

INDIANA STATE UNIVERSITY
Automatic Enrollment
TIAA Group Supplemental Retirement Annuity

Notice to New Employees regarding the Auto Enroll Program:

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

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

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

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

The plan allows you to invest your account in a number of different investment options. When the account is opened, your funds will be invested in an age appropriate life cycle fund that corresponds to your estimated date of retirement

based upon a retirement age of 65. You are urged to contact TIAA to review the investment options and, if desired, change your investment as you wish. Additionally, you should also designate a beneficiary for the funds in the event of your death.

You should carefully consider the investment objectives, risks, charges and expenses before investing. Please call 1-800-842-2252 or log on to tiaa.org for a prospectus that contains this and other information.

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

Employee Benefits
812-237-4114