and income. Each of the Lifecycle Funds is designed to provide a single diversified portfolio managed with a target retirement date in mind. The target date is the approximate date when investors expect to begin withdrawing money from the funds. The funds' actual allocations may vary up to 10% from the current target allocations. The Lifecycle Retirement Income Fund seeks high total return over time primarily through income, with a secondary emphasis on capital appreciation. The fund is designed to provide a single diversified portfolio for investors who are already in or entering retirement. Each of the Lifecycle portfolios invests in several underlying equity, fixed-income and direct real estate funds.

Morningstar Rating

The Overall Morningstar Rating for a managed product is derived from a weighted average of the performance figures associated with its three-, five-, and 10-year (if applicable) Morningstar Rating metrics.

Performance

The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate. Current performance may be higher or lower than that shown, and you may have a gain or a loss when you redeem your mutual fund shares. For current performance information, including performance to the most recent month-end, please visit TIAA.org, or call 800-842-2252. Performance may reflect waivers or reimbursements of certain expenses. Absent these waivers or reimbursement arrangements, performance may be lower.

	Lifecycle 2060 Fund ¹	Lifecycle 2055 Fund ¹	Lifecycle 2050 Fund ^{1, 6}	Lifecycle 2045 Fund ^{1, 6}	Lifecycle 2040 Fund ^{1, 7}	Lifecycle 2035 Fund ^{1, 7}	Lifecycle 2030 Fund ^{1, 7}
Birth Year	1994 - 1998	1989 - 1993	1984 - 1988	1979 - 1983	1974 - 1978	1969 - 1973	1964 - 1968
Years to Retirement	40	35	30	25	20	15	10
Ticker	TLXPX	TTRPX	TCLPX	TTFPX	TCZPX	TCYPX	TCHPX
Inception Date	09/26/2014	04/29/2011	09/30/2009	09/30/2009	09/30/2009	09/30/2009	09/30/2009
Total Returns							
3-Month	8.25%	8.09%	8.03%	8.00%	7.35%	6.61%	6.08%
YTD	2.69%	2.63%	2.78%	2.80%	2.91%	3.10%	3.44%
Average Annual Total Returns							
1 Year	11.40%	11.26%	11.29%	11.24%	10.64%	10.14%	9.69%
3-Year	7.15%	7.10%	7.10%	7.10%	6.98%	6.81%	6.64%
5-Year	10.38%	10.31%	10.25%	10.18%	9.95%	9.49%	8.98%
10-Year	-	-	9.80%	9.76%	9.66%	9.34%	8.87%
Since Inception	8.02%	8.39%	5.89%	5.88%	7.21%	6.88%	6.59%
Expenses							
Gross	0.87%	0.79%	0.77%	0.76%	0.75%	0.73%	0.71%
Net	0.60%	0.60%	0.60%	0.60%	0.59%	0.58%	0.57%
Waiver/Cap Expires	09/30/2021	09/30/2021	09/30/2021	09/30/2021	09/30/2021	09/30/2021	09/30/2021
Morningstar Rating							
Overall	★★★/171	★★★★/183	★★★★/194	★★★★/183	★★★★/194	★★★★/183	★★★★/194
3 Years	★★★/171	★★★/183	★★★/194	★★★/183	★★★/194	★★★/183	★★★/194
5 Years	★★★/71	★★★★/140	★★★★/153	★★★/143	★★★★/153	★★★★/143	★★★/153
10 Years	-	-	★★★★/79	★★★★/85	★★★★/91	★★★★/86	★★★★/91
Morningstar Category	Target-Date 2055	Target-Date 2055	Target-Date 2050	Target-Date 2045	Target-Date 2040	Target-Date 2035	Target-Date 2030

TIAA-CREF Lifecycle Funds

TIAA-CREF Lifecycle Funds - Premier Share Class

Target Date

AS OF 09/30/2020

	Lifecycle 2025 Fund ^{1, 7}	Lifecycle 2020 Fund ^{1, 7}	Lifecycle 2015 Fund ^{1, 7}	Lifecycle 2010 Fund ^{1, 7}	Lifecycle Retirement Income Fund ^{1, 6}		
Birth Year	1959 - 1963	1954 - 1958	1949 - 1953	Earlier - 1948	N/A		
Years to Retirement	5	0	-5	-10	-10		
Ticker	TCQPX	TCWPX	TCFPX	TCTPX	TPILX		
Inception Date	09/30/2009	09/30/2009	09/30/2009	09/30/2009	09/30/2009		
Total Returns							
3-Month	5.39%	4.87%	4.51%	4.11%	4.06%		
YTD	3.66%	3.84%	3.98%	4.02%	4.07%		
Average Annual Total Returns							
1 Year	9.06%	8.53%	8.19%	7.77%	7.76%		
3-Year	6.36%	6.11%	5.90%	5.71%	5.65%		
5-Year	8.41%	7.85%	7.36%	6.97%	6.74%		
10-Year	8.34%	7.77%	7.22%	6.78%	6.34%		
Since Inception	6.42%	6.22%	6.02%	5.80%	5.08%		
Expenses							
Gross	0.70%	0.68%	0.68%	0.67%	0.69%		
Net	0.56%	0.54%	0.53%	0.52%	0.52%		
Waiver/Cap Expires	09/30/2021	09/30/2021	09/30/2021	09/30/2021	09/30/2021		
Morningstar Rating							
Overall	★★★★/186	★★★★/171	★★★★/93	★★★★/90	★★★★/514		
3 Years	★★★/186	★★★/171	★★★/93	★★★/90	★★★★/514		
5 Years	★★★★/146	★★★★/131	★★★★/68	★★★★/73	★★★★/450		
10 Years	★★★★/89	★★★★/86	★★★★/46	★★★★/54	★★★★/285		
Morningstar Category	Target-Date 2025	Target-Date 2020	Target-Date 2015	Target-Date 2000-2010	Target-Date Retirement		

¹ Gross and Net annual expenses reflect the percentage of a fund's average net assets used to cover the annual operating expenses of managing the fund, before (gross) and after (net) any waivers or reimbursements to the fund. The net annual fund operating expense reflects a contractual reimbursement of various expenses. Had fees not been waived and/or expenses reimbursed currently or in the past, returns would have been lower. Please see the prospectus for details.

⁶ The fund's Retirement Class began operations on November 30, 2007. Performance shown for the Since Inception period and prior to the inception of the Premier Class is based on the performance of the fund's Retirement Class. Performance has not been restated to reflect the lower expenses of the Premier Class. If the expense differential had been reflected, performance for these periods would have been higher.

⁷ The fund's Retirement Class began operations on October 15, 2004. Performance shown for the Since Inception period and prior to the inception of the Premier Class is based on the performance of the fund's Retirement Class. Performance has not been restated to reflect the lower expenses of the Premier Class. If the expense differential had been reflected, performance for these periods would have been higher.

The annual expense charge may include fees for the target-date fund and fees for the underlying funds; in general, target-date funds indirectly bear their pro rata share of the fees and expenses incurred by the underlying funds.

TIAA-CREF Lifecycle Funds

TIAA-CREF Lifecycle Funds - Premier Share Class

Target Date

AS OF 09/30/2020

Important Information

This material is for informational or educational purposes only and does not constitute investment advice under ERISA, a securities recommendation under federal securities laws, or an insurance product recommendation under state insurance laws or regulations. This material is intended to provide you with information to help you make informed decisions. You should not view or construe the availability of this information as a suggestion that you take or refrain from taking a particular course of action, as the advice of an impartial fiduciary, as an offer to sell or a solicitation to buy or hold any securities, as a recommendation of any securities transactions or investment strategy involving securities (including account recommendations), a recommendation to rollover or transfer assets to TIAA or a recommendation to purchase an insurance product. In making this information available to you, TIAA assumes that you are capable of evaluating the information and exercising independent judgment. As such, you should consider your other assets, income and investments and you should not rely on the information as the primary basis for making investment or insurance product purchase or contribution decisions. The information that you may derive from this material is for illustrative purposes only and is not individualized or based on your particular needs. This material does not take into account your specific objectives or circumstances, or suggest any specific course of action. Investment, insurance product purchase or contribution decisions should be made based on your own objectives and circumstances. The purpose of this material is not to predict future returns, but to be used as education only. Contact your tax advisor regarding the tax implications. You should read all associated disclosures.

Mutual funds are offered through your plan sponsor's retirement plan, which is recordkept by TIAA. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance quoted.

Investment, insurance and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

TIAA-CREF Individual & Institutional Services, LLC, Member FINRA and SIPC, distributes securities products. You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877-518-9161 for a prospectus that contains this and other information. Please read the prospectus carefully before investing.

Morningstar Disclosure

The Morningstar Category classifies a fund based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the fund is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

The Morningstar Rating™— or “star rating”— is calculated for managed products (including mutual funds, variable annuity and variable life subaccounts, exchange-traded funds, closed-end funds and separate accounts) with at least a three-year history. Exchange-traded funds and open-ended mutual funds are considered a single population for comparative purposes. The rating is calculated based on a Morningstar Risk-Adjusted Return measure that accounts for variation in a managed product's monthly excess performance, placing more emphasis on downward variations and rewarding consistent performance. The top 10% of products in each product category receive 5 stars, the next 22.5% receive 4 stars, the next 35% receive 3 stars, the next 22.5% receive 2 stars, and the bottom 10% receive 1 star. The weights are: 100% three-year rating for 36-59 months of total returns, 60% five-year rating/40% three-year rating for 60-119 months of total returns, and 50% 10-year rating/30% five-year rating/20% three-year rating for 120 or more months of total returns. While the 10-year overall star rating formula seems to give the most weight to the 10-year period, the most recent three-year period actually has the greatest impact because it is included in all three rating periods. Where applicable, ratings are based on linked performance that considers the differences in expense ratios. The Morningstar Rating™ is for individual share classes only. Other classes may have different performance characteristics.

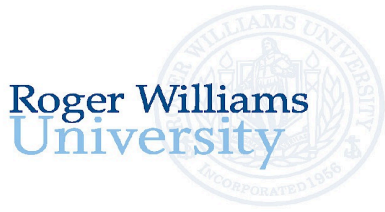
A Note About Risks

Target-date mutual funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. **As with all mutual funds, the principal value isn't guaranteed. Also, please note that the target date is an approximate date when investors may begin withdrawing from the fund. Target-date mutual funds are actively managed, so their asset allocations are subject to change and may vary from those shown. After the target date has been reached, some of these funds may be merged into a fund with a more stable asset allocation.** An investment in a target-date mutual fund is subject to various types of investment risk, which may include but is not limited to:

Active Management Risk, the risk that a fund may underperform because of the allocation decisions or individual security selections of its portfolio manager; **Asset Allocation Risk**, the risk that the selection of investments and the allocation among them will result in the fund's underperformance versus similar funds or will cause an investor to lose money; **Call Risk**, the risk that, during periods of declining interest rates, an issuer of a bond may "call" (i.e., redeem) a bond prior to maturity, and the associated risk that bondholders will be reinvesting the proceeds at a lower interest rate; **Company Risk**, the risk that the financial condition of a company may deteriorate, causing a decline in the value of the securities it issues; **Credit Risk**, the risk that an issuer of bonds may default; **Current Income Risk**, the risk that the income a fund receives may unexpectedly fall as a result of a decline in interest rates; **Emerging Markets Risk**, the risk that securities issued in developing markets, where there is greater potential for political, currency and economic volatility, may be less liquid than those issued in more developed countries and foreign investors in these markets may be subject to special restrictions which could have an adverse impact on performance; **Extension Risk**, the risk that a security's duration will lengthen, due to a decrease in prepayments caused by rising interest rates; **Foreign Investment Risk**, the risk that securities of foreign issuers may lose value because of erratic market conditions, economic and political instability or fluctuations in currency exchange rates, which may be magnified in emerging markets; **Growth Investing Risk**, the risk that, due to their relatively high valuations which are generally a function of expected earnings growth, growth stocks will be more volatile than value stocks and such earnings growth may not occur or be sustained; **Income Volatility Risk**, the risk that the income from a portfolio of securities may decline in certain interest rate environments; **Index Risk**, the risk that a fund's performance may not match that of its benchmark index; **Interest Rate Risk**, the risk that interest payments of debt securities may become less competitive during periods of rising interest rates and declining bond prices; **Large-Cap Risk**, the risk that large companies may grow more slowly than the overall market; **Liquidity Risk**, the risk that illiquid securities may be difficult to sell at their fair market value; **Market Risk**, the risk that the price of securities may fall in response to economic conditions; **Mid-Cap Risk**, the risk that stocks of mid-capitalization companies may have greater price volatility, lower trading volume and less liquidity than the stocks of larger, more established companies; **Prepayment Risk**, the risk associated with the early unscheduled return of principal on fixed-income investments, such as mortgage-backed securities; **Risks of inflation-indexed bonds**, the risks that interest payments on inflation-indexed bonds may decline because of a change in inflation (or deflation) expectations; **Small-Cap Risk**, the risk that the securities of small companies may be more volatile than those of larger ones, and they are also often less liquid than those of larger companies because there is a limited market for small-cap securities; **Style Risk**, the risk that a fund's investing style may lose favor in the marketplace.

In addition, target-date mutual funds are subject to the risk that they may be unable to invest according to their target allocations due to changes in the value of their underlying investments. For a detailed discussion of risk, please consult the prospectus.

Direct Real Estate Underlying Funds Risks, the risks of investing in direct real estate Underlying Funds include risks specific to their investment strategies, as well as risks related to investing in real estate in general.



One Old Ferry Road, Bristol, Rhode Island 02809-2921
401.253.1040 • 800.458.7144 • www.rwu.edu

November 27, 2020

RE: Participant Fee Disclosure Package for the
Roger Williams University Retirement Plan ("Plan")

Dear Plan Participant:

Enclosed is a package of important information prepared in accordance with regulatory communication requirements. This information is being provided to you **regardless of whether you are currently actively contributing to the Roger Williams University Retirement Plan.** Although no action is required by you at this time, please review this information.

Why are you receiving this information?

This disclosure is part of the Department of Labor's ongoing effort to improve participant understanding concerning fees and expenses incurred by employee benefit plans. In general, the regulation requires detailed disclosures as well as regular updates on actual expenses to participants in employee benefit plans that provide participants with investment choices. The disclosures are related to the plan itself and to investment options within the plan.

What is the information?

To meet our fiduciary responsibilities under the DOL regulation, Roger Williams University is required to provide participants and eligible employees with certain plan and investment-related information in three forms:

- An **annual disclosure** to participants and eligible employees;
- A **quarterly disclosure** to participants of fees and expenses actually charged during the previous quarter; and,
- **Investment performance information online**, updated at least quarterly.

In fulfilling the disclosure requirements, Roger Williams University works with both TIAA and Valic/AIG, our vendors to provide you with the enclosed **annual disclosure package** for the Plan.

Because Roger Williams offers a choice of retirement providers through TIAA and Valic/AIG, we have enclosed the required information from both vendors **regardless of whether you currently have an account with TIAA or Valic/AIG.**

What if the provided information changes?

If investment options, Plan provisions, and/or Plan-level fees change during the Plan year, updated notices will be provided to participants and eligible employees 30-90 days in advance of the change.

How will the quarterly and online disclosure information be provided?

To support us with our quarterly disclosure requirement, both TIAA and Valic/AIG's quarterly participant Plan account statements include the required disclosure information. In addition, online investment performance information for all TIAA and Valic/AIG investment options is available for our Plan at:

TIAA: <http://www.TIAA.org/planinvestmentoptions>

Enter the Plan number in top left corner of the Investment Products box. The Plan number is 103105.

VALIC/AIG: <https://my.Valic.com/OnlineEnrollment/ePrint/Home.aspx>

Enter the Group ID number in the Log In box. The Group ID number is 46391001.

If you have any questions or need additional information, please contact the benefits team in Human Resources or TIAA and Valic/AIG customer service:

Joyce A. Maynard, Manager, Compensation and Benefits; 401-254-3844 or jmaynard@rwu.edu

Susan Guilmette, Benefits Specialist at 401-254-3589 or sguilmette@rwu.edu

Jared Smith, Compensation and Benefits Associate at 401-254-3705 or jmsmith@rwu.edu

TIAA Customer Service: 800-842-2252

VALIC/AIG Customer Service: 800-448-2542

Sincerely,

Roger Williams University Department of Human Resources

Annual Participant Fee Disclosure

ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN

The purpose of this disclosure is to provide participants (including beneficiaries and alternate payees) and eligible employees with important plan and investment-related information, including fee and expense information, regarding the ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN ("Plan"). This disclosure is intended to provide participants in the Plan with important information to assist them in making informed decisions about the management of their Plan accounts and the investment of their retirement savings. This disclosure is also intended to provide information to eligible employees regarding the Plan. The Plan allows you to direct how 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 goals, and the impact of fees.

This disclosure contains general information regarding the operation of the Plan and the investment alternatives offered, administrative expenses the Plan may incur and individual expenses you may incur as a participant. This disclosure includes separate investment alternative comparative charts from both plan vendors (TIAA and Valic/AIG)* that is intended to facilitate a comparison of the investment options available under the Plan in an "apples-to-apples" format. The charts include fee and expense information as well as information regarding investment performance and product features for investment options provided under the Plan by TIAA and Valic/AIG.

The information provided in this disclosure supplements and is in addition to the information already provided to participants in the Plan's Summary Plan Description (SPD), Summary Annual Report (SAR) and quarterly benefit statements. This disclosure does not replace or alter the terms of the Plan or investment arrangements. This disclosure is subject to the terms of the Plan and investment arrangements and, in the event of a conflict, the terms of the Plan and/or investment arrangement will prevail. A copy of the Roger Williams Retirement Plan Summary Plan Description is available at:

http://www.rwu.edu/sites/default/files/downloads/hr/rwu_retirement_plan.pdf

Roger Williams University Retirement Plan Administrator: **Joyce A. Maynard, Manager, Compensation and Benefits for Roger Williams University at One Old Ferry Road, Bristol, Rhode Island, 02809.**

*NOTE: Valic is in the process of changing its name to AIG; therefore some communication is under the AIG name and other communication is under the Valic name.

Plan Information and Administrative Expenses

Operation of the Plan

Information regarding investment instructions, including limitations, and voting rights is provided below.

Giving Investment Instructions	<p>In order to direct your Plan investment with TIAA and Valic/AIG, and subject to any Plan and investment restrictions described below, you may make your election on the following web site:</p> <p>1) TIAA: www.tiaa.org or 1-800-842-2252 2) Valic/AIG: www.aig.com or 1-800-448-2542</p> <p>You may give your instructions on any day. Instructions include updates to the investment allocations on your account(s) and transfers of assets between the available investments offered by the Plan. Instructions completed by close of the New York Stock Exchange (NYSE) (Eastern Time) will be effective that day. Instructions completed after the close of the NYSE (Eastern Time) will be effective on the next business day.</p>
Plan Limitations on Instructions	<p>Your instructions may be subject to limitations or restrictions imposed by the investment options as described in the attached investment alternatives comparative charts.</p> <p>Additional limitations are as follows:</p> <p>1) Matched employee contributions may only be directed into one vendor at any one time. 2) Supplemental employee contributions may be directed into one or both vendors at the same time. 3) New and changed employee payroll contribution deferrals must be submitted 7 days before the effective pay date.</p> <p>The Plan's Retirement Plan Oversight and Investment Committee meets annually to review the investment options provided under the Plan.</p>
Designated Investment Alternatives	<p>A variety of investment options are available for your use in the Plan. See the attached investment alternatives comparative charts for a list of all investment options currently provided under the Plan by TIAA and Valic/AIG.</p>
Designated Investment Manager	<p>Not applicable.</p>
Voting and Other Rights	<p>Employer has passed on proxy voting rights to participants for the investments in the participant accounts. Information specific to each Plan vendor (TIAA and Valic/AIG) is contained in the attached packets.</p>

Plan Information and Administrative Expenses

Plan Fees and Expenses

An explanation of fees and expenses for general Plan administrative services (e.g., legal, accounting and recordkeeping) that may be deducted from a participant's account and the basis on which such charges will be allocated is provided below.

Plan Fees	The Plan may incur charges or fees outside of the investment alternative product(s) that may be deducted from participant accounts as directed or authorized by the Plan Administrator. These fees may include third-party administration, consultant, legal, audit, and other fees directly related to the operation of the Plan. Currently the University chooses to pay all such fees directly rather than charge them to the plan; therefore participants do not have to pay these fees.
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TIAA
ANNUAL FEE
DISCLOSURE
INFORMATION

Plan and Investment Notice

ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN

January 17, 2020

Your participation in your employer's retirement plan is the first step to ensuring adequate retirement income. The purpose of this Plan and Investment Notice is to help you make informed decisions when managing your retirement account. It contains important information regarding your plan's services, investments and expenses. **While no action is required at this time**, please review the notice and file it with your other retirement plan documents for future reference.

Section I: Summary of Plan Services and Costs

This section provides important information to assist you in making decisions related to your participation in your employer's plan. It outlines the services available under this plan, explains your right to select the investments for your account, and any fees and plan restrictions that may apply.

Section II: Investment Options Comparative Chart

This section is designed to make it easier for you to compare investments that align with your retirement goals. It provides detailed information about your plan's investment options, including long-term performance and expenses.

Summary of Plan Services and Costs

TIAA has been selected to provide retirement services and investment options to employees in the plan. There are costs associated with these services and investments, some of which may be paid by you. In addition to explaining how to direct your investments, this section details the administrative and individual expenses associated with your plan.

HOW TIAA RECORDKEEPS YOUR PLAN

TIAA provides recordkeeping services for your employer's plan which includes:

- ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN – Plan ID 103105
- ROGER WILLIAMS UNIVERSITY LAW SCHOOL TAX DEFERRED ANNUITY PLAN – Plan ID 103108
- ROGER WILLIAMS UNIVERSITY LAW SCHOOL DEFINED CONTRIBUTION PLAN – Plan ID 103107
- ROGER WILLIAMS UNIVERSITY TAX DEFERRED ANNUITY PLAN – Plan ID 103106

Each of the above plans may offer different services and investments and may assess different fees. If you currently have a TIAA account, your quarterly statement lists the plan(s) that you have. If you do not have an account, please contact your employer to determine which plans apply to you.

RIGHT TO DIRECT INVESTMENTS

You may specify how your future contributions to the retirement plan are invested or make changes to existing investments in your plan as described in the Summary Plan Document. These changes can be made:

1. Online by visiting **TIAA.org**
2. By phone at **800 842-2252**, Monday – Friday 8 a.m. to 10 p.m. and Saturday, 9 a.m. to 6 p.m. (ET)

RESTRICTIONS

Changes to existing investments usually take place at the close of the business day if a change is requested prior to 4:00 p.m. (ET). Refer to Section II: Investment Options Comparative Chart for investment-specific restrictions.

ADDITIONAL RIGHTS AND PRIVILEGES

Certain investments that you may hold may give you the opportunity to vote on proposals. If and when such opportunities arise, you will receive a notice with the instructions on how to take advantage of what is being offered.

INVESTMENT OPTIONS

A variety of investment options are available in the plan. Please refer to Section II: Investment Options Comparative Chart for a current list of investment options available to you. Additional information, as well as up-to-date investment performance, is available

online at www.TIAA.org/planinvestmentoptions. After entering a plan ID, 103105, 103108, 103107, 103106, you'll be directed to plan and investment information.

RETIREMENT PLAN PORTFOLIO MANAGER PROGRAM

Retirement Plan Portfolio Manager Program (the Program) is a discretionary fee-based asset allocation advisory program provided exclusively by the TIAA-CREF Trust Company using investment advice obtained through an independent third-party advisor.

The Program is a fee-based service that can provide you with an ongoing customized asset allocation and access to the following features:

- Automatic quarterly rebalancing based on your birthday
- Reallocation of your portfolios based on TIAA's industry-recognized advice
- Quarterly portfolio reviews based on your birthday, to help you know if they are on track for retirement goals
- Calendar quarter reports containing a description of activity with respect to your Retirement Plan Portfolio Manager assets during the preceding quarter.

The annual asset-based Program Fee of 0.30% will be charged quarterly, generally within five business days after the end of each calendar quarter. This fee is a direct fee paid from your account(s). The Program Fee will be charged in arrears based on the average daily balance of your Retirement Assets enrolled in the Program during the quarter. Available in plan(s): 103105

SELF-DIRECTED BROKERAGE

A TIAA Brokerage Service is available that permits you to use investments that have not been selected for your plan and are not monitored. This service permits you to use a wide variety of investments but you are expected to prudently select and monitor any investments that you make through the brokerage service. This means that you must have the skill and experience or use an independent expert to advise you. Depending upon your plan's characteristics, investments available within the brokerage service may or may not include mutual funds, equities, bonds and certificate of deposits (403(b) plans are limited to mutual funds). Generally, there are fees associated with investment transactions (purchasing or selling), as well as minimum transaction amount requirements. Before purchasing or selling an investment you should understand any applicable fees, including fees that will be associated with your transaction such as commissions or other charges for purchasing and selling the investment. To request a transaction, and to learn more about the brokerage service including fees call 800-927-

3059 or
 visit https://www.tiaa.org/public/pdf/forms/SDA_Customer_Account_Agreement.pdf.
 Available in plan(s): 103108

COST OF PLAN SERVICES

There are three categories of services provided to your plan:

1. GENERAL ADMINISTRATIVE SERVICES

General administrative services include recordkeeping, legal, accounting, consulting, investment advisory and other plan administration services. Some of the expenses for general administrative services are fixed and other expenses such as legal or accounting may vary from year to year. These costs are allocated to each participant in a uniform way.

Other than your specific investment services fees, your plan has no additional administrative expenses paid to TIAA.

2. SPECIFIC INVESTMENT SERVICES

Each investment offered within the plan charges a fee for managing the investment and for associated services. This is referred to as the expense ratio and is paid by all participants in that investment in proportion to the amount of their investment. The specific expense ratio for each plan designated investment option is listed in Section II: Investment Options Comparative Chart.

3. PERSONALIZED SERVICES

Personalized services provide access to a number of plan features and investments that you pay for, only if you use them. The personalized services used most often are:

Ret. Plan Portfolio Mgr. Fee	.30% annually. This applies to plan(s): 103105
Brokerage	Certain charges may apply. Please review the Customer Account Agreement provided in the Self-Directed Brokerage section of this document. Your plan may limit the eligible investments within the self-directed brokerage account. This applies to plan(s): 103108
Collateralized loans	The cost to you based upon the difference between what you earn on collateral and what you pay in interest. This applies to plan(s): 103105 103108 103107 103106
Qualified Domestic Relations Orders (QDRO)	No charge
Sales Charges, Purchase, Withdrawal And Redemption Fees For Certain Investments	Certain charges may apply. See Section II: Investment Options Comparative Chart or the prospectus for applicable charges.

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 comparative purposes only. For investments that use a blend of stocks and bonds to limit risk, such as Target Date or Multi-Asset funds, a difference from the benchmark may be due to a difference in the proportion of stocks to bonds in the fund when compared to the benchmark. Benchmark information for fixed-return investments is not provided in this chart. Past performance does not indicate how an investment will perform in the future.

For the most up-to-date information about your investment options, prospectuses for available TIAA investments and other helpful resources, visit www.TIAA.org/planinvestmentoptions. After entering a plan ID, 103105, 103108, 103107, 103106, you'll be directed to plan and investment information.

To request additional plan information or a paper copy of information available online, free of charge, contact TIAA at 800 842-2252 or write to us at TIAA, P.O. Box 1259, Charlotte, NC 28201.

Table 1 – Variable Return Investment Performance as of December 31, 2019

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 Inception	Gross	Net	
Equities									
Mutual Fund									
Vanguard Total International Stock Index Fund Admiral	Foreign Large Blend	VTIAX	11/29/2010	21.51%	5.85%	5.21%	0.11% \$1.10	0.11% \$1.10	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI ACWI Ex USA NR USD				21.51%	5.51%	5.06%			
American Funds EuroPacific Growth Fund R5	Foreign Large Growth	RERFX	05/15/2002	27.37%	7.36%	6.68%	0.53% \$5.30	0.53% \$5.30	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
MSCI ACWI Ex USA NR USD				21.51%	5.51%	4.97%			
Vanguard Institutional Index Fund Institutional	Large Blend	VINIX	07/31/1990	31.46%	11.67%	13.53%	0.04% \$0.40	0.04% \$0.40	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P 500 TR USD				31.49%	11.70%	13.56%			
T. Rowe Price Blue Chip Growth Fund Retail	Large Growth	TRBCX	06/30/1993	29.97%	15.24%	15.97%	0.70% \$7.00	0.70% \$7.00	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P 500 TR USD				31.49%	11.70%	13.56%			
MFS Value Fund R4	Large Value	MEIJX	04/01/2005	30.08%	9.40%	11.84%	0.57% \$5.70	0.57% \$5.70	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Russell 1000 Value TR USD				26.54%	8.29%	11.80%			
Vanguard Extended Market Index Fund Institutional	Mid-Cap Blend	VIEIX	07/07/1997	28.05%	9.03%	12.83%	0.06% \$0.60	0.06% \$0.60	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		
				1 Yr. 27.95%	5 Yr. 8.90%	10 Yr. or Since Inception 12.71%	Gross	Net	Shareholder Fees & Restrictions*
Eaton Vance Atlanta Capital SMID-Cap Fund I	Mid-Cap Growth	EISMX	04/30/2002	34.44%	14.14%	15.45%	0.91% \$9.10	0.91% \$9.10	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 2500 TR USD</i>				27.77%	8.93%	12.58%			
Diamond Hill Small-Mid Cap Fund I	Mid-Cap Value	DHMIX	12/30/2005	27.74%	7.76%	11.74%	0.94% \$9.40	0.93% \$9.30	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
<i>Russell 2500 TR USD</i>				27.77%	8.93%	12.58%			
Variable Annuity									
CREF Stock Account R2	Allocation--85%+ Equity	QCSTPX	04/24/2015	27.38%	8.92%	10.40%	0.35% \$3.50	0.35% \$3.50	Available in plan(s): 103105 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>				25.91%	8.85%	10.09%			
CREF Equity Index Account R2	Large Blend	QCEQPX	04/24/2015	30.66%	10.93%	13.04%	0.27% \$2.70	0.27% \$2.70	Available in plan(s): 103105 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 3000 TR USD</i>				31.02%	11.24%	13.42%			
CREF Growth Account R2	Large Growth	QCGRPX	04/24/2015	31.59%	13.08%	14.35%	0.29% \$2.90	0.29% \$2.90	Available in plan(s): 103105 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>				36.39%	14.63%	15.22%			
CREF Global Equities Account R2	World Stock	QCGLPX	04/24/2015	28.21%	7.93%	9.07%	0.32% \$3.20	0.32% \$3.20	Available in plan(s): 103105 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>MSCI ACWI NR USD</i>				26.60%	8.41%	8.79%			
Fixed Income									
Mutual Fund									
Vanguard Inflation Protected Securities Fund Admiral	Inflation-Protected Bond	VAIPX	06/10/2005	8.16%	2.45%	3.25%	0.10% \$1.00	0.10% \$1.00	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		
				1 Yr. 8.43%	5 Yr. 2.62%	10 Yr. or Since Inception 3.36%	Gross	Net	Shareholder Fees & Restrictions*
Bloomberg Barclays US Treasury US TIPS TR USD									
Metropolitan West Total Return Bond Fund I	Intermediate Core-Plus Bond	MWTIX	03/31/2000	9.09%	3.03%	4.98%	0.44% \$4.40	0.44% \$4.40	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg Barclays US Aggregate Bond TR USD				8.72%	3.05%	3.75%			
Vanguard Total Bond Market Index Fund Admiral	Intermediate- Term Bond	VBTLX	11/12/2001	8.71%	3.00%	3.68%	0.05% \$0.50	0.05% \$0.50	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
Bloomberg Barclays US Aggregate Float Adjusted TR USD				8.87%	3.07%	3.78%			
BrandywineGLOBAL Global Opportunities Bond Fund I	World Bond	GOBIX	03/19/2009	9.14%	2.30%	4.63%	0.68% \$6.80	0.68% \$6.80	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
FTSE WGBI USD				5.90%	2.03%	1.85%			
Variable Annuity									
CREF Inflation-Linked Bond Account R2	Inflation-Protected Bond	QCILPX	04/24/2015	6.48%	1.98%	2.83%	0.27% \$2.70	0.27% \$2.70	Available in plan(s): 103105 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg Barclays US Treasury Inflation Notes 1-10 Yr TR USD				6.85%	2.36%	2.57%			
CREF Bond Market Account R2	Intermediate- Term Bond	QCBMPX	04/24/2015	8.97%	3.27%	3.85%	0.32% \$3.20	0.32% \$3.20	Available in plan(s): 103105 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Bloomberg Barclays US Aggregate Bond TR USD				8.72%	3.05%	3.75%			
Money Market									
Mutual Fund									
Vanguard Federal Money Market Fund Investor 7-day current annualized yield 1.55% as of 12/31/2019 7-day effective annualized yield 1.55% as of 12/31/2019	Money Market- Taxable	VMFXX	07/13/1981	2.14%	1.01%	0.51%	0.11% \$1.10	0.11% \$1.10	Available in plan(s): 103105

Investment Name / Benchmark	Morningstar Category	Ticker Symbol	Inception Date	Average Annual Total Returns/Benchmark			Total Annual Operating Expenses (%/Per \$1000)		
				1 Yr. 2.25%	5 Yr. 1.05%	10 Yr. or Since Inception 0.56%	Gross	Net	Shareholder Fees & Restrictions*
Variable Annuity									
CREF Money Market Account R2 7-day current annualized yield 1.41% as of 12/31/2019 7-day effective annualized yield 1.42% as of 12/31/2019 iMoneyNet Money Fund Averages - All Government	Money Market- Taxable	QCMPX	04/24/2015	1.97%	0.75%	0.38%	0.28% \$2.80	0.28% \$2.80	Available in plan(s): 103105
Multi-Asset									
Mutual Fund									
TIAA-CREF Lifecycle Retirement Income Fund Premier S&P Target Date Retirement Income TR USD	Allocation--30% to 50% Equity	TPILX	09/30/2009	15.03%	5.55%	6.60%	0.68% \$6.80	0.52% \$5.20	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
				13.33%	4.67%	5.50%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2010 Fund Premier S&P Target Date 2010 TR USD	Target Date 2000- 2010	TCTPX	09/30/2009	15.36%	5.77%	7.02%	0.65% \$6.50	0.52% \$5.20	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
				14.30%	5.16%	6.21%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2015 Fund Premier S&P Target Date 2015 TR USD	Target-Date 2015	TCFPX	09/30/2009	16.36%	6.10%	7.45%	0.65% \$6.50	0.53% \$5.30	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
				15.40%	5.67%	6.92%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2020 Fund Premier S&P Target Date 2020 TR USD	Target-Date 2020	TCWPX	09/30/2009	17.59%	6.54%	7.99%	0.66% \$6.60	0.54% \$5.40	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
				16.52%	6.16%	7.55%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2025 Fund Premier	Target-Date 2025	TCQPX	09/30/2009	19.29%	7.02%	8.53%	0.67% \$6.70	0.56% \$5.60	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.

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. 18.38%	5 Yr. 6.73%	10 Yr. or Since Inception 8.13%	Gross	Net	
S&P Target Date 2025 TR USD							Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2030 Fund Premier	Target-Date 2030	TCHPX	09/30/2009	21.13%	7.52%	9.06%	0.68% \$6.80	0.57% \$5.70	Available in plan(s): 103105 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				20.38%	7.27%	8.66%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2035 Fund Premier	Target-Date 2035	TCYPX	09/30/2009	22.86%	7.97%	9.53%	0.69% \$6.90	0.58% \$5.80	Available in plan(s): 103105 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				22.18%	7.77%	9.13%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2040 Fund Premier	Target-Date 2040	TCZPX	09/30/2009	24.52%	8.36%	9.88%	0.70% \$7.00	0.59% \$5.90	Available in plan(s): 103105 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				23.37%	8.11%	9.45%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2045 Fund Premier	Target-Date 2045	TTFPX	09/30/2009	25.73%	8.60%	9.98%	0.71% \$7.10	0.60% \$6.00	Available in plan(s): 103105 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				24.02%	8.32%	9.67%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2050 Fund Premier	Target-Date 2050	TCLPX	09/30/2009	25.93%	8.69%	10.02%	0.72% \$7.20	0.60% \$6.00	Available in plan(s): 103105 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				24.35%	8.49%	9.84%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2055 Fund Premier	Target-Date 2055	TTRPX	04/29/2011	26.21%	8.77%	8.82%	0.74% \$7.40	0.60% \$6.00	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2055 TR USD				24.48%	8.58%	8.72%	Contractual Waiver Exp: 09/30/2022		
TIAA-CREF Lifecycle 2060 Fund Premier	Target-Date 2060+	TLXPX	09/26/2014	26.47%	8.84%	8.66%	0.86% \$8.60	0.60% \$6.00	Available in plan(s): 103105 Round Trip: You cannot exchange into the fund within 30 calendar days of exchanging out of the fund.
S&P Target Date 2060+ TR USD				24.73%	8.68%	8.49%	Contractual Waiver Exp: 09/30/2022		

Variable Annuity

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 Inception	Gross	Net	
CREF Social Choice Account R2	Allocation--50% to 70% Equity	QCSCPX	04/24/2015	20.73%	6.99%	8.25%	0.29% \$2.90	0.29% \$2.90	Available in plan(s): 103105 Round Trip: If a round trip is made within 60 calendar days, exchanges into the same account will be restricted for 90 calendar days.
Morningstar Moderate Target Risk TR USD				19.03%	6.75%	7.72%			
Real Estate									
Variable Annuity									
TIAA Real Estate Account	N/A	QREARX	10/02/1995	5.51%	5.60%	8.57%	0.83% \$8.30	0.83% \$8.30	Available in plan(s): 103105 Transfers out: Limit 1 per quarter. Limitations may apply to any transaction resulting in a balance > \$150,000.
S&P 500 TR USD				31.49%	11.70%	13.56%			

Table 1 shows fee and expense information for the investment options listed including the Total Annual Operating Expenses expressed as a percentage and a dollar amount based upon a \$1,000 accumulation both as net and gross of expenses. Total Annual Operating Expenses is a measure of what it costs to operate an investment, expressed as a percentage of its assets, as a dollar amount or in basis points. These are costs the investor pays through a reduction in the investment's rate of return.

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

Plans	Plan Names
103105	ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN
103108	ROGER WILLIAMS UNIVERSITY LAW SCHOOL TAX DEFERRED ANNUITY PLAN
103107	ROGER WILLIAMS UNIVERSITY LAW SCHOOL DEFINED CONTRIBUTION PLAN
103106	ROGER WILLIAMS UNIVERSITY TAX DEFERRED ANNUITY PLAN

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			
TIAA Traditional-Group Supplemental Retirement Annuity	3.00%	Through 02/29/2020	<p>Available in plan(s): 103105</p> <p>The current rate shown applies to premiums remitted during the month of January 2020 and will be credited through 2/28/2020. 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.</p>
TIAA Traditional-Retirement Annuity	3.50%	Through 02/29/2020	<p>Available in plan(s): 103105</p> <p>The current rate shown applies to premiums remitted during the month of January 2020 and will be credited through 2/28/2020. 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. TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you. For Retirement Annuity (RA) contracts, lump-sum withdrawals are not available from the TIAA Traditional account. Subject to the terms of your plan, all withdrawals and transfers from the account must be paid in ten annual installments. After termination of employment additional income options may be available including income for life, interest-only payments, and IRS required minimum distribution payments.</p>

Name/Type/Option	Return	Term	Additional Information*
TIAA Traditional-Retirement Choice	3.75%	Through 02/29/2020	<p>Available in plan(s): 103105</p> <p>The current rate shown applies to premiums remitted during the month of January 2020 and will be credited through 2/28/2020. 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 current guaranteed minimum interest rate for premiums remitted in 2019 is 1.70%, and is effective through 2028. The account also offers the opportunity for additional amounts in excess of the 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. TIAA Traditional is designed primarily to help meet your long-term retirement income needs; it is not a short-term savings vehicle. Therefore, some contracts require that benefits are paid in installments over time and/or may impose surrender charges on certain withdrawals. TIAA has rewarded participants who save in contracts where benefits are paid in installments over time instead of in an immediate lump-sum by crediting higher interest rates, typically 0.50% to 0.75% higher. Higher rates will lead to higher account balances and more retirement income for you. For Retirement Choice (RC) contracts, and subject to the terms of your employer's plan, lump-sum withdrawals are available from the TIAA Traditional account only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in 84 monthly installments (7 years). If the Contractholder elects to remove TIAA Traditional, the contract's entire TIAA Traditional accumulation will be paid out in 60 monthly installments without any surrender charge.</p>
TIAA Traditional-Retirement Choice Plus	3.00%	Through 02/29/2020	<p>Available in plan(s): 103105</p> <p>The current rate shown applies to premiums remitted during the month of January 2020 and will be credited through 2/28/2020. 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 current guaranteed minimum interest rate is 1.30% for premiums remitted in March 2019 through February 2020, and is effective through February 2020. The account also offers the opportunity for additional amounts in excess of the 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 Retirement Choice Plus (RCP) 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 surrender charges. For certain RCP contracts, any transfer from TIAA Traditional to a competing fund must first be directed to a non-competing fund for a period of 90 days. After 90 days, transfers may be made to a competing fund, including transferring back to TIAA Traditional. (TIAA Contract form IGRSP-02-ACC/TIAA Certificate form IGRSP-CERT3-ACC). After termination of employment additional income options may be available including income for life and IRS required minimum distribution payments. The Contractholder (typically your employer as the sponsor of your plan) has the right to remove TIAA Traditional as a plan option. If elected, the contract's entire TIAA Traditional accumulation will be paid out in 60 monthly installments, without any surrender charge and will be reinvested at the direction of your plan sponsor. Please refer to your contract certificate for additional details.</p>

Name/Type/Option	Return	Term	Additional Information*
			Available in plan(s): 103105
			The current rate shown applies to premiums remitted during the month of January 2020 and will be credited through 2/28/2020. 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.
TIAA Traditional-Supplemental Retirement Annuity	3.00%	Through 02/29/2020	

* Legend of plan name for each applicable plan number

Plans	Plan Names
103105	ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN
103108	ROGER WILLIAMS UNIVERSITY LAW SCHOOL TAX DEFERRED ANNUITY PLAN
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103106	ROGER WILLIAMS UNIVERSITY TAX DEFERRED ANNUITY PLAN

Part B. Annuity Information

The information below focuses on the annuity options under the plan. Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and lasting for your entire life. Annuities are issued by insurance companies. Guarantees of an insurance company are subject to its long-term financial strength and claims-paying ability.

TIAA Traditional Annuity Lifetime Income Option

OBJECTIVES / GOALS

To provide a guaranteed stable stream of income for your life and, if you choose, the life of an annuity partner. A TIAA Traditional Annuity provides income stability by providing a minimum guaranteed interest rate as well as the potential for additional interest. TIAA Traditional can be part of a diversified retirement portfolio that may include stocks (equities), bonds (fixed income), real estate, and money market investments. Electing a life annuity is just one of many payout options available under the TIAA Traditional Annuity.

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), and your selection of either the standard or graded benefit method.
- The amount of accumulations converted to a life annuity.
- Your age and, if applicable, the age of your annuity partner.
- The projected returns of the TIAA Traditional Annuity.

Under no circumstances will you receive less than the guaranteed amount of income required under the annuity contracts. 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 TIAA 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.

TIAA Real Estate and CREF Variable Annuity Lifetime Income Options

OBJECTIVES / GOALS

To provide a variable stream of income for your life and, if you choose, the life of an annuity partner. This lifetime annuity provides a variable income that you cannot 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.

Please visit www.TIAA.org/public/support/help/glossary/index.html for a glossary of investment terms relevant to the investment options under this plan.

Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals. The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term effect of fees and expenses at www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf.

TIAA important additional information:

The returns quoted represent past performance, which is no guarantee of future results. Returns and the principal value of your investment will fluctuate. Current performance may be higher or lower than that shown, and you may have a gain or a loss when you redeem your investments. Expense ratios shown are based on the most recent information available, but may not reflect all updates. Please consult the most recent prospectus or offering document for more detailed information.

Variable return investments (mutual funds and/or variable annuities) are offered through your plan sponsor's retirement plan. Funds are offered at that day's net asset value (NAV), and the performance is displayed accordingly. Performance at NAV does not reflect sales charges, which are waived through your retirement plan. If included, the sales charges would have reduced the performance as quoted.

If a variable return investment option includes performance for periods beyond its inception date that performance is based on the performance of an older share class of the investment option. Such performance has not been restated to reflect expense differences between the two classes. If expense differences had been reflected, performance for these periods would be lower or higher than stated.

Expense ratios shown are based on the most recent information available, but may not reflect all updates and may differ slightly from the prospectus due to rounding. Please consult the most recent prospectus or offering document for more detailed information.

TIAA provides information on restrictions on record kept investment options, as well as performance and product information for all proprietary investment options. TIAA assumes no responsibility for damages or losses arising from the use of such information, and has not independently verified the accuracy or completeness of such information.

Data Provided by Morningstar, Inc. © 2020 Morningstar, Inc. All Rights Reserved. The information contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information. Neither TIAA nor its affiliates has independently verified the accuracy or completeness of this information.

The Morningstar Category classifies an investment option based on its investment style as measured by underlying portfolio holdings (portfolio statistics and compositions over the past three years). If the investment option is new and has no portfolio, Morningstar estimates where it will fall before assigning a more permanent category. When necessary, Morningstar may change a category assignment based on current information.

There are inherent risks in investing in variable return investments including loss of principal. Please read the prospectus and carefully consider the investment objectives, risks, charges and expenses before investing.

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VALIC/AIG
ANNUAL FEE
DISCLOSURE
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Annual Participant Fee Disclosure

For Currently Available and Legacy Investment Options

ROGER WILLIAMS UNIVERSITY

ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN

This disclosure contains important information about the investment options offered in ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN ("Plan"). Federal regulations require that you receive this information. More importantly, this information can assist you in making critical decisions regarding your retirement plan including how much to contribute and how to invest your account — decisions which are key to the success of your retirement savings.

Please review these materials carefully. Although no action is required at this time, please keep this information available when managing or monitoring any account you may have in the Plan.

What's Inside

Section I: Understanding the Basics

Learn more about factors to consider when making investment decisions.

Section II: Investment Alternatives Comparative Chart

Review information about the investment options under the Plan, including historical or stated rates of return, fees and expenses and restrictions.

Section III: Individual Fees and Charges

Review the types of individual fees and charges that may be deducted from your account.

Section IV: Plan Information and Administrative Expenses

Review giving investment instructions, including limitations, and voting rights, along with plan administrative fees and charges.

Section V: Footnotes and Definitions

Review important footnotes and definitions for the information contained throughout this disclosure.

Section VI: Summary of Resources

Review additional resources that will assist with understanding the information contained in this disclosure.

Plan Administrator

JOYCE MAYNARD, ONE OLD FERRY ROAD, BRISTOL, RI 02809

Throughout this disclosure, AIG Retirement Services represents AIG member companies -The Variable Annuity Life Insurance Company (VALIC) and its subsidiaries VALIC Financial Advisors, Inc. (VFA) and VALIC Retirement Services Company (VRSCO). All are members of American International Group, Inc. (AIG).

Section I: Understanding the Basics

Retirement plan experts and the United States Department of Labor have noted that fees and expenses are an important consideration for plan participants, along with investment performance, available services, guarantees and investment features. In short, what are you paying, and what are you getting for it?

Fees and expenses can be associated with the general administration of a retirement plan, a particular individual service you elect or incorporated into the investment options you choose. This disclosure describes your plan's services and available investment options and the fees associated with both.

> **Administrative services**

General administrative services can include recordkeeping, legal and accounting services, customer service and communications including quarterly account statements.

> **Individual services**

Individual services include any service that is available in the plan that you elect to use. An example of an individual service would be a loan, which may include an initial set-up fee as well as an annual loan maintenance fee.

> **Investment options**

Investment options may have fees and expenses associated with that particular option. For example:

- **Operating expenses**

Investment funds and products may charge fees to cover the fund's total annual operating expenses. Also known as an expense ratio, these fees are generally not deducted from your account; rather they are calculated in the share price or net asset value of the investment option. So, the performance data shown on any fund already takes these fees into account. Since the expense ratio varies by fund and is not directly deducted from your account, it will be important for you to understand the fees for any fund. Expense ratios are noted in this disclosure as both a percent and a dollar amount per \$1,000. So, if the expense ratio is 0.50%, the actual fund expense is \$5.00 for each \$1,000 you have in that fund. These fees also may include annuity contract charges, such as separate account fees which are in consideration of certain additional guarantees, including death benefit guarantees as well as lifetime guaranteed payment options. Expense ratios can have a significant effect on your investment returns. That's why you should be aware of them as you select investment options. For instance, in the hypothetical example below, we can look at two identical investments with identical rates of return before expenses are charged to the fund. In this example, these two investments have different expense ratios—0.50% (as mentioned above) and 1.50%. You can see the difference in the cumulative return over 20 years:

	Investment One	Investment Two
Investment	\$20,000	\$20,000
Gross annual return	8%	8%
Annual expense ratio	0.50%	1.50%
Total investment balance after 20 years	\$84,957	\$70,473

This illustration is only an example and does not represent the return of any actual investment.

- **Trading fees**

Some funds impose trading restrictions or charge transaction fees related to trading frequency. Such transaction fees, including short-term trading fees, may be deducted from your account when applicable.

- **Fixed interest option fees**

Fixed interest options can include fees or transfer and withdrawal restrictions in return for a guaranteed rate.

These fees are an important part of the story, but not the entire story. Fees should not be reviewed in a vacuum. It is important to understand the fees you are paying in the context of what you are getting for those fees. That includes the services, options and guarantees that those fees provide. It is also important to consider the investment option performance, which, as noted above, has already taken into account some or all of the fees. Performance data included in this disclosure provides the same general information across investment options so you can compare them.

Some explanations that may help clarify how to view the information are:

- > **Fund Performance** for each fund as of the same time period — allowing you to compare "apples to apples" with the same market conditions.
- > **Categorization** of funds are classified by category or asset class — allowing you to compare one fund to a similar fund, such as bond funds to bond funds.
- > **Annual operating expenses** are shown as a percent or a dollar amount per \$1,000 of investment — allowing you to compare expenses across funds.
- > **Benchmark information** is provided for each fund — allowing you to compare a fund you are considering against the benchmark the fund company has identified.
- > **Shareholder-type fees and restrictions** are also identified — allowing you to compare and determine if it will meet your individual goals.

It is important to remember that past performance is not an indicator or guarantee of future results and that higher or lower fees are not necessarily indicative of the performance of that fund. To remain informed, you may want to take advantage of more current performance data which is available online for each fund at

www.aig.com/RetirementServices/feedisclosure.

- > **Fixed interest options** (Fixed annuities are issued by The Variable Annuity Life Insurance Company (VALIC). Such options are guaranteed based on the claims-paying ability of VALIC.)

Two factors to consider when reviewing your fixed interest options available under the Plan include:

- **Guaranteed Death Benefit**
Annuities provide specific guarantees of payment to your designated beneficiary if your death occurs prior to annuitization or contract surrender.
- **Guaranteed Income Payment Options**
Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and may last for your entire life, in return for an investment. You may choose to have your account paid out in a fixed, variable, or combination of methods including lifetime annuity, lump sum, installment and partial annuity options.

The information provided in this disclosure supplements the information already provided to participants in the Plan's Summary Plan Description (SPD), Summary Annual Report (SAR) and quarterly benefit statements. This disclosure does not replace or alter the terms of the Plan or investment arrangements. This disclosure is subject to the terms of the Plan and investment arrangements and, in the event of a conflict, the terms of the Plan and/or investment arrangement will prevail.

Please keep in mind that investing involves risk including the possible loss of principal. Retirement accounts are long-term investments. Income taxes are payable upon withdrawal, and federal restrictions and a 10% federal penalty tax may apply to withdrawals prior to age 59½.

We hope that this disclosure will be helpful to you as you continue to plan for your retirement needs.

Section II: Investment Alternatives Comparative Chart

The **Investment Alternatives Comparative Chart** provides important information to help you compare the investment options provided by AIG Retirement Services under the Plan. These investments are administered by VALIC or VALIC Retirement Services Company ("VRSCO") as the service provider. The Investment Alternatives Comparative Chart includes the following information:

- > **Performance information** for the investment options provided by AIG Retirement Services under the Plan.
 - This includes investments that have a fixed or stated rate of return as well as investments with a variable rate of return.
 - Products that are available to all participants (includes beneficiaries and alternate payees) and eligible employees are listed first. All other products are listed thereafter.
 - Product exchanges from newer products to older products are generally not allowed.
- > Shows how these investments have performed over time and allows you to compare them with an appropriate benchmark index for the same time periods. *Current performance may be higher or lower than the*

performance stated due to recent stock market volatility. The performance data quoted represents past performance. Past performance does not guarantee future results. The investment return and principal value of an investment will fluctuate so that investments, when withdrawn, may be worth more or less than the original cost.

- > Shows fee and expense information for the investment options provided by AIG Retirement Services under the Plan.
 - Total annual operating expenses, which include the separate account fee, reduce the rate of return of the investment option.
 - The shareholder-type fees are in addition to the total annual operating expenses.
 - Describes limitations or restrictions imposed by VALIC or the investment option.
- > Presents the features of the fixed interest options available under the Plan issued by The Variable Annuity Life Insurance Company (VALIC).
 - Annuities are insurance contracts that allow you to receive a guaranteed stream of payments at regular intervals, usually beginning when you retire and may last for your entire life, in return for an investment.
 - All guarantees are backed by the claims-paying ability of The Variable Annuity Life Insurance Company.

Please visit <https://my.valic.com/MyVALIC/FundPerformance/FundFactSheet.aspx?q=1> for a glossary of investment terms relevant to the investment options under this Plan. This glossary is intended to help you better understand your options.

Investment Option(s)

Below you will find detailed charts with information for each investment option concerning performance, fees, expenses and the features of the annuity options available under the Plan, if applicable.

More information can be found at: www.aig.com/RetirementServices/feedisclosure

GROUP MUTUAL FUND W/ FIXED ANNUITY (M181) (Policy Form GFA-504, a fixed annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas). The Plan's mutual fund options and the fixed annuity are available for investment by Participants. Transfers by the Participant (and, if applicable, by the Plan Sponsor) into and out of the fixed option(s) (and, if applicable, including certain withdrawals and surrenders) may be limited as described in the contract.

This product is generally available to Participants and eligible employees. Subject to the Plan, certain restrictions may apply. Example: the product may be available only for certain types of contributions.

You could lose money by investing in the Money Market Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

FUND CHANGE EFFECTIVE AS OF 10/06/2020:

Funds Deleted:

MORGANSTANLEY GLBL REAL EST I

MRLAX

Funds Added:

			Average Annual Total Return as of 12/31/2019 <i>Benchmark Return as of 12/31/2019</i>			Total Annual Operating Expenses		
INVESTMENT NAME <i>Benchmark</i>	Ticker	Asset Class	1 yr	5 yr	10 yr/ Inception*	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
COHEN & STEERS GLOBAL REALTY I	CSSPX	Global Real Estate	24.78%	7.58%	8.68%	0.90%	\$9.00	‡
<i>FTSE EPRA Nareit Developed NR USD</i>			21.91%	5.56%	8.37%			

Fixed Return Investments

No changes were made to the fixed option

Variable Return Investments								
			Average Annual Total Return as of 12/31/2019 <i>Benchmark Return as of 12/31/2019</i>			Total Annual Operating Expenses		
INVESTMENT NAME <i>Benchmark</i>	Ticker	Asset Class	1 yr	5 yr	10 yr/ Inception*	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
TIAA-CREF LFCYCL RET INC PREM	TPILX	Allocation--30% to 50% Equity	15.03%	5.55%	6.60%	0.52%	\$5.20	N/A
<i>S&P Target Date Retirement Income TR USD</i>			13.33%	4.67%	5.50%			
WALDEN ASSET MGMT FUND	WSBFX	Allocation--70% to 85% Equity	23.70%	8.71%	9.42%	1.00%	\$10.00	N/A
<i>S&P 500 TR USD</i>			31.49%	11.70%	13.56%			

			Average Annual Total Return as of 12/31/2019 <i>Benchmark Return as of 12/31/2019</i>			Total Annual Operating Expenses		
INVESTMENT NAME <i>Benchmark</i>	Ticker	Asset Class	1 yr	5 yr	10 yr/ Inception*	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
VANGUARD TOT INTL STCK IDX ADM <i>MSCI ACWI Ex USA NR USD</i>	VTIAX	Foreign Large Blend	21.51%	5.85%	5.21% 11/29/10	0.11%	\$1.10	N/A
			21.51%	5.51%	5.06% 11/29/10			
AMFUNDS EUROPACIFIC GR R5 <i>MSCI ACWI Ex USA NR USD</i>	RERFX	Foreign Large Growth	27.37%	7.36%	6.68%	0.53%	\$5.30	N/A
			21.51%	5.51%	4.97%			
MORGANSTANLEY GBL REAL EST I <i>FTSE EPRA Nareit Developed NR USD</i>	MRLAX	Global Real Estate	18.35%	4.14%	7.42%	1.00%	\$10.00	N/A
			21.91%	5.56%	8.37%			
VANGUARD INF PRO SEC ADML <i>BBgBarc US Treasury US TIPS TR USD</i>	VAIPX	Inflation- Protected Bond	8.16%	2.45%	3.25%	0.10%	\$1.00	N/A
			8.43%	2.62%	3.36%			
VANGUARD TL BD MK IDX ADM <i>BBgBarc US Agg Float Adj TR USD</i>	VBTLX	Intermediate Core Bond	8.71%	3.00%	3.68%	0.05%	\$0.50	N/A
			8.87%	3.07%	3.78%			
METROPOLITAN WEST TOT RET BOND <i>BBgBarc US Agg Bond TR USD</i>	MWTRX	Intermediate Core-Plus Bond	8.94%	2.80%	4.75%	0.67%	\$6.70	N/A
			8.72%	3.05%	3.75%			
VANGUARD INST IDX <i>S&P 500 TR USD</i>	VINIX	Large Blend	31.46%	11.67%	13.53%	0.04%	\$0.40	N/A
			31.49%	11.70%	13.56%			
T. ROWE PRICE BLCHPGR ADV <i>S&P 500 TR USD</i>	PABGX	Large Growth	29.62%	14.92%	15.67%	0.97%	\$9.70	N/A
			31.49%	11.70%	13.56%			
MFS VALUE R4 <i>Russell 1000 Value TR USD</i>	MEIJX	Large Value	30.08%	9.40%	11.84%	0.57%	\$5.70	N/A
			26.54%	8.29%	11.80%			
VANGUARD EXTENDED MKT IDX IN <i>S&P Completion TR USD</i>	VIEIX	Mid-Cap Blend	28.05%	9.03%	12.83%	0.06%	\$0.60	N/A
			27.95%	8.90%	12.71%			
EATON VAN ATL CAP SMID CAP A <i>Russell 2500 TR USD</i>	EAASX	Mid-Cap Growth	34.10%	13.86%	15.17%	1.16%	\$11.60	N/A
			27.77%	8.93%	12.58%			
DIAMOND HILL SMALL-MID CAP A <i>Russell 2500 TR USD</i>	DHMAX	Mid-Cap Value	27.33%	7.43%	11.42%	1.22%	\$12.20	N/A
			27.77%	8.93%	12.58%			
VANGUARD FEDERAL M MKT <i>FTSE Treasury Bill 3 Mon USD</i>	VMFXX	Money Market- Taxable	2.14%	1.01%	0.51%	0.11%	\$1.10	N/A
			2.25%	1.05%	0.56%			
TIAA-CREF LFCYCL 2010 PREMIER <i>S&P Target Date 2010 TR USD</i>	TCTPX	Target-Date 2000-2010	15.36%	5.77%	7.02%	0.52%	\$5.20	N/A
			14.30%	5.16%	6.21%			
TIAA-CREF LFCYCL 2015 PREMIER <i>S&P Target Date 2015 TR USD</i>	TCFPX	Target-Date 2015	16.36%	6.10%	7.45%	0.53%	\$5.30	N/A
			15.40%	5.67%	6.92%			
TIAA-CREF LFCYCL 2020 PREMIER <i>S&P Target Date 2020 TR USD</i>	TCWPX	Target-Date 2020	17.59%	6.54%	7.99%	0.54%	\$5.40	N/A
			16.52%	6.16%	7.55%			

			Average Annual Total Return as of 12/31/2019 <i>Benchmark Return as of 12/31/2019</i>			Total Annual Operating Expenses		
INVESTMENT NAME <i>Benchmark</i>	Ticker	Asset Class	1 yr	5 yr	10 yr/ Inception*	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
TIAA-CREF LFCYCL 2025 PREMIER <i>S&P Target Date 2025 TR USD</i>	TCOPX	Target-Date 2025	19.29% <i>18.38%</i>	7.02% <i>6.73%</i>	8.53% <i>8.13%</i>	0.56%	\$5.60	N/A
TIAA-CREF LFCYCL 2030 PREMIER <i>S&P Target Date 2030 TR USD</i>	TCHPX	Target-Date 2030	21.13% <i>20.38%</i>	7.52% <i>7.27%</i>	9.06% <i>8.66%</i>	0.57%	\$5.70	N/A
TIAA-CREF LFCYCL 2035 PREMIER <i>S&P Target Date 2035 TR USD</i>	TCYPX	Target-Date 2035	22.86% <i>22.18%</i>	7.97% <i>7.77%</i>	9.53% <i>9.13%</i>	0.58%	\$5.80	N/A
TIAA-CREF LFCYCL 2040 PREMIER <i>S&P Target Date 2040 TR USD</i>	TCZPX	Target-Date 2040	24.52% <i>23.37%</i>	8.36% <i>8.11%</i>	9.88% <i>9.45%</i>	0.59%	\$5.90	N/A
TIAA-CREF LFCYCL 2045 PREMIER <i>S&P Target Date 2045 TR USD</i>	TTFPX	Target-Date 2045	25.73% <i>24.02%</i>	8.60% <i>8.32%</i>	9.98% <i>9.67%</i>	0.60%	\$6.00	N/A
TIAA-CREF LFCYCL 2050 PREMIER <i>S&P Target Date 2050 TR USD</i>	TCLPX	Target-Date 2050	25.93% <i>24.35%</i>	8.69% <i>8.49%</i>	10.02% <i>9.84%</i>	0.60%	\$6.00	N/A
TIAA-CREF LFCYCL 2055 PREMIER <i>S&P Target Date 2055 TR USD</i>	TTRPX	Target-Date 2055	26.21% <i>24.48%</i>	8.77% <i>8.58%</i>	8.82% <i>6.71%</i> 04/29/11 <i>04/29/11</i>	0.60%	\$6.00	N/A
TIAA-CREF LFCYCL 2060 PREMIER <i>Morningstar Mod Tgt Risk TR USD</i>	TLXPX	Target-Date 2060+	26.47% <i>19.03%</i>	8.84% <i>6.75%</i>	8.66% <i>6.54%</i> 09/26/14 <i>09/26/14</i>	0.60%	\$6.00	N/A
LEGG MASON BWG GLBAL OPP BND A <i>FTSE WGBI USD</i>	GOBAX	World Bond	8.82% <i>5.90%</i>	2.01% <i>2.03%</i>	4.34% <i>3.62%</i> 03/10/10 <i>03/10/10</i>	0.98%	\$9.80	N/A

Fixed Return Investments

INVESTMENT NAME	Declared Rate	As of Date	Total Annual Operating Expenses		Restrictions
			As a %	Per \$1000	
FIXED INTEREST OPTION	2.15%	12/31/2019	N/A	N/A	A

The **guaranteed death benefit** payable to your designated beneficiary for your annuity option includes the following:

Objective/Goals	Pricing Factors	Restrictions/Fees
The contract provides specific guarantees of payment to your designated beneficiary if your death occurs prior to annuitization or contract surrender. The guarantees generally apply to the original deposit(s) reduced (in the manner described in the contract and any applicable endorsement) by prior withdrawals. This can be an important guarantee for many participants, and you should refer to the contract or certificate for specific details as to the application and calculation of the guarantee.	The death benefits are automatically included in the annuity contract for no additional fee.	The death benefit provisions may vary from state to state.

The various forms of **guaranteed income payment options** available for your annuity option are as follows:

Objective/Goals	Pricing Factors	Restrictions/Fees
<p>When you are ready to begin taking income, you can choose to receive income payments on a variable basis, fixed basis, or a combination.</p> <p>You may specify the manner in which your income payments are made. You may select one of the following options:</p> <ul style="list-style-type: none"> • Life Only: Provides a guaranteed stream of income for your life. Under this option there is no provision for a death benefit for the beneficiary. • Life Option with Guaranteed Period: Provides a guaranteed stream of income for your life. If you die before the guaranteed period has expired, your beneficiary can receive payments for the rest of the guaranteed period, or take a lump-sum distribution. • Life with Cash or Unit Refund: Provides a guaranteed stream of income for your life. These payments are based upon your life expectancy and will continue for as long as you live. If you do not outlive the life expectancy, your beneficiary may receive an additional payment. • Joint and Survivor Life: Provides a guaranteed payment stream of income during the joint lifetime of you and a second person. Upon the death of one, payments continue during the lifetime of the survivor. There is no death benefit at the death of the last survivor. • Payments for a Designated Period: Provides a guaranteed payment stream of income to you for a select number of years between 5 and 30. Upon your death, payments will continue to your beneficiary until the designated period is completed. 	The cost of each option depends on your age, the interest rates and mortality table when you buy it, and the interest rates and mortality table guaranteed in your contract.	<p>Once your payments have begun, the option you chose cannot be stopped or changed.</p> <p>The first payment must be at least \$25 and the total annual payment must be at least \$100. VALIC reserves the right to reduce the frequency of payments so each payment is at least \$25.</p>

PORTFOLIO DIRECTOR (A048) Policy Form UITG-194-TRMC is a fixed and variable annuity issued by The Variable Annuity Life Insurance Company, and is available to Participants in employer-sponsored retirement plans and arrangements. Transfers by the Participant (and, if applicable, by the Plan Sponsor) into and out of the fixed-interest option(s) (and, if applicable, including certain withdrawals and surrenders) may be limited as described in the contract and/or the appropriate prospectus.

This product is closed to new Participants and eligible employees. Subject to the Plan, the product may be available only to participants who have a current account balance and only for certain types of contributions to existing accounts.

Quarterly fees are currently waived.

Participant Surrender/Withdrawal Charges: There are no surrender or withdrawal charges.

You could lose money by investing in the Money Market Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

Variable Return Investments								
		Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
CAPITAL CONSERVATION [0007] <i>BBgBarc US Agg Bond TR USD</i>	FIXED INCOME	8.71%	2.01%	2.98%	2.98%	1.44%	\$14.40	N/A
		8.72%	3.05%	3.75%				
CORE BOND FUND [0058] <i>BBgBarc US Agg Bond TR USD</i>	FIXED INCOME	9.82%	2.59%	3.65%	3.65%	1.32%	\$13.20	N/A
		8.72%	3.05%	3.75%				
GOVERNMENT MONEY MARKET I [0006] <i>FTSE Treasury Bill 3 Mon USD</i>	FIXED INCOME	0.87%	-0.13%	-0.46%	-0.46%	1.31%	\$13.10	N/A
		2.25%	1.05%	0.56%				
GOVERNMENT MONEY MARKET II [0044] <i>FTSE Treasury Bill 3 Mon USD</i>	FIXED INCOME	1.08%	0.09%	-0.22%	-0.22%	1.10%	\$11.00	N/A
		2.25%	1.05%	0.56%				
GOVERNMENT SECURITIES FUND [0008] <i>BBgBarc US Government TR USD</i>	FIXED INCOME	5.65%	1.38%	2.10%	2.10%	1.47%	\$14.70	N/A
		6.83%	2.36%	3.03%				
HIGH YIELD BOND FUND [0060] <i>FTSE HY Market TR USD</i>	FIXED INCOME	14.34%	4.90%	6.07%	6.07%	1.51%	\$15.10	N/A
		14.09%	5.87%	7.27%				
INFLATION PROTECTED FUND [0077] <i>BBgBarc US Treasury US TIPS TR USD</i>	FIXED INCOME	7.79%	1.50%	2.56%	2.56%	1.36%	\$13.60	N/A
		8.43%	2.62%	3.36%				
INTERNATIONAL GOVERNMENT BOND [0013] <i>30% JP Morgan EMBI Global Diversified Index and 70% Citigroup WGBI</i>	FIXED INCOME	7.87%	1.87%	2.15%	2.15%	1.45%	\$14.50	N/A
		8.59%	3.30%	3.37%				
STRATEGIC BOND FUND [0059] <i>BBgBarc US Agg Bond TR USD</i>	FIXED INCOME	10.75%	3.44%	4.56%	4.56%	1.42%	\$14.20	N/A
		8.72%	3.05%	3.75%				
VANGUARD LONG-TERM TREASURY [0023] <i>BBgBarc US Treasury Long TR USD</i>	FIXED INCOME	13.22%	3.08%	5.90%	5.90%	1.00%	\$10.00	N/A
		14.83%	4.13%	7.01%				
VANGUARD LT INV-GRADE FUND [0022] <i>BBgBarc US Credit A+ Long TR USD</i>	FIXED INCOME	19.46%	5.13%	7.11%	7.11%	1.02%	\$10.20	N/A
		20.85%	5.95%	7.76%				

		Average Annual Total Return as of 12/31/2019 <i>Benchmark Return as of 12/31/2019</i>				Total Annual Operating Expenses		
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
EMERGING ECONOMIES [0087] <i>MSCI EM NR USD</i>	GLOBAL & INTL EQUITY	19.34% <i>18.42%</i>	4.64% <i>5.61%</i>	2.44% <i>3.68%</i>	2.44%	1.73%	\$17.30	N/A
GLOBAL STRATEGY [0088] <i>60% MSCI ACWI & 40% JPMorgan GBI Global (unhdg)</i>	GLOBAL & INTL EQUITY	9.02% <i>18.23%</i>	1.97% <i>6.08%</i>	5.28% <i>6.32%</i>	5.28%	1.46%	\$14.60	N/A
INTERNATIONAL GROWTH FUND [0020] <i>MSCI ACWI Ex USA NR USD</i>	GLOBAL & INTL EQUITY	31.58% <i>21.51%</i>	7.66% <i>5.51%</i>	7.05% <i>4.97%</i>	7.05%	1.69%	\$16.90	N/A
INTERNATIONAL VALUE FUND [0089] <i>MSCI ACWI Ex USA NR USD</i>	GLOBAL & INTL EQUITY	15.50% <i>21.51%</i>	2.25% <i>5.51%</i>	2.90% <i>4.97%</i>	2.90%	1.55%	\$15.50	N/A
INTERNATL EQUITIES INDEX FUND [0011] <i>MSCI EAFE NR USD</i>	GLOBAL & INTL EQUITY	20.33% <i>22.01%</i>	4.61% <i>5.67%</i>	4.10% <i>5.50%</i>	4.10%	1.24%	\$12.40	N/A
INTL OPPORTUNITIES [0033] <i>MSCI EAFE Small Cap NR USD</i>	GLOBAL & INTL EQUITY	25.05% <i>24.96%</i>	8.69% <i>8.85%</i>	7.15% <i>8.74%</i>	7.15%	1.55%	\$15.50	N/A
INTL SOCIALLY RESPONSIBLE FUND [0012] <i>MSCI EAFE NR USD</i>	GLOBAL & INTL EQUITY	24.98% <i>22.01%</i>	7.71% <i>5.67%</i>	9.12% <i>5.50%</i>	9.12%	1.43%	\$14.30	N/A
AGGRESSIVE GROWTH LIFESTYLE [0048] <i>54% Russell 3000, 13% EAFE (net), 25% Barclays Capital Aggregate Bond, and 8% FTSE/EPRA NAREIT Global Real Estate</i>	HYBRID	22.37% <i>23.58%</i>	6.52% <i>8.25%</i>	8.51% <i>9.81%</i>	8.51%	1.42%	\$14.20	N/A
ASSET ALLOCATION FUND [0005] <i>55% S&P 500 Index, 35% Barclays Capital Aggregate Bond, and 10% T- Bill 3 month Index</i>	HYBRID	14.40% <i>20.29%</i>	4.05% <i>7.73%</i>	6.49% <i>8.94%</i>	6.49%	1.61%	\$16.10	N/A
CONSERVATIVE GROWTH LIFESTYLE [0050] <i>24% Russell 3000, 8% EAFE (net), 65% Barclays Capital Aggregate Bond, and 3% FTSE/EPRA NAREIT Global Real Estate</i>	HYBRID	15.91% <i>15.47%</i>	4.32% <i>5.48%</i>	5.99% <i>6.55%</i>	5.99%	1.44%	\$14.40	N/A
MODERATE GROWTH LIFESTYLE [0049] <i>40% Russell 3000, 10% EAFE (net), 45% Barclays Capital Aggregate Bond, and 5% FTSE/EPRA NAREIT Global Real Estate</i>	HYBRID	19.93% <i>19.58%</i>	5.88% <i>6.94%</i>	7.61% <i>8.27%</i>	7.61%	1.42%	\$14.20	N/A
VANGUARD LIFESTRATEGY CONSER [0054] <i>Vanguard LifeStrategy Conservative Growth Composite Index**</i>	HYBRID	14.47% <i>15.94%</i>	4.56% <i>5.85%</i>	5.50% <i>6.76%</i>	5.50%	1.17%	\$11.70	N/A
VANGUARD LIFESTRATEGY GROWTH [0052] <i>Vanguard LifeStrategy Growth Composite Index*</i>	HYBRID	21.84% <i>23.46%</i>	6.78% <i>8.12%</i>	8.21% <i>9.60%</i>	8.21%	1.19%	\$11.90	N/A
VANGUARD LIFESTRATEGY MODERA [0053] <i>Vanguard LifeStrategy Moderate Growth Composite Index***</i>	HYBRID	18.12% <i>19.67%</i>	5.71% <i>7.01%</i>	6.95% <i>8.33%</i>	6.95%	1.18%	\$11.80	N/A

		Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] Benchmark	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
VANGUARD WELLINGTON FUND INC [0025] <i>65% S&P 500, 35% BarCap Credit A or Better Bond</i>	HYBRID	21.23% <i>24.40%</i>	7.42% <i>9.09%</i>	8.75% <i>10.62%</i>	8.75%	1.30%	\$13.00	N/A
AMER BEACON BRDWW LRG CP GRW I [0090] <i>Russell 1000 Growth TR USD</i>	LARGE CAP	28.66% <i>36.39%</i>	\$ <i>‡</i>	16.09% <i>‡</i>	8.66% 02/05/16 12/18/17	1.99%	\$19.90	N/A
BLUE CHIP GROWTH FUND [0072] <i>S&P 500 TR USD</i>	LARGE CAP	28.80% <i>31.49%</i>	14.17% <i>11.70%</i>	14.87% <i>13.56%</i>	14.87%	1.62%	\$16.20	N/A
CAPITAL APPRECIATION FUND [0039] <i>Russell 1000 Growth TR USD</i>	LARGE CAP	26.98% <i>36.39%</i>	10.89% <i>14.63%</i>	12.30% <i>15.22%</i>	12.30%	1.40%	\$14.00	N/A
CORE EQUITY FUND [0015] <i>Russell 1000 TR USD</i>	LARGE CAP	27.51% <i>31.43%</i>	9.05% <i>11.48%</i>	11.07% <i>13.54%</i>	11.07%	1.54%	\$15.40	N/A
DIVIDEND VALUE [0021] <i>Russell 1000 Value TR USD</i>	LARGE CAP	22.52% <i>26.54%</i>	8.13% <i>8.29%</i>	10.85% <i>11.80%</i>	10.85%	1.50%	\$15.00	N/A
GROWTH FUND [0078] <i>Russell 1000 Growth TR USD</i>	LARGE CAP	30.82% <i>36.39%</i>	11.63% <i>14.63%</i>	12.56% <i>15.22%</i>	12.56%	1.43%	\$14.30	N/A
LARGE CAP CORE [0076] <i>Russell 1000 TR USD</i>	LARGE CAP	31.52% <i>31.43%</i>	9.58% <i>11.48%</i>	12.36% <i>13.54%</i>	12.36%	1.64%	\$16.40	N/A
LARGE CAP VALUE FUND [0040] <i>Russell 1000 Value TR USD</i>	LARGE CAP	26.28% <i>26.54%</i>	7.77% <i>8.29%</i>	10.64% <i>11.80%</i>	10.64%	1.36%	\$13.60	N/A
LARGE CAPITAL GROWTH [0079] <i>Russell 1000 Growth TR USD</i>	LARGE CAP	38.84% <i>36.39%</i>	13.07% <i>14.63%</i>	12.24% <i>15.22%</i>	12.24%	1.55%	\$15.50	N/A
NASDAQ-100(R) INDEX FUND [0046] <i>NASDAQ 100 TR USD</i>	LARGE CAP	37.56% <i>39.46%</i>	15.35% <i>16.91%</i>	16.52% <i>18.07%</i>	16.52%	1.33%	\$13.30	N/A
STOCK INDEX FUND [0010] <i>S&P 500 TR USD</i>	LARGE CAP	30.05% <i>31.49%</i>	10.44% <i>11.70%</i>	12.28% <i>13.56%</i>	12.28%	1.09%	\$10.90	N/A
SYSTEMATIC CORE FUND [0016] <i>S&P 500 TR USD</i>	LARGE CAP	29.59% <i>31.49%</i>	9.73% <i>11.70%</i>	10.91% <i>13.56%</i>	10.91%	1.65%	\$16.50	N/A
SYSTEMATIC VALUE [0075] <i>Russell 1000 Value TR USD</i>	LARGE CAP	22.80% <i>26.54%</i>	6.93% <i>8.29%</i>	10.09% <i>11.80%</i>	10.09%	1.43%	\$14.30	N/A
US SOCIALLY RESPONSIBLE FUND [0041] <i>S&P 500 TR USD</i>	LARGE CAP	30.97% <i>31.49%</i>	10.39% <i>11.70%</i>	12.82% <i>13.56%</i>	12.82%	1.11%	\$11.10	N/A
VALUE FUND [0074] <i>Russell 1000 Value TR USD</i>	LARGE CAP	26.43% <i>26.54%</i>	6.91% <i>8.29%</i>	9.91% <i>11.80%</i>	9.91%	1.65%	\$16.50	N/A
VANGUARD WINDSOR II [0024] <i>Russell 1000 Value TR USD</i>	LARGE CAP	27.68% <i>26.54%</i>	7.49% <i>8.29%</i>	10.12% <i>11.80%</i>	10.12%	1.38%	\$13.80	N/A
ARIEL APPRECIATION FUND [0069] <i>Russell Mid Cap Value TR USD</i>	MID CAP	23.60% <i>27.06%</i>	4.60% <i>7.62%</i>	9.67% <i>12.41%</i>	9.67%	1.93%	\$19.30	N/A
MID CAP GROWTH FUND [0037] <i>S&P MidCap 400 TR</i>	MID CAP	31.87% <i>26.20%</i>	10.26% <i>9.03%</i>	10.61% <i>12.72%</i>	10.61%	1.40%	\$14.00	N/A
MID CAP INDEX FUND [0004] <i>S&P MidCap 400 TR</i>	MID CAP	24.71% <i>26.20%</i>	7.84% <i>9.03%</i>	11.49% <i>12.72%</i>	11.49%	1.16%	\$11.60	N/A

		Average Annual Total Return as of 12/31/2019 <i>Benchmark Return as of 12/31/2019</i>				Total Annual Operating Expenses		
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
MID CAP STRATEGIC GWTH [0083] <i>Russell Mid Cap Growth TR USD</i>	MID CAP	36.63% 35.47%	11.20% 11.60%	11.63% 14.24%	11.63%	1.61%	\$16.10	N/A
MID CAP VALUE FUND [0038] <i>Russell Mid Cap Value TR USD</i>	MID CAP	29.43% 27.06%	6.73% 7.62%	10.12% 12.41%	10.12%	1.60%	\$16.00	N/A
SMALL MID GROWTH FUND [0085] <i>Russell 2500 Growth TR USD</i>	MID CAP	36.82% 32.65%	9.81% 10.84%	11.96% 14.01%	11.96%	1.74%	\$17.40	N/A
ARIEL FUND [0068] <i>Russell 2500 Value TR USD</i>	SMALL CAP	23.68% 23.56%	5.84% 7.18%	10.65% 11.25%	10.65%	1.81%	\$18.10	N/A
SM CAP AGGRESSIVE GWTH [0086] <i>Russell 2000 Growth TR USD</i>	SMALL CAP	37.49% 28.48%	11.69% 9.34%	13.76% 13.01%	13.76%	1.79%	\$17.90	N/A
SMALL CAP FUND [0018] <i>Russell 2000 TR USD</i>	SMALL CAP	28.40% 25.52%	7.63% 8.23%	11.68% 11.83%	11.68%	1.73%	\$17.30	N/A
SMALL CAP GROWTH FUND [0035] <i>Russell 2000 Growth TR USD</i>	SMALL CAP	36.94% 28.48%	13.99% 9.34%	14.82% 13.01%	14.82%	1.71%	\$17.10	N/A
SMALL CAP INDEX FUND [0014] <i>Russell 2000 TR USD</i>	SMALL CAP	24.15% 25.52%	7.16% 8.23%	10.73% 11.83%	10.73%	1.20%	\$12.00	N/A
SMALL CAP SPECIAL VALUE FUND [0084] <i>Russell 2000 Value TR USD</i>	SMALL CAP	27.67% 22.39%	8.11% 6.99%	10.81% 10.56%	10.81%	1.67%	\$16.70	N/A
SMALL CAP VALUE FUND [0036] <i>Russell 2000 Value TR USD</i>	SMALL CAP	18.54% 22.39%	4.55% 6.99%	8.84% 10.56%	8.84%	1.50%	\$15.00	N/A
GLOBAL REAL ESTATE FUND [0101] <i>FTSE EPRA Nareit Developed TR USD</i>	SPECIALTY	23.51% 23.06%	5.53% 6.53%	7.70% 9.25%	7.70%	1.66%	\$16.60	N/A
HEALTH SCIENCES FUND [0073] <i>S&P 500 Sec/Health Care TR USD</i>	SPECIALTY	27.82% 20.82%	9.98% 10.31%	17.87% 14.76%	17.87%	1.85%	\$18.50	N/A
INVESCO BAL RISK COMMOD STR R5 [0102] <i>Bloomberg Commodity TR USD</i>	SPECIALTY	3.63% 7.69%	-2.82% -3.92%	-4.78% -5.75% 11/30/10	-5.78% 11/01/11	1.95%	\$19.50	N/A
SCIENCE & TECHNOLOGY FUND [0017] <i>S&P North American Technology TR</i>	SPECIALTY	38.36% 42.68%	16.65% 20.34%	15.85% 17.55%	15.85%	1.79%	\$17.90	N/A

Fixed Return Investments					
INVESTMENT NAME	Declared Rate	As of Date	Total Annual Operating Expenses		Restrictions
			As a %	Per \$1000	
FIXED ACCOUNT PLUS	2.15%	12/31/2019	N/A	N/A	B
MULTI-YEAR ENHANCED FIXED 10YR	1.70%	12/31/2019	N/A	N/A	G
SHORT TERM FIXED ACCOUNT	1.00%	12/31/2019	N/A	N/A	F

The **guaranteed death benefit** payable to your designated beneficiary for your annuity option includes the following:

Objective/Goals	Pricing Factors	Restrictions/Fees
The contract provides specific guarantees of payment to your designated beneficiary if your death occurs prior to annuitization or contract surrender. The guarantees generally apply to the original deposit(s), plus a stated rate of return or interest where applicable, reduced (in the manner described in the contract and any applicable endorsement) by prior withdrawals. This can be an important guarantee for many participants, and you should refer to the contract or certificate for specific details as to the application and calculation of the guarantee.	The death benefits are automatically included in the annuity contract for no additional fee.	The death benefit provisions may vary from state to state and by age.

The various forms of **guaranteed income payment options** available for your annuity option are as follows:

Objective/Goals	Pricing Factors	Restrictions/Fees
<p>When you are ready to begin taking income, you can choose to receive income payments on a variable basis, fixed basis, or a combination.</p> <p>You may specify the manner in which your income payments are made. You may select one of the following options:</p> <ul style="list-style-type: none"> • Life Only: Provides a guaranteed stream of income for your life. Under this option there is no provision for a death benefit for the beneficiary. • Life Option with Guaranteed Period: Provides a guaranteed stream of income for your life. If you die before the guaranteed period has expired, your beneficiary can receive payments for the rest of the guaranteed period, or take a lump-sum distribution. • Life with Cash or Unit Refund: Provides a guaranteed stream of income for your life. These payments are based upon your life expectancy and will continue for as long as you live. If you do not outlive the life expectancy, your beneficiary may receive an additional payment. • Joint and Survivor Life: Provides a guaranteed payment stream of income during the joint lifetime of you and a second person. Upon the death of one, payments continue during the lifetime of the survivor. There is no death benefit at the death of the last survivor. • Payments for a Designated Period: Provides a guaranteed payment stream of income to you for a select number of years between 5 and 30. Upon your death, payments will continue to your beneficiary until the designated period is completed. 	The cost of each option depends on your age, the interest rates and mortality table when you buy it, and the interest rates and mortality table guaranteed in your contract.	<p>Once your payments have begun, the option you chose cannot be stopped or changed.</p> <p>The first payment must be at least \$25 and the total annual payment must be at least \$100. VALIC reserves the right to reduce the frequency of payments so each payment is at least \$25.</p>

PORTFOLIO DIRECTOR (A042) Policy Form UIT-194 is a fixed and variable annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas and is available for investment by Participants in employer-sponsored retirement plans and arrangements. Transfers by the Participant into and out of the fixed option(s) (and, if applicable, including certain withdrawals and surrenders) may be limited as described in the contract and/or the appropriate prospectus.

This product is closed to new Participants and eligible employees. Subject to the Plan, the product may be available only to participants who have a current account balance and only for certain types of contributions to existing accounts.

There is a \$3.75 quarterly fee charged to Participant accounts. Charges are deducted pro rata from variable investment options.

Participant Surrender/Withdrawal Charges: In the first 15 contract/certificate years withdrawals in excess of 10% per contract/certificate year have a 5% surrender charge. Charges are deducted pro rata from all investment options. Waivers may apply. Please see your contract or certificate for more information.

You could lose money by investing in the Money Market Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

Variable Return Investments

		Standard Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Non-Standard Average Annual Total Return as of 12/31/2019						
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
CAPITAL CONSERVATION [0007] <i>BBgBarc US Agg Bond TR USD</i>	FIXED INCOME	3.60% 8.49% 8.72%	0.86% 1.80% 3.05%	2.76% 2.78% 3.75%	2.76%	1.64%	\$16.40	N/A
CORE BOND FUND [0058] <i>BBgBarc US Agg Bond TR USD</i>	FIXED INCOME	4.65% 9.60% 8.72%	1.45% 2.39% 3.05%	3.42% 3.44% 3.75%	3.42%	1.52%	\$15.20	N/A
GOVERNMENT MONEY MARKET I [0006] <i>FTSE Treasury Bill 3 Mon USD</i>	FIXED INCOME	-3.88% 0.66% 2.25%	-1.25% -0.33% 1.05%	-0.67% -0.66% 0.56%	-0.67%	1.51%	\$15.10	N/A
GOVERNMENT MONEY MARKET II [0044] <i>FTSE Treasury Bill 3 Mon USD</i>	FIXED INCOME	-3.67% 0.87% 2.25%	-1.03% -0.10% 1.05%	-0.44% -0.42% 0.56%	-0.44%	1.30%	\$13.00	N/A
GOVERNMENT SECURITIES FUND [0008] <i>BBgBarc US Government TR USD</i>	FIXED INCOME	0.69% 5.44% 6.83%	0.24% 1.18% 2.36%	1.88% 1.89% 3.03%	1.88%	1.67%	\$16.70	N/A
HIGH YIELD BOND FUND [0060] <i>FTSE HY Market TR USD</i>	FIXED INCOME	9.10% 14.11% 14.09%	3.84% 4.69% 5.87%	5.84% 5.86% 7.27%	5.84%	1.71%	\$17.10	N/A
INFLATION PROTECTED FUND [0077] <i>BBgBarc US Treasury US TIPS TR USD</i>	FIXED INCOME	2.72% 7.58% 8.43%	0.36% 1.30% 2.62%	2.34% 2.35% 3.36%	2.34%	1.56%	\$15.60	N/A
INTERNATIONAL GOVERNMENT BOND [0013] <i>30% JP Morgan EMBI Global Diversified Index and 70% Citigroup WGBI</i>	FIXED INCOME	2.80% 7.66% 8.59%	0.72% 1.67% 3.30%	1.94% 1.95% 3.37%	1.94%	1.65%	\$16.50	N/A
STRATEGIC BOND FUND [0059] <i>BBgBarc US Agg Bond TR USD</i>	FIXED INCOME	5.54% 10.53% 8.72%	2.32% 3.23% 3.05%	4.34% 4.36% 3.75%	4.34%	1.62%	\$16.20	N/A
VANGUARD LONG-TERM TREASURY [0023] <i>BBgBarc US Treasury Long TR USD</i>	FIXED INCOME	7.99% 13.00% 14.83%	1.95% 2.87% 4.13%	5.68% 5.69% 7.01%	5.68%	1.20%	\$12.00	N/A
VANGUARD LT INV-GRADE FUND [0022] <i>BBgBarc US Credit A+ Long TR USD</i>	FIXED INCOME	14.21% 19.22% 20.85%	4.07% 4.92% 5.95%	6.88% 6.90% 7.76%	6.88%	1.22%	\$12.20	N/A
EMERGING ECONOMIES [0087] <i>MSCI EM NR USD</i>	GLOBAL & INTL EQUITY	14.09% 19.10% 18.42%	3.57% 4.43% 5.61%	2.23% 2.24% 3.68%	2.23%	1.93%	\$19.30	N/A

		Standard Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Non-Standard Average Annual Total Return as of 12/31/2019						
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
GLOBAL STRATEGY [0088] <i>60% MSCI ACWI & 40% JPMorgan GBI Global (unhdg)</i>	GLOBAL & INTL EQUITY	3.90% 8.81% 18.23%	0.83% 1.77% 6.08%	5.06% 5.07% 6.32%	5.06%	1.66%	\$16.60	N/A
INTERNATIONAL GROWTH FUND [0020] <i>MSCI ACWI Ex USA NR USD</i>	GLOBAL & INTL EQUITY	26.31% 31.32% 21.51%	6.67% 7.44% 5.51%	6.82% 6.84% 4.97%	6.82%	1.89%	\$18.90	N/A
INTERNATIONAL VALUE FUND [0089] <i>MSCI ACWI Ex USA NR USD</i>	GLOBAL & INTL EQUITY	10.25% 15.26% 21.51%	1.10% 2.04% 5.51%	2.68% 2.69% 4.97%	2.68%	1.75%	\$17.50	N/A
INTERNATL EQUITIES INDEX FUND [0011] <i>MSCI EAFE NR USD</i>	GLOBAL & INTL EQUITY	15.08% 20.09% 22.01%	3.54% 4.40% 5.67%	3.87% 3.89% 5.50%	3.87%	1.44%	\$14.40	N/A
INTL OPPORTUNITIES [0033] <i>MSCI EAFE Small Cap NR USD</i>	GLOBAL & INTL EQUITY	19.78% 24.80% 24.96%	7.73% 8.48% 8.85%	6.93% 6.94% 8.74%	6.93%	1.75%	\$17.50	N/A
INTL SOCIALLY RESPONSIBLE FUND [0012] <i>MSCI EAFE NR USD</i>	GLOBAL & INTL EQUITY	19.72% 24.73% 22.01%	6.72% 7.49% 5.67%	8.89% 8.90% 5.50%	8.89%	1.63%	\$16.30	N/A
AGGRESSIVE GROWTH LIFESTYLE [0048] <i>54% Russell 3000, 13% EAFE (net), 25% Barclays Capital Aggregate Bond, and 8% FTSE/EPRA NAREIT Global Real Estate</i>	HYBRID	17.11% 22.12% 23.58%	5.50% 6.31% 8.25%	8.28% 8.29% 9.81%	8.28%	1.62%	\$16.20	N/A
ASSET ALLOCATION FUND [0005] <i>55% S&P 500 Index, 35% Barclays Capital Aggregate Bond, and 10% T- Bill 3 month Index</i>	HYBRID	9.16% 14.18% 20.29%	2.95% 3.84% 7.73%	6.26% 6.28% 8.94%	6.26%	1.81%	\$18.10	N/A
CONSERVATIVE GROWTH LIFESTYLE [0050] <i>24% Russell 3000, 8% EAFE (net), 65% Barclays Capital Aggregate Bond, and 3% FTSE/EPRA NAREIT Global Real Estate</i>	HYBRID	10.67% 15.68% 15.47%	3.23% 4.11% 5.48%	5.76% 5.78% 6.55%	5.76%	1.64%	\$16.40	N/A
MODERATE GROWTH LIFESTYLE [0049] <i>40% Russell 3000, 10% EAFE (net), 45% Barclays Capital Aggregate Bond, and 5% FTSE/EPRA NAREIT Global Real Estate</i>	HYBRID	14.68% 19.69% 19.58%	4.85% 5.67% 6.94%	7.38% 7.39% 8.27%	7.38%	1.62%	\$16.20	N/A

		Standard Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Non-Standard Average Annual Total Return as of 12/31/2019						
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
VANGUARD LIFESTRATEGY CONSER [0054] <i>Vanguard LifeStrategy Conservative Growth Composite Index**</i>	HYBRID	9.23% 14.25% <i>15.94%</i>	3.48% 4.35% <i>5.85%</i>	5.28% 5.29% <i>6.76%</i>	5.28%	1.37%	\$13.70	N/A
VANGUARD LIFESTRATEGY GROWTH [0052] <i>Vanguard LifeStrategy Growth Composite Index*</i>	HYBRID	16.59% 21.60% <i>23.46%</i>	5.77% 6.57% <i>8.12%</i>	7.97% 7.99% <i>9.60%</i>	7.97%	1.39%	\$13.90	N/A
VANGUARD LIFESTRATEGY MODERA [0053] <i>Vanguard LifeStrategy Moderate Growth Composite Index***</i>	HYBRID	12.87% 17.89% <i>19.67%</i>	4.66% 5.50% <i>7.01%</i>	6.72% 6.74% <i>8.33%</i>	6.72%	1.38%	\$13.80	N/A
VANGUARD WELLINGTON FUND INC [0025] <i>65% S&P 500, 35% BarCap Credit A or Better Bond</i>	HYBRID	15.98% 20.99% <i>24.40%</i>	6.43% 7.21% <i>9.09%</i>	8.52% 8.53% <i>10.62%</i>	8.52%	1.50%	\$15.00	N/A
AMER BEACON BRDWY LRG CP GRW I [0090] <i>Russell 1000 Growth TR USD</i>	LARGE CAP	23.39% 28.40% <i>36.39%</i>	\$ \$ <i>£</i>	15.00% 02/05/16 15.85% 02/05/16 <i>£</i>	6.15% 12/18/17	2.19%	\$21.90	N/A
BLUE CHIP GROWTH FUND [0072] <i>S&P 500 TR USD</i>	LARGE CAP	23.53% 28.54% <i>31.49%</i>	13.33% 13.95% <i>11.70%</i>	14.63% 14.64% <i>13.56%</i>	14.63%	1.82%	\$18.20	N/A
CAPITAL APPRECIATION FUND [0039] <i>Russell 1000 Growth TR USD</i>	LARGE CAP	21.71% 26.72% <i>36.39%</i>	9.98% 10.67% <i>14.63%</i>	12.06% 12.07% <i>15.22%</i>	12.06%	1.60%	\$16.00	N/A
CORE EQUITY FUND [0015] <i>Russell 1000 TR USD</i>	LARGE CAP	22.25% 27.26% <i>31.43%</i>	8.09% 8.83% <i>11.48%</i>	10.83% 10.85% <i>13.54%</i>	10.83%	1.74%	\$17.40	N/A
DIVIDEND VALUE [0021] <i>Russell 1000 Value TR USD</i>	LARGE CAP	17.27% 22.28% <i>26.54%</i>	7.16% 7.92% <i>8.29%</i>	10.62% 10.63% <i>11.80%</i>	10.62%	1.70%	\$17.00	N/A
GROWTH FUND [0078] <i>Russell 1000 Growth TR USD</i>	LARGE CAP	25.55% 30.56% <i>36.39%</i>	10.73% 11.40% <i>14.63%</i>	12.32% 12.33% <i>15.22%</i>	12.32%	1.63%	\$16.30	N/A
LARGE CAP CORE [0076] <i>Russell 1000 TR USD</i>	LARGE CAP	26.24% 31.26% <i>31.43%</i>	8.64% 9.36% <i>11.48%</i>	12.12% 12.13% <i>13.54%</i>	12.12%	1.84%	\$18.40	N/A
LARGE CAP VALUE FUND [0040] <i>Russell 1000 Value TR USD</i>	LARGE CAP	21.02% 26.03% <i>26.54%</i>	6.79% 7.56% <i>8.29%</i>	10.40% 10.42% <i>11.80%</i>	10.40%	1.56%	\$15.60	N/A

		Standard Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Non-Standard Average Annual Total Return as of 12/31/2019						
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
LARGE CAPITAL GROWTH [0079] <i>Russell 1000 Growth TR USD</i>	LARGE CAP	33.55% 38.57% 36.39%	12.20% 12.84% 14.63%	12.00% 12.02% 15.22%	12.00%	1.75%	\$17.50	N/A
NASDAQ-100(R) INDEX FUND [0046] <i>NASDAQ 100 TR USD</i>	LARGE CAP	32.27% 37.28% 39.46%	14.53% 15.12% 16.91%	16.27% 16.28% 18.07%	16.27%	1.53%	\$15.30	N/A
STOCK INDEX FUND [0010] <i>S&P 500 TR USD</i>	LARGE CAP	24.77% 29.79% 31.49%	9.52% 10.22% 11.70%	12.04% 12.06% 13.56%	12.04%	1.29%	\$12.90	N/A
SYSTEMATIC CORE FUND [0016] <i>S&P 500 TR USD</i>	LARGE CAP	24.32% 29.34% 31.49%	8.79% 9.51% 11.70%	10.67% 10.69% 13.56%	10.67%	1.85%	\$18.50	N/A
SYSTEMATIC VALUE [0075] <i>Russell 1000 Value TR USD</i>	LARGE CAP	17.54% 22.55% 26.54%	5.93% 6.72% 8.29%	9.85% 9.87% 11.80%	9.85%	1.63%	\$16.30	N/A
US SOCIALLY RESPONSIBLE FUND [0041] <i>S&P 500 TR USD</i>	LARGE CAP	25.70% 30.71% 31.49%	9.47% 10.17% 11.70%	12.57% 12.59% 13.56%	12.57%	1.31%	\$13.10	N/A
VALUE FUND [0074] <i>Russell 1000 Value TR USD</i>	LARGE CAP	21.17% 26.18% 26.54%	5.90% 6.69% 8.29%	9.68% 9.69% 11.80%	9.68%	1.85%	\$18.50	N/A
VANGUARD WINDSOR II [0024] <i>Russell 1000 Value TR USD</i>	LARGE CAP	22.41% 27.42% 26.54%	6.49% 7.27% 8.29%	9.88% 9.90% 11.80%	9.88%	1.58%	\$15.80	N/A
ARIEL APPRECIATION FUND [0069] <i>Russell Mid Cap Value TR USD</i>	MID CAP	18.34% 23.36% 27.06%	3.52% 4.39% 7.62%	9.43% 9.45% 12.41%	9.43%	2.13%	\$21.30	N/A
MID CAP GROWTH FUND [0037] <i>S&P MidCap 400 TR</i>	MID CAP	26.60% 31.61% 26.20%	9.34% 10.04% 9.03%	10.37% 10.39% 12.72%	10.37%	1.60%	\$16.00	N/A
MID CAP INDEX FUND [0004] <i>S&P MidCap 400 TR</i>	MID CAP	19.45% 24.46% 26.20%	6.85% 7.62% 9.03%	11.25% 11.27% 12.72%	11.25%	1.36%	\$13.60	N/A
MID CAP STRATEGIC GWTH [0083] <i>Russell Mid Cap Growth TR USD</i>	MID CAP	31.35% 36.36% 35.47%	10.30% 10.98% 11.60%	11.39% 11.40% 14.24%	11.39%	1.81%	\$18.10	N/A
MID CAP VALUE FUND [0038] <i>Russell Mid Cap Value TR USD</i>	MID CAP	24.16% 29.17% 27.06%	5.72% 6.52% 7.62%	9.89% 9.90% 12.41%	9.89%	1.80%	\$18.00	N/A

		Standard Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Non-Standard Average Annual Total Return as of 12/31/2019						
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
SMALL MID GROWTH FUND [0085] <i>Russell 2500 Growth TR USD</i>	MID CAP	31.53% 36.55% 32.65%	8.88% 9.59% 10.84%	11.72% 11.73% 14.01%	11.72%	1.94%	\$19.40	N/A
ARIEL FUND [0068] <i>Russell 2500 Value TR USD</i>	SMALL CAP	18.42% 23.43% 23.56%	4.80% 5.63% 7.18%	10.42% 10.43% 11.25%	10.42%	2.01%	\$20.10	N/A
SM CAP AGGRESSIVE GWTH [0086] <i>Russell 2000 Growth TR USD</i>	SMALL CAP	32.21% 37.22% 28.48%	10.80% 11.47% 9.34%	13.52% 13.53% 13.01%	13.52%	1.99%	\$19.90	N/A
SMALL CAP FUND [0018] <i>Russell 2000 TR USD</i>	SMALL CAP	23.13% 28.14% 25.52%	6.64% 7.41% 8.23%	11.44% 11.46% 11.83%	11.44%	1.93%	\$19.30	N/A
SMALL CAP GROWTH FUND [0035] <i>Russell 2000 Growth TR USD</i>	SMALL CAP	31.65% 36.67% 28.48%	13.14% 13.76% 9.34%	14.57% 14.59% 13.01%	14.57%	1.91%	\$19.10	N/A
SMALL CAP INDEX FUND [0014] <i>Russell 2000 TR USD</i>	SMALL CAP	18.89% 23.90% 25.52%	6.16% 6.95% 8.23%	10.49% 10.51% 11.83%	10.49%	1.40%	\$14.00	N/A
SMALL CAP SPECIAL VALUE FUND [0084] <i>Russell 2000 Value TR USD</i>	SMALL CAP	22.40% 27.41% 22.39%	7.13% 7.89% 6.99%	10.57% 10.59% 10.56%	10.57%	1.87%	\$18.70	N/A
SMALL CAP VALUE FUND [0036] <i>Russell 2000 Value TR USD</i>	SMALL CAP	13.30% 18.31% 22.39%	3.47% 4.34% 6.99%	8.61% 8.62% 10.56%	8.61%	1.70%	\$17.00	N/A
GLOBAL REAL ESTATE FUND [0101] <i>FTSE EPRA Nareit Developed TR USD</i>	SPECIALTY	18.25% 23.26% 23.06%	4.49% 5.32% 6.53%	7.47% 7.48% 9.25%	7.47%	1.86%	\$18.60	N/A
HEALTH SCIENCES FUND [0073] <i>S&P 500 Sec/Health Care TR USD</i>	SPECIALTY	22.55% 27.56% 20.82%	9.05% 9.76% 10.31%	17.61% 17.63% 14.76%	17.61%	2.05%	\$20.50	N/A
INVESCO BAL RISK COMMOD STR R5 [0102] <i>Bloomberg Commodity TR USD</i>	SPECIALTY	-1.24% 3.43% 7.69%	-3.91% -3.01% -3.92%	-4.99% -4.98% -5.75%	-5.98% 11/30/10 11/01/11 11/30/10 11/30/10	2.15%	\$21.50	N/A
SCIENCE & TECHNOLOGY FUND [0017] <i>S&P North American Technology TR</i>	SPECIALTY	33.07% 38.08% 42.68%	15.86% 16.42% 20.34%	15.60% 15.62% 17.55%	15.60%	1.99%	\$19.90	N/A

Fixed Return Investments

INVESTMENT NAME	Declared Rate	As of Date	Total Annual Operating Expenses		Restrictions
			As a %	Per \$1000	
FIXED ACCOUNT PLUS	1.65%	12/31/2019	N/A	N/A	C
MULTI-YEAR ENHANCED FIXED 10YR	1.70%	12/31/2019	N/A	N/A	G
SHORT TERM FIXED ACCOUNT	1.00%	12/31/2019	N/A	N/A	F

The **guaranteed death benefit** payable to your designated beneficiary for your annuity option includes the following:

Objective/Goals	Pricing Factors	Restrictions/Fees
The contract provides specific guarantees of payment to your designated beneficiary if your death occurs prior to annuitization or contract surrender. The guarantees generally apply to the original deposit(s), plus a stated rate of return or interest where applicable, reduced (in the manner described in the contract and any applicable endorsement) by prior withdrawals. This can be an important guarantee for many participants, and you should refer to the contract or certificate for specific details as to the application and calculation of the guarantee.	The death benefits are automatically included in the annuity contract for no additional fee.	The death benefit provisions may vary from state to state and by age.

The various forms of **guaranteed income payment options** available for your annuity option are as follows:

Objective/Goals	Pricing Factors	Restrictions/Fees
<p>When you are ready to begin taking income, you can choose to receive income payments on a variable basis, fixed basis, or a combination.</p> <p>You may specify the manner in which your income payments are made. You may select one of the following options:</p> <ul style="list-style-type: none"> • Life Only: Provides a guaranteed stream of income for your life. Under this option there is no provision for a death benefit for the beneficiary. • Life Option with Guaranteed Period: Provides a guaranteed stream of income for your life. If you die before the guaranteed period has expired, your beneficiary can receive payments for the rest of the guaranteed period, or take a lump-sum distribution. • Life with Cash or Unit Refund: Provides a guaranteed stream of income for your life. These payments are based upon your life expectancy and will continue for as long as you live. If you do not outlive the life expectancy, your beneficiary may receive an additional payment. • Joint and Survivor Life: Provides a guaranteed payment stream of income during the joint lifetime of you and a second person. Upon the death of one, payments continue during the lifetime of the survivor. There is no death benefit at the death of the last survivor. • Payments for a Designated Period: Provides a guaranteed payment stream of income to you for a select number of years between 5 and 30. Upon your death, payments will continue to your beneficiary until the designated period is completed. 	The cost of each option depends on your age, the interest rates and mortality table when you buy it, and the interest rates and mortality table guaranteed in your contract.	<p>Once your payments have begun, the option you chose cannot be stopped or changed.</p> <p>The first payment must be at least \$25 and the total annual payment must be at least \$100. VALIC reserves the right to reduce the frequency of payments so each payment is at least \$25.</p>

INDEPENDENCE PLUS (A040) Policy Form UITG-585 is a fixed and variable annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas and is available for investment by Participants in employer-sponsored retirement plans and arrangements. Transfers by the Participant (and, if applicable, by the Plan Sponsor) into and out of the fixed option(s) (and, if applicable, including certain withdrawals and surrenders) may be limited as described in the contract and/or the appropriate prospectus.

This product is closed to new Participants and eligible employees. Subject to the Plan, the product may be available only to participants who have a current account balance and only for certain types of contributions to existing accounts.

Quarterly fees are currently waived.

Participant Surrender/Withdrawal Charges: There are no charges on surrenders or withdrawals.

You could lose money by investing in the Money Market Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

Variable Return Investments								
		Standard Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
CAPITAL CONSERVATION [0007] <i>BBgBarc US Agg Bond TR USD</i>	FIXED INCOME	8.49%	1.80%	2.78%	2.78%	1.64%	\$16.40	N/A
		8.72%	3.05%	3.75%				
GOVERNMENT MONEY MARKET I [0006] <i>FTSE Treasury Bill 3 Mon USD</i>	FIXED INCOME	0.66%	-0.33%	-0.66%	-0.66%	1.51%	\$15.10	N/A
		2.25%	1.05%	0.56%				
GOVERNMENT SECURITIES FUND [0008] <i>BBgBarc US Government TR USD</i>	FIXED INCOME	5.44%	1.18%	1.89%	1.89%	1.67%	\$16.70	N/A
		6.83%	2.36%	3.03%				
INTERNATIONAL GOVERNMENT BOND [0013] <i>30% JP Morgan EMBI Global Diversified Index and 70% Citigroup WGBI</i>	FIXED INCOME	7.66%	1.67%	1.95%	1.95%	1.65%	\$16.50	N/A
		8.59%	3.30%	3.37%				
INTERNATL EQUITIES INDEX FUND [0011] <i>MSCI EAFE NR USD</i>	GLOBAL & INTL EQUITY	20.09%	4.40%	3.89%	3.89%	1.44%	\$14.40	N/A
		22.01%	5.67%	5.50%				
INTL SOCIALLY RESPONSIBLE FUND [0012] <i>MSCI EAFE NR USD</i>	GLOBAL & INTL EQUITY	24.73%	7.49%	8.90%	8.90%	1.63%	\$16.30	N/A
		22.01%	5.67%	5.50%				
ASSET ALLOCATION FUND [0005] <i>55% S&P 500 Index, 35% Barclays Capital Aggregate Bond, and 10% T-Bill 3 month Index</i>	HYBRID	14.18%	3.84%	6.28%	6.28%	1.81%	\$18.10	N/A
		20.29%	7.73%	8.94%				
STOCK INDEX FUND [0010] <i>S&P 500 TR USD</i>	LARGE CAP	29.79%	10.22%	12.06%	12.06%	1.29%	\$12.90	N/A
		31.49%	11.70%	13.56%				
MID CAP INDEX FUND [0004] <i>S&P MidCap 400 TR</i>	MID CAP	24.46%	7.62%	11.27%	11.27%	1.36%	\$13.60	N/A
		26.20%	9.03%	12.72%				
SMALL CAP INDEX FUND [0014] <i>Russell 2000 TR USD</i>	SMALL CAP	23.90%	6.95%	10.51%	10.51%	1.40%	\$14.00	N/A
		25.52%	8.23%	11.83%				

Fixed Return Investments					
INVESTMENT NAME	Declared Rate	As of Date	Total Annual Operating Expenses		Restrictions
			As a %	Per \$1000	
FIXED ACCOUNT PLUS	4.50%	12/31/2019	N/A	N/A	D
SHORT TERM FIXED ACCOUNT	4.50%	12/31/2019	N/A	N/A	F

The **guaranteed death benefit** payable to your designated beneficiary for your annuity option includes the following:

Objective/Goals	Pricing Factors	Restrictions/Fees
The contract provides specific guarantees of payment to your designated beneficiary if your death occurs prior to annuitization or contract surrender. The guarantees generally apply to the original deposit(s) reduced (in the manner described in the contract and any applicable endorsement) by prior withdrawals. This can be an important guarantee for many participants, and you should refer to the contract or certificate for specific details as to the application and calculation of the guarantee.	The death benefits are automatically included in the annuity contract for no additional fee.	The death benefit provisions may vary from state to state.

The various forms of **guaranteed income payment options** available for your annuity option are as follows:

Objective/Goals	Pricing Factors	Restrictions/Fees
<p>When you are ready to begin taking income, you can choose to receive income payments on a variable basis, fixed basis, or a combination.</p> <p>You may specify the manner in which your income payments are made. You may select one of the following options:</p> <ul style="list-style-type: none"> Life Only: Provides a guaranteed stream of income for your life. Under this option there is no provision for a death benefit for the beneficiary. Life Option with Guaranteed Period: Provides a guaranteed stream of income for your life. If you die before the guaranteed period has expired, your beneficiary can receive payments for the rest of the guaranteed period, or take a lump-sum distribution. Life with Cash or Unit Refund: Provides a guaranteed stream of income for your life. These payments are based upon your life expectancy and will continue for as long as you live. If you do not outlive the life expectancy, your beneficiary may receive an additional payment. Joint and Survivor Life: Provides a guaranteed payment stream of income during the joint lifetime of you and a second person. Upon the death of one, payments continue during the lifetime of the survivor. There is no death benefit at the death of the last survivor. Payments for a Designated Period: Provides a guaranteed payment stream of income to you for a select number of years between 5 and 30. Upon your death, payments will continue to your beneficiary until the designated period is completed. 	The cost of each option depends on your age, the interest rates and mortality table when you buy it, and the interest rates and mortality table guaranteed in your contract.	<p>Once your payments have begun, the option you chose cannot be stopped or changed.</p> <p>The first payment must be at least \$25 and the total annual payment must be at least \$100. VALIC reserves the right to reduce the frequency of payments so each payment is at least \$25.</p>

INDEPENDENCE PLUS (A021) Policy Form UIT-585 is a fixed and variable annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas and is available for investment by Participants in employer-sponsored retirement plans and arrangements. Transfers by the Participant into and out of the fixed option(s) (and, if applicable, including certain withdrawals and surrenders) may be limited as described in the contract and/or the appropriate prospectus.

This product is closed to new Participants and eligible employees. Subject to the Plan, the product may be available only to participants who have a current account balance and only for certain types of contributions to existing accounts.

In the first contract/certificate year, there is a \$5.00 quarterly fee charged to Participant accounts and a \$3.75 quarterly fee for the remaining contract/certificate years. Charges are deducted pro rata from variable investment options.

Participant Surrender/Withdrawal Charges: In the first 15 contract/certificate years withdrawals in excess of 10% per contract/certificate year have a 5% surrender charge. Charges are deducted pro rata from all investment options. Waivers may apply. Please see your contract/certificate for more information.

You could lose money by investing in the Money Market Fund. Although the Fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the Fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The Fund's sponsor has no legal obligation to provide financial support to the Fund, and you should not expect that the sponsor will provide financial support to the Fund at any time.

Variable Return Investments								
		Standard Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Non-Standard Average Annual Total Return as of 12/31/2019						
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
CAPITAL CONSERVATION [0007] <i>BBgBarc US Agg Bond TR USD</i>	FIXED INCOME	3.60% 8.49% <i>8.72%</i>	0.86% 1.80% <i>3.05%</i>	2.76% 2.78% <i>3.75%</i>	2.76%	1.64%	\$16.40	N/A
GOVERNMENT MONEY MARKET I [0006] <i>FTSE Treasury Bill 3 Mon USD</i>	FIXED INCOME	-3.88% 0.66% <i>2.25%</i>	-1.25% -0.33% <i>1.05%</i>	-0.67% -0.66% <i>0.56%</i>	-0.67%	1.51%	\$15.10	N/A
GOVERNMENT SECURITIES FUND [0008] <i>BBgBarc US Government TR USD</i>	FIXED INCOME	0.69% 5.44% <i>6.83%</i>	0.24% 1.18% <i>2.36%</i>	1.88% 1.89% <i>3.03%</i>	1.88%	1.67%	\$16.70	N/A
INTERNATIONAL GOVERNMENT BOND [0013] <i>30% JP Morgan EMBI Global Diversified Index and 70% Citigroup WGBI</i>	FIXED INCOME	2.80% 7.66% <i>8.59%</i>	0.73% 1.67% <i>3.30%</i>	1.94% 1.95% <i>3.37%</i>	1.94%	1.65%	\$16.50	N/A
INTERNATL EQUITIES INDEX FUND [0011] <i>MSCI EAFE NR USD</i>	GLOBAL & INTL EQUITY	15.08% 20.09% <i>22.01%</i>	3.54% 4.40% <i>5.67%</i>	3.87% 3.89% <i>5.50%</i>	3.87%	1.44%	\$14.40	N/A
INTL SOCIALLY RESPONSIBLE FUND [0012] <i>MSCI EAFE NR USD</i>	GLOBAL & INTL EQUITY	19.72% 24.73% <i>22.01%</i>	6.72% 7.49% <i>5.67%</i>	8.89% 8.90% <i>5.50%</i>	8.89%	1.63%	\$16.30	N/A
ASSET ALLOCATION FUND [0005] <i>55% S&P 500 Index, 35% Barclays Capital Aggregate Bond, and 10% T-Bill 3 month Index</i>	HYBRID	9.16% 14.18% <i>20.29%</i>	2.96% 3.84% <i>7.73%</i>	6.26% 6.28% <i>8.94%</i>	6.26%	1.81%	\$18.10	N/A
STOCK INDEX FUND [0010] <i>S&P 500 TR USD</i>	LARGE CAP	24.77% 29.79% <i>31.49%</i>	9.53% 10.22% <i>11.70%</i>	12.04% 12.06% <i>13.56%</i>	12.04%	1.29%	\$12.90	N/A

		Standard Average Annual Total Return as of 12/31/2019				Total Annual Operating Expenses		
		Non-Standard Average Annual Total Return as of 12/31/2019						
		Benchmark Return as of 12/31/2019						
INVESTMENT NAME [Division Code] <i>Benchmark</i>	Asset Class	1 yr	5 yr	10 yr/ Inception*	10 yr/ Inclusion**	As a %	Per \$1000	Shareholder- Type Fees/ Restrictions
MID CAP INDEX FUND [0004]	MID CAP	19.45%	6.86%	11.25%	11.25%	1.36%	\$13.60	N/A
<i>S&P MidCap 400 TR</i>		24.46%	7.62%	11.27%				
		26.20%	9.03%	12.72%				
SMALL CAP INDEX FUND [0014]	SMALL CAP	18.89%	6.16%	10.50%	10.50%	1.40%	\$14.00	N/A
		23.90%	6.95%	10.51%				
<i>Russell 2000 TR USD</i>		25.52%	8.23%	11.83%				

Fixed Return Investments					
INVESTMENT NAME	Declared Rate	As of Date	Total Annual Operating Expenses		Restrictions
			As a %	Per \$1000	
FIXED ACCOUNT PLUS	4.50%	12/31/2019	N/A	N/A	D
SHORT TERM FIXED ACCOUNT	4.50%	12/31/2019	N/A	N/A	F

The **guaranteed death benefit** payable to your designated beneficiary for your annuity option includes the following:

Objective/Goals	Pricing Factors	Restrictions/Fees
The contract provides specific guarantees of payment to your designated beneficiary if your death occurs prior to annuitization or contract surrender. The guarantees generally apply to the original deposit(s) reduced (in the manner described in the contract and any applicable endorsement) by prior withdrawals. This can be an important guarantee for many participants, and you should refer to the contract or certificate for specific details as to the application and calculation of the guarantee.	The death benefits are automatically included in the annuity contract for no additional fee.	The death benefit provisions may vary from state to state.

The various forms of **guaranteed income payment options** available for your annuity option are as follows:

Objective/Goals	Pricing Factors	Restrictions/Fees
<p>When you are ready to begin taking income, you can choose to receive income payments on a variable basis, fixed basis, or a combination.</p> <p>You may specify the manner in which your income payments are made. You may select one of the following options:</p> <ul style="list-style-type: none"> • Life Only: Provides a guaranteed stream of income for your life. Under this option there is no provision for a death benefit for the beneficiary. • Life Option with Guaranteed Period: Provides a guaranteed stream of income for your life. If you die before the guaranteed period has expired, your beneficiary can receive payments for the rest of the guaranteed period, or take a lump-sum distribution. • Life with Cash or Unit Refund: Provides a guaranteed stream of income for your life. These payments are based upon your life expectancy and will continue for as long as you live. If you do not outlive the life expectancy, your beneficiary may receive an additional payment. • Joint and Survivor Life: Provides a guaranteed payment stream of income during the joint lifetime of you and a second person. Upon the death of one, payments continue during the lifetime of the survivor. There is no death benefit at the death of the last survivor. • Payments for a Designated Period: Provides a guaranteed payment stream of income to you for a select number of years between 5 and 30. Upon your death, payments will continue to your beneficiary until the designated period is completed. 	<p>The cost of each option depends on your age, the interest rates and mortality table when you buy it, and the interest rates and mortality table guaranteed in your contract.</p>	<p>Once your payments have begun, the option you chose cannot be stopped or changed.</p> <p>The first payment must be at least \$25 and the total annual payment must be at least \$100. VALIC reserves the right to reduce the frequency of payments so each payment is at least \$25.</p>

V-PLAN (A011) Policy Form IFA-582 is a fixed annuity issued by The Variable Annuity Life Insurance Company, Houston, Texas and is available for investment by Participants in employer-sponsored retirement plans and arrangements. Transfers by the Participant into and out of the fixed option(s) (and, if applicable, including certain withdrawals and surrenders) may be limited as described in the contract.

This product is closed to new Participants and eligible employees. Subject to the Plan, the product may be available only to participants who have a current account balance and only for certain types of contributions to existing accounts.

Quarterly fees are currently waived or do not apply.

Participant Surrender/Withdrawal Charges: In the first 15 contract/certificate years withdrawals in excess of 10% per contract/certificate year have a 7% surrender charge. Charges are deducted pro rata from investment options. Waivers may apply. Please see your contract or certificate for more information.

This product does not include any variable options. Thus, no Variable Investment Options Table is required or provided.

Fixed Return Investments					
INVESTMENT NAME	Declared Rate	As of Date	Total Annual Operating Expenses		Restrictions
			As a %	Per \$1000	
FIXED ACCOUNT PLUS	4.50%	12/31/2019	N/A	N/A	E

The **guaranteed death benefit** payable to your designated beneficiary for your annuity option includes the following:

Objective/Goals	Pricing Factors	Restrictions/Fees
<p>The contract provides specific guarantees of payment to your designated beneficiary if your death occurs prior to annuitization or contract surrender. The guarantees generally apply to the original deposit(s) reduced (in the manner described in the contract and any applicable endorsement) by prior withdrawals. This can be an important guarantee for many participants, and you should refer to the contract or certificate for specific details as to the application and calculation of the guarantee.</p>	<p>The death benefits are automatically included in the annuity contract for no additional fee.</p>	<p>The death benefit provisions may vary from state to state.</p>

The various forms of **guaranteed income payment options** available for your annuity option are as follows:

Objective/Goals	Pricing Factors	Restrictions/Fees
<p>When you are ready to begin taking income, you can choose to receive income payments on a variable basis, fixed basis, or a combination.</p> <p>You may specify the manner in which your income payments are made. You may select one of the following options:</p> <ul style="list-style-type: none"> • Life Only: Provides a guaranteed stream of income for your life. Under this option there is no provision for a death benefit for the beneficiary. • Life Option with Guaranteed Period: Provides a guaranteed stream of income for your life. If you die before the guaranteed period has expired, your beneficiary can receive payments for the rest of the guaranteed period, or take a lump-sum distribution. • Life with Cash or Unit Refund: Provides a guaranteed stream of income for your life. These payments are based upon your life expectancy and will continue for as long as you live. If you do not outlive the life expectancy, your beneficiary may receive an additional payment. • Joint and Survivor Life: Provides a guaranteed payment stream of income during the joint lifetime of you and a second person. Upon the death of one, payments continue during the lifetime of the survivor. There is no death benefit at the death of the last survivor. • Payments for a Designated Period: Provides a guaranteed payment stream of income to you for a select number of years between 5 and 30. Upon your death, payments will continue to your beneficiary until the designated period is completed. 	<p>The cost of each option depends on your age, the interest rates and mortality table when you buy it, and the interest rates and mortality table guaranteed in your contract.</p>	<p>Once your payments have begun, the option you chose cannot be stopped or changed.</p> <p>The first payment must be at least \$25 and the total annual payment must be at least \$100. VALIC reserves the right to reduce the frequency of payments so each payment is at least \$25.</p>

Section III: Individual Fees and Charges

An explanation of expenses deducted from your account on an individual, rather than Plan-wide, basis, such as fees for processing loans, is provided below.

In addition to the individual expenses described below, certain types of charges that may be deducted from your account related to the buying and selling of investments (e.g., redemption fees) are described in Section II, the annuity contracts/certificates and/or in the investment option's prospectus.

Separate Account Fees (annuity products)

This separate account charge applies at stated levels to each of the variable investment options, which for some of the investment options reflects an offset for certain amounts received with respect to that investment option, including amounts commonly referred to as "12b-1 fees." *The rate of this charge is fixed and cannot be increased by VALIC.* This charge compensates VALIC for assuming certain risks and obligations under the contract. VALIC assumes the obligation to provide payments during the payout period for your lifetime, no matter how long that might be. In addition, VALIC assumes the obligation, prior to annuitization, to pay a guaranteed death benefit. The separate account charges also may cover the costs of issuing and administering and marketing the variable investment options including, but not limited to, local support to plan sponsors and participants including enrollment and education.

Withdrawals and Surrenders

Withdrawal or surrender charges, if any, are described in Section II.

Loans

Each loan from a **mutual fund** account is assessed:

- A one-time \$50 loan processing fee.
- A \$50 annual maintenance fee, which is deducted on a quarterly basis and processed pro-rata against all investment options in your account.

Each loan from an **annuity** contract is assessed:

- A one-time \$60 loan processing fee.
- Loan set-up fee not currently applicable if the state of issue is New York, New Jersey, Vermont, Texas or Oregon.

Guided Portfolio Services® ("GPS")

Guided Portfolio Services® ("GPS") is a participant investment advisory service offered in accordance with Department of Labor Advisory Opinion 2001-09A issued to The Variable Annuity Life Insurance Company's (VALIC) sister company, SunAmerica Retirement Markets, Inc., in 2001. GPS must be authorized by the Plan Sponsor to be available in the plan and must be elected by the participant. Fees for GPS are paid to VALIC Financial Advisors, Inc. ("VFA") and are charged to the account of any participant who elects GPS. GPS is available in 2 formats:

- **GPS Portfolio Advisor** is an option for those participants who want to monitor and manage their investment portfolios themselves, but still value expert advice. For Portfolio Advisor, a fixed annual fee of \$25.00 is charged following enrollment, which entitles the participant to use the service for one year. At the end of the year, the participant will be required to re-enroll to continue the service.
- This fee is waived
- **GPS Portfolio Manager** is the managed account option that automatically implements the investment advice, provides ongoing portfolio monitoring and asset rebalancing, and updates the participant's advice and retirement income forecast annually. For Portfolio Manager, an asset based fee is calculated at each calendar quarter end and will be assessed shortly after quarter end. Following is the GPS Portfolio Manager feeschedule.

GPS Portfolio Manager fee schedule

For assets managed by GPS:

- The first \$100,000, the annual participant fee is 0.60% on assets
- The next \$150,000, the annual participant fee is 0.50% on assets
- And amounts over \$250,000, the annual participant fee is 0.45% on assets

IncomeLOCK® Plus

IncomeLOCK Plus** is an optional rider in Portfolio Director Fixed and Variable Annuity that offers guaranteed lifetime income plus the opportunity to increase income by locking in the greater of either the contract's highest anniversary value or an annual income credit. IncomeLOCK Plus offers two separate Income Credit Options: IncomeLOCK Plus 6, with a 6% income credit and IncomeLOCK Plus 8, with an 8% income credit. IncomeLOCK Plus must be authorized by the Plan Sponsor to be available in the plan and must be elected by the participant. The fee is based on the number of covered persons selected and is calculated as a percentage of the Benefit Base. The initial annual fee rate is guaranteed not to change for the first benefit year. Subsequently, the fee rate may change quarterly as indicated in the table below.

For IncomeLOCK Plus endorsements issued May 1, 2012 or later:

IncomeLOCK Plus fee schedule

For one covered person:

- The initial annual fee rate is 1.30%
- The minimum annual fee rate is 0.60%
- The maximum annual fee rate is 2.60%
- The maximum annualized fee rate could increase or decrease each benefit quarter by +/-0.25%

For two covered persons:

- The initial annual fee rate is 1.55%
- The minimum annual fee rate is 0.60%
- The maximum annual fee rate is 3.10%
- The maximum annualized fee rate could increase or decrease each benefit quarter by +/-0.25%

For IncomeLOCK Plus endorsements issued prior to May 1, 2012:

IncomeLOCK Plus fee schedule

For one covered person:

- The initial annual fee rate is 1.10%
- The minimum annual fee rate is 0.60%
- The maximum annual fee rate is 2.20%
- The maximum annualized fee rate could increase or decrease each benefit quarter by +/-0.25%

For two covered persons:

- The initial annual fee rate is 1.35%
- The minimum annual fee rate is 0.60%
- The maximum annual fee rate is 2.70%
- The maximum annualized fee rate could increase or decrease each benefit quarter by +/-0.25%

** Beginning May 1, 2012, IncomeLOCK Plus may be added only to new individual contracts or group certificates. These changes will not affect existing individual contracts or group certificates that already include IncomeLOCK Plus endorsements.

Effective December 26, 2012 (unless sooner, as determined by an appropriate Plan representative), IncomeLOCK Plus will no longer be available for new enrollments under the Plan. This change will not affect existing individual contracts or group certificates that already include IncomeLOCK Plus endorsements.

Section IV: Plan Information and Administrative Expenses

Operation of the Plan

Information regarding investment instructions, including limitations, and voting rights is provided below.

Giving Investment Instructions

In order to direct your Plan investment with AIG Retirement Services, and subject to any Plan and investment restrictions described below, you may make your election on AIG Retirement Service's website, www.aig.com/RetirementServices, or you may contact AIG Retirement Services Call Center at 800-448-2542.

For security reasons, you will be asked to verify your identity by logging into your account on aig.com. Should you need to register for aig.com, please visit <https://login.valic.com/sso/> and click on "Register for individual access" under "Need to register for online access?" in the middle of the screen.

You may give your instructions on any day. Instructions include updates to the investment allocations on your account(s) and transfers of assets between the available investments offered by the Plan. Instructions completed by close of the New York Stock Exchange (NYSE) (Eastern Time) will be effective that day. Instructions completed after the close of the NYSE (Eastern Time) will be effective on the next business day.

Plan Limitations on Instructions

Your instructions may be subject to limitations or restrictions imposed by the investment options as described in Section II or by the Plan.

Designated Investment Alternatives

See Section II for a list of all investment options provided under the Plan by AIG Retirement Services.

Designated Investment Manager

There is no Designated Investment Manager for the Plan.

Voting and Other Rights

AIG Retirement Services receives advance notice of shareholder meetings of mutual funds (or variable investment options under an annuity) that are offered on AIG Retirement Services platforms. Each notice provides details of the meeting, including the meeting date, record date and the purpose of the meeting. As of the record date (i.e., the date used to determine who is eligible to vote at each meeting), we conduct a search of our systems for all Plan participants who owned shares of the fund (or, in the case of amounts held under a VALIC annuity contract, units of a variable investment option of VALIC Separate Account A which corresponds to an investment in the fund) on such date. AIG Retirement Services provide to the fund's proxy vendor the name, address and number of shares for each person designated to receive the proxy materials (generally, the Plan participants unless the Plan directs AIG Retirement Services differently). AIG

Retirement Services provide no further information about Plan participants or the Plan Sponsor to the fund company or to the proxy vendor, and neither the fund company nor the proxy vendor is authorized to contact Plan participants or the Plan Sponsor to actively solicit voting instructions.

In addition to mailing proxy materials (notice, proxy statement and proxy/voting instruction card), many fund companies make these materials available on their websites and/or the proxy vendor's website. Generally, proxies or voting instructions may be provided via the internet, phone or regular mail.

With respect to Plans funding or investing in a VALIC variable annuity contract (or combination fixed and variable annuity contract), the variable annuity Separate Account will vote all of the shares of the mutual funds it holds based on, and in the same proportion as, the voting instructions received. With respect to fund shares for which no voting instructions have been received, the Separate Account votes the shares in the same proportion as the shares for which voting instructions have been received.

Plan Fees and Expenses

An explanation of fees and expenses for general Plan administrative services (e.g., legal, accounting and recordkeeping) that may be deducted from a participant's account and the basis on which such charges will be allocated is provided below.

An annual administrative fee of 0 basis points, based on total Plan assets invested in mutual funds, is charged to Participant accounts or paid by the Plan Sponsor quarterly. This fee is less than the total cost of the services, which is 11 basis points, because it has been offset by the anticipated Indirect Compensation received by VRSCO and affiliates. This fee will change in future years if Indirect Compensation is more or less than was anticipated.

The Plan may incur charges or fees outside of the investment alternative product(s) that may be deducted from participant accounts as directed or authorized by the Plan Administrator. These fees may include third-party administration, consultant, legal, audit, and other fees directly related to the operation of the Plan. Any such charges or fees deducted from participant accounts will be reflected on quarterly participant account statements.

Section V: Footnotes and Definitions

* **10 yr/Inception:** The data in this column is based on the lesser of 10 years or the inception date of the fund.

** **10 yr/Inclusion:** The data in this column is based on the lesser of 10 years or the date the funds were included in the annuity product.

N/A = Not applicable and/or none.

§ = Investment option has not been in existence for a long enough period of time and data is not available.

‡ = No data available at the time this disclosure was prepared.

Asset classes, and the **indexes** from which their historical returns are derived, are not managed funds, have no identifiable objectives and cannot be purchased. They do not provide an indicator of how individual investments performed in the past or how they will perform in the future. Performance of indexes does not reflect the deduction of any fees and charges, and past performance of asset classes does not guarantee the future performance of any investment.

These disclosures reflect **benchmarks** as identified in fund prospectuses where available and may include multiple benchmarks as indicated. Otherwise benchmarks are provided by Morningstar. Performance data for investment options (other than investment options under VALIC annuity products) and benchmarks (where available) were supplied by Morningstar. ©2011 Morningstar, Inc. All Rights Reserved. This information: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied or distributed; and (3) is not warranted to be accurate, complete or timely. Neither AIG Retirement Services nor Morningstar, nor Morningstar's content providers, are responsible for any damages or losses arising from any use of the data contained herein.

If you want **additional information about the investment options**, you can go to www.aig.com/RetirementServices/feedisclosure. Information on the website includes the option's objectives and goals, principal risks and principal strategies, portfolio turnover rate, performance data and fee and expense information. A **free paper copy** of the information on the website may be obtained by contacting the Plan Administrator. Contact information is located in on the first page of this disclosure. Additional information may also be obtained at www.aig.com/RetirementServices/feedisclosure.

AIG Retirement Services has an **Investor Trading Policy** to discourage excessive trading and market timing as such activity can result in increased fund expenses. If an investor sells fund shares in the Plan valued at \$5,000 or more, the investor will not be able to make a purchase of \$5,000 or more in that same fund for 30 calendar days. Certain transactions may be excluded from this policy. The Investor Trading Policy for AIG Retirement Services can be located at https://www.valic.com/investor-trading-policy_3240_423144.html or you may contact the Call Center at 800-448-2542.

When you are reviewing the fee and expense information, please keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the **Department of Labor's website** for an example showing the long-term effects of fees and expenses at <https://www.dol.gov/sites/dolgov/files/EBSA/about-ebsa/our-activities/resource-center/publications/a-look-at-401k-plan-fees.pdf>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Average Annual Total Return: Reflects the average annual compounded rate of return which would equate an initial investment of \$10,000 in a designated investment alternative to the ending redeemable value, assuming application of the maximum amount of applicable charges. The calculations assume that the investment was made at the beginning of the period and fully withdrawn at the end of the period (whether or not such a withdrawal would have been permitted under the plan). The returns displayed for the benchmarks are reduced only for the fees included in the benchmark itself, if any, and not the product-specific fees. Average Annual Total Return for any investment other than a benchmark reflects all applicable fees for the investment option and thus also is the same as the Standard Average Annual Total Return for such investment.

Standard Average Annual Total Return (Annuity Products): Reflects the average annual compounded rate of return which would equate an initial investment of \$10,000 in a designated investment alternative to the ending redeemable value, assuming application of the maximum amount of applicable charges, including deduction of Separate Account Fees, Fund Management Fees, account maintenance fees and surrender charges, if applicable, but not premium taxes. The charges applied are the charges for the underlying investment and for the annuity contract under which the underlying investment option is made available. Certain fees may not apply to some contracts. The calculations assume that the investment was made at the beginning of the period and fully withdrawn at the end of the period (whether or not such a withdrawal would have been permitted under the plan). The returns displayed for the benchmarks are reduced only for the fees included in the benchmark itself, if any, and not the product-specific fees. The benchmarks do not incorporate any of the product-specific features and guarantees provided under the annuity contract.

Non-Standard Average Annual Total Return (Annuity Products): Reflects the average annual compounded rate of return which would equate an initial investment of \$10,000 in a designated investment alternative to the ending redeemable value, assuming application of the maximum amount of applicable charges, including deduction of Separate Account Fees and Fund Management Fees, but not account maintenance fees, surrender charges, if applicable, or premium taxes. Certain fees may not apply to some contracts. Like the standardized performance value, these returns reflect what the performance would have been for the investment option during the stated period. However, the investment is not assumed to have been surrendered during the period, and in the case of fixed dollar fees which are allocated across investment options, the numbers may not reflect a reduction for some or all of these fees.

Vanguard LifeStrategy Growth Composite Index*: Weighted 56% MSCI US Broad Market Index, 24% MSCI ACWI ex USA IMI Index, and 20% Barclays U.S. Aggregate Float Adjusted Index as of December 16, 2010. In prior periods, the composite was 65% MSCI US Broad Market Index, 20% Barclays U.S. Aggregate Bond Index (with the Barclays U.S. Aggregate Float Adjusted Index used after December 31, 2009), and 15% MSCI EAFE Index through December 15, 2010, and 65% Dow Jones U.S. Total Stock Market Index, 20% Barclays U.S. Aggregate Bond Index, and 15% MSCI EAFE Index through April 22, 2005. MSCI international benchmark returns are adjusted for withholding taxes.

Vanguard LifeStrategy Conservative Growth Composite Index:** Weighted 60% Barclays U.S. Aggregate Float Adjusted Index, 28% MSCI US Broad Market Index, and 12% MSCI ACWI ex USA IMI Index as of December 1, 2011. In prior periods, the composite was 40% Barclays U.S. Aggregate Float Adjusted Index, 28% MSCI US Broad Market Index, 20% Barclays U.S. 1-3 Year Credit Bond Index, and 12% MSCI ACWI ex USA IMI Index through November 30, 2011; 40% Barclays U.S. Aggregate Bond Index (with the Barclays U.S. Aggregate Float Adjusted Index used after December 31, 2009), 35% MSCI US Broad Market Index, 20% Barclays U.S. 1-3 Year Credit Bond Index, and 5% MSCI EAFE Index through December 15, 2010; 40% Barclays U.S. Aggregate Bond Index, 35% Dow Jones U.S. Total Stock Market Index, 20% Barclays U.S. 1-3 Year Credit Bond Index, and 5% MSCI EAFE Index through April 22, 2005; and 40% Barclays U.S. Aggregate Bond Index, 35% Dow Jones U.S. Total Stock Market Index, 20% Citigroup 3-Month Treasury Bill Index, and 5% MSCI EAFE Index through August 31, 2003. MSCI international benchmark returns are adjusted for withholding taxes.

Vanguard LifeStrategy Moderate Growth Composite Index*:** Weighted 42% MSCI US Broad Market Index, 40% Barclays U.S. Aggregate Float Adjusted Index, and 18% MSCI ACWI ex USA IMI Index as of December 16, 2010. In prior periods, the composite was 50% MSCI US Broad Market Index, 40% Barclays U.S. Aggregate Bond Index (with the Barclays U.S. Aggregate Float Adjusted Index used after December 31, 2009), and 10% MSCI EAFE Index through December 15, 2010, and 50% Dow Jones U.S. Total Stock Market Index, 40% Barclays U.S. Aggregate Bond Index, and 10% MSCI EAFE Index through April 22, 2005. MSCI international benchmark returns are adjusted for withholding taxes.

Fixed Return Investment Restrictions

- A Not less frequently than annually, VALIC will declare interest rates that apply either to the entire accumulation value, or separately to amounts accumulated in separate time periods. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. If applicable, refer to your contract or certificate for specific guarantee.

- B Not less frequently than annually, VALIC will declare interest rates that apply either to the entire accumulation value, or separately to amounts accumulated in separate time periods. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. In-service transfers to another VALIC investment, transfers to another service provider and in-service withdrawals of up to 20% per contract year are allowed. However, if the value remaining under Fixed Account Plus would be less than \$500, such value may be transferred in full at that time. If funds are transferred out of this fund to another investment option, any assets transferred back to this fund within 90 days may receive a different rate of interest than new purchase payments. A transfer from Fixed Account Plus to another investment option counts as a transfer or withdrawal under this section. Waivers may apply. Please refer to your contract or certificate for specific guarantee information.
- C Not less frequently than annually, VALIC will declare interest rates that apply either to the entire accumulation value, or separately to amounts accumulated in separate time periods. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. In-service transfers to another investment option of up to 20% per contract year are allowed. However, if the value remaining under Fixed Account Plus would be less than \$500, such value may be transferred in full at that time. If funds are transferred out of this fund to another investment option, any assets transferred back to this fund within 90 days may receive a different rate of interest than new purchase payments. Please refer to your contract or certificate for specific guarantee information.
- D Not less frequently than annually, VALIC will declare interest rates that apply either to the entire accumulation value, or separately to amounts accumulated in separate time periods. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. In-service transfers to another investment option of up to 20% per contract year are allowed. However, if the value remaining under Fixed Account Plus would be less than \$500, such value may be transferred in full at that time. If funds are transferred out of this fund to another investment option, any assets transferred back to this fund within 90 days may receive a different rate of interest than new purchase payments. Please refer to your contract or certificate for specific information.
- E Not less frequently than annually, VALIC will declare interest rates that will be credited on a portfolio basis. On the portfolio basis, all amounts accumulated will be credited with the same rate of interest for the current period. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. Please refer to your contract or certificate for specific information.
- F Not less frequently than annually, VALIC will declare interest rates that will be credited on a portfolio basis. On the portfolio basis, all amounts accumulated will be credited with the same rate of interest for the current period. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. Transfers out of the Short Term Fixed Account are not allowed during the 90 day period following a transfer in. Please refer to your contract or certificate for specific information.
- G This option provides a guaranteed interest rate for a guaranteed period (ten years). Rates are declared not less frequently than annually and are guaranteed for the term of the investment. The interest rate will be set in advance of the period to which it relates and will never fall below 1%. Withdrawals prior to the contract end of the guaranteed period date may be subject to a market value adjustment. Please refer to your contract or certificate for specific information.

Section VI: Summary of Resources

Glossary of Investment Terms

<https://my.valic.com/MyVALIC/FundPerformance/FundFactSheet.aspx?g=1>

Prospectuses for VALIC Annuity Products

https://www.valic.com/prospectuses-reports_3240_424368.html

Updated Investment Performance Data and Fund Fact Sheets

www.aig.com/RetirementServices/feedisclosure

Link to Informational Audio/Video Presentation

www.aig.com/RetirementServices/participantfeedisclosure

Retirement plans and accounts that satisfy relevant qualification rules, such as 403(b)s, IRAs, 401(k)s, etc., can be tax deferred regardless of whether or not they are funded with an annuity. If you are considering funding a tax-qualified retirement plan or account with an annuity, you should know that an annuity does not provide any additional tax-deferred treatment of earnings beyond the tax deferral of the tax-qualified retirement plan or account itself. However, annuities do provide other features and benefits.

Generally, higher potential returns involve greater risk and short-term volatility. For example, small-cap, mid-cap, sector and emerging funds can experience significant price fluctuation due to business risks and adverse political developments. International (global) and foreign funds can experience price fluctuation due to changing market conditions, currency

values, and economic and political climates. High-yield bond funds, which invest in bonds that have lower ratings, typically experience price fluctuation and a greater risk of loss of principal and income than when investing directly in U.S. government securities such as U.S. Treasury bonds and bills, which are guaranteed by the government for repayment of principal and interest if held to maturity. Mortgage-related funds' underlying mortgages are more likely to be prepaid during periods of declining interest rates, which could hurt the fund's share price or yield and may be prepaid more slowly during periods of rapidly rising interest rates, which might lengthen the fund's expected maturity. Investors should carefully assess the risks associated with an investment in the fund. Fund shares are not insured and are not backed by the U.S. government, and their value and yield will vary with market conditions.

To obtain a prospectus, visit <https://www.aig.com/RetirementServices>. You can also call 1-800-428-2542 and follow the prompts to request all annuity prospectuses. Underlying fund prospectuses and mutual fund prospectuses can be obtained through the ePrint function under Links to Login on www.aig.com/RetirementServices. The prospectuses contain the investment objectives, risks, charges, expenses and other information about the respective investment companies that you should consider carefully before investing. Please read the prospectuses carefully before investing or sending money.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc. ("VFA"), member FINRA, SIPC and an SEC-registered investment adviser. Such registration does not imply a certain level of skill or training.

Annuities are issued by The Variable Annuity Life Insurance Company ("VALIC"), Houston, TX. Variable annuities are distributed by its affiliate, AIG Capital Services, Inc. ("ACS"), member FINRA.

AIG Retirement Services represents AIG member companies -The Variable Annuity Life Insurance Company (VALIC) and its subsidiaries VALIC Financial Advisors, Inc. (VFA) and VALIC Retirement Services Company (VRSCO). All are members of American International Group, Inc. (AIG).



Annual Participant Fee Disclosure - Supplement

ROGER WILLIAMS UNIVERSITY

ROGER WILLIAMS UNIVERSITY RETIREMENT PLAN

Section II: Investment Alternatives Comparative Chart

Changes Effective 10/06/2020

Please add this supplement to your Annual Participant Fee Disclosure.

The Investment Alternatives Comparative Chart provides important information to help you compare the investment options provided by AIG Retirement Services under the Plan. These investments are administered by VALIC or VALIC Retirement Services Company ("VRSCO") as the service provider. The Investment Alternatives Comparative Chart includes the following information:

- > Shows how these investments have performed over time and allows you to compare them with an appropriate benchmark index for the same time periods. *Current performance may be higher or lower than the performance stated due to recent stock market volatility. The performance data quoted represents past performance. Past performance does not guarantee future results. The investment return and principal value of an investment will fluctuate so that investments, when withdrawn, may be worth more or less than the original cost.*
- > Shows fee and expense information for the investment options provided by AIG Retirement Services under the Plan.
 - Total annual operating expenses, which include the separate account fee, reduce the rate of return of the investment option.
 - The shareholder-type fees are in addition to the total annual operating expenses.
 - Describes limitations or restrictions imposed by VALIC or the investment option.

Please visit <https://my.valic.com/MyVALIC/FundPerformance/FundFactSheet.aspx?q=1> for a glossary of investment terms relevant to the investment options under this Plan. This glossary is intended to help you better understand your options.

Investment Option(s)

Below you will find detailed charts with information for each investment option concerning performance, fees, expenses and the features of the annuity options available under the Plan, if applicable.

More information can be found at: www.aig.com/RetirementServices/feedisclosure

FUND CHANGE EFFECTIVE AS OF 10/06/2020:

Funds Deleted:

MORGANSTANLEY GLBL REAL EST I

MRLAX

Funds Added:

			Average Annual Total Return as of 12/31/2019 <i>Benchmark Return as of 12/31/2019</i>			Total Annual Operating Expenses		
INVESTMENT NAME <i>Benchmark</i>	Ticker	Asset Class	1 yr	5 yr	10 yr/ Inception*	As a %	Per \$1000	Shareholder - Type Fees/ Restrictions
COHEN & STEERS GLOBAL REALTY I	CSSPX	Global Real Estate	24.78%	7.58%	8.68%	0.90%	\$9.00	‡
<i>FTSE EPRA Nareit Developed NR USD</i>			<i>21.91%</i>	<i>5.56%</i>	<i>8.37%</i>			

Fixed Return Investments

No changes were made to the fixed option

Section V: Footnotes and Definitions

* **10 yr/Inception:** The data in this column is based on the lesser of 10 years or the inception date of the fund.

N/A = Not applicable and/or none.

§ = Investment option has not been in existence for a long enough period of time and data is not available.

‡ = No data available at the time this disclosure was prepared.

Average Annual Total Return: Reflects the average annual compounded rate of return which would equate an initial investment of \$10,000 in a designated investment alternative to the ending redeemable value, assuming application of the maximum amount of applicable charges. The calculations assume that the investment was made at the beginning of the period and fully withdrawn at the end of the period (whether or not such a withdrawal would have been permitted under the plan). The returns displayed for the benchmarks are reduced only for the fees included in the benchmark itself, if any, and not the product-specific fees. Average Annual Total Return for any investment other than a benchmark reflects all applicable fees for the investment option and thus also is the same as the Standard Average Annual Total Return for such investment.

If you want **additional information about the investment options**, you can go to www.aig.com/RetirementServices/feedisclosure. Information on the website includes the option's objectives and goals, principal risks and principal strategies, portfolio turnover rate, performance data and fee and expense information. A **free paper copy** of the information on the website may be obtained by contacting the Plan Administrator. Contact information is located in on the first page of this disclosure. Additional information may also be obtained at www.aig.com/RetirementServices/feedisclosure.

AIG Retirement Services has an **Investor Trading Policy** to discourage excessive trading and market timing as such activity can result in increased fund expenses. If an investor sells fund shares in the Plan valued at \$5,000 or more, the investor will not be able to make a purchase of \$5,000 or more in that same fund for 30 calendar days. Certain transactions may be excluded from this policy. The Investor Trading Policy for AIG Retirement Services can be located at https://www.valic.com/investor-trading-policy_3240_423144.html or you may contact the Call Center at 800-448-2542.

When you are reviewing the fee and expense information, please keep in mind that the cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the **Department of Labor's website** for an example showing the long-term effects of fees and expenses at http://www.dol.gov/ebsa/publications/401k_employee.html. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

Section VI: Summary of Resources

Retirement plans and accounts that satisfy relevant qualification rules, such as 403(b)s, IRAs, 401(k)s, etc., can be tax deferred regardless of whether or not they are funded with an annuity. If you are considering funding a tax-qualified retirement plan or account with an annuity, you should know that an annuity does not provide any additional tax- deferred treatment of earnings beyond the tax deferral of the tax-qualified retirement plan or account itself. However, annuities do provide other features and benefits.

Generally, higher potential returns involve greater risk and short-term volatility. For example, small-cap, mid-cap, sector and emerging funds can experience significant price fluctuation due to business risks and adverse political developments. International (global) and foreign funds can experience price fluctuation due to changing market conditions, currency values, and economic and political climates. High-yield bond funds, which invest in bonds that have lower ratings, typically experience price fluctuation and a greater risk of loss of principal and income than when investing directly in U.S. government securities such as U.S. Treasury bonds and bills, which are guaranteed by the government for repayment of principal and interest if held to maturity. Mortgage-related funds' underlying mortgages are more likely to be prepaid during periods of declining interest rates, which could hurt the fund's share price or yield and may be prepaid more slowly during periods of rapidly rising interest rates, which might lengthen the fund's expected maturity. Investors should carefully assess the risks associated with an investment in the fund. Fund shares are not insured and are not backed by the U.S. government, and their value and yield will vary with market conditions.

To obtain a prospectus, visit <https://www.aig.com/RetirementServices>. You can also call 1-800-428- 2542 and follow the prompts to request all annuity prospectuses. Underlying fund prospectuses and mutual fund prospectuses can be obtained through the ePrint function under Links to Login on www.aig.com/RetirementServices. The prospectuses contain the investment objectives, risks, charges, expenses and other information about the respective investment companies that you should consider carefully before investing. Please read the prospectuses carefully before investing or sending money.

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