PLAN INFORMATION

Your Employer has adopted a qualified retirement plan or Title I 403(b) retirement plan to help you attain financial security during your retirement years. As a Participant in your Employer’s Plan you have the responsibility to decide how you want your retirement plan dollars invested.

This Employer Information Sheet will outline some basic information about the investments available to you under your Plan. Your Employer will give you a separate Investment Selection Form or other written instructions for selecting your investments. You should review the following information carefully before making your investment choices. Keep this disclosure with your Summary Plan Description and other retirement plan documents.

Plan Name: Mercer University Defined Contribution Retirement Plan
Mercer University Tax Deferred Annuity Plan

ERISA SECTION 404(c) Plan

Your Employer intends that the retirement Plan you participate in satisfied the requirements of Sec. 404(c) of the Employee Retirement Income Security Act (ERISA) and Title 29, Code of Federal Regulations, Sec. 2550.404c-1. This means that your Employer is providing you with the opportunity to decide how your retirement plan dollars are invested, enabling you to choose investments that fit your personal needs. Your Employer, and other people in charge of the Plan, will not be responsible for the investment performance of your retirement plan dollars which results from your investment instructions.

INVESTMENT ALTERNATIVES

You may invest your retirement plan dollars in any one or more of the following alternatives: (You are encouraged to refer to the prospectuses or other investment materials relating to these alternatives before you actually make your investment selections.) You can access a menu of investment options, the prospectus, Fund Fact Sheet, and most recent Plan Performance Card, as well as a fees and expense disclosure at www.tiaa.org/mercer

Investment Alternative: TIAA Traditional Account
**Investment Objective:** The TIAA Traditional Annuity, a guaranteed annuity account, guarantees your principal and a contractually specified interest rate. It also offers the opportunity for higher returns through additional amounts, which may be declared on a year-by-year basis by the TIAA Board of Trustees.

**Investment Alternative:** TIAA Real Estate Account

**Investment Objective:** The TIAA Real Estate Account seeks favorable long-term returns primarily through rental income and appreciation of real estate and real estate-related investments owned by the Account. The Account will also invest in non-real estate-related publically traded securities and short-term higher quality liquid investments that are easily converted to cash to enable the Account to meet participant redemption requests purchase or improve properties or cover other expenses. The Account intends to have between 75% and 85% of its net assets invested directly in real estate of real estate-related assets, with the goal of producing favorable long-term returns. The account’s principal strategy is to purchase direct ownership interests in income-producing real estate, primarily office, industrial, retail and multi-family residential properties. The Account may also make foreign real estate investments. Under the Account’s investment guidelines, investments in direct foreign real estate, together with foreign real estate-related securities and foreign non-real estate-related liquid investments may not comprise more than 25% of the Account’s net assets. The Account will invest the remaining portion of its assets (targeted between 15% and 25% of net assets) in publicly traded, liquid investments.

**Investment Alternative:** CREF Money Market Account

**Investment Objective:** This variable annuity account seeks high current income consistent with maintaining liquidity and preserving capital. The account invests in securities or other high-quality instruments maturing in 397 days or less. It maintains a dollar-weighted average maturity of 60 days or less and a dollar-weighted average life to maturity of 120 days or less. The account invests primarily in commercial paper, bank obligations and U.S. government-issued securities that are classified as “first-tier” securities, meaning that they are rated within the highest category by at least two nationally recognized statistical rating organizations. It can invest up to 30% of its assets in money market and debt instruments of foreign issuers denominated in U.S. dollars.
**Investment Alternative:** CREF Bond Market Account  
**Investment Objective:** This variable annuity account seeks a favorable long-term rate of return, primarily through high current income consistent with preserving capital. Under normal circumstances, the account invests at least 80% of its assets in a broad range of fixed-income securities. The majority of the account’s assets are invested in U.S. government and agency securities, investment-grade corporate bonds and mortgage-backed or other asset-backed securities. The account will overweight or underweight individual securities or sectors, depending on where the management team finds undervalued, overlooked or misunderstood issues that offer the potential for superior returns compared to the benchmark index. The account can invest up to 20% of its assets in below-investment-grade securities and in unrated securities.

**Investment Alternative:** CREF Inflation Linked Bond Account  
**Investment Objective:** This variable annuity account seeks a long-term rate of return that outpaces inflation, primarily through investment in inflation-indexed bonds-fixed-income securities whose returns are designed to track a specified inflation index over the life of the bond. Under normal circumstances, the account invests at least 80% of its assets in U.S. Treasury Inflation-Indexed Securities. It can also invest in other inflation-indexed bonds issued or guaranteed by the U.S. government or its agencies, by corporations and other U.S. domiciled issuers as well as foreign governments. The account may also invest in money market instruments or other short-term securities. It may also invest up to 25% of its assets in inflation-indexed bonds issued or guaranteed by foreign governments and their agencies, as well as other foreign issuers.

**Investment Alternative:** CREF Equity Index Account  
**Investment Objective:** This variable annuity account seeks a favorable long-term rate of return from a diversified portfolio selected to track the overall market for common stocks publicly traded in the United States, as represented by a broad stock market index. The account buys most, but not necessarily all, of the stocks in its benchmark index, and will attempt to create a portfolio that closely matches the overall investment characteristics of this index.

**Investment Alternative:** CREF Global Equities Account  
**Investment Objective:** This variable annuity account seeks a favorable long-term rate of return through capital appreciation
and income from a broadly diversified portfolio that consists primarily of foreign and domestic common stocks. Under normal circumstances, the account invests at least 80% of its assets in equity securities of foreign and domestic companies. The account uses a variety of different investment strategies to seek out attractively priced companies, of any capitalization size, that management believes are undervalued based on the company’s prospects for growth in earnings, cash flow, revenues and other relevant measures. Particular focus is placed on companies with shareholder-oriented management teams dedicated to creating shareholder value.

**Investment Alternative: CREF Growth Account Investment Objective:** This variable annuity account seeks a favorable long-term rate of return, mainly through capital appreciation, primarily from a diversified portfolio of common stocks that present the opportunity for exceptional growth. Under normal circumstances, the account invests at least 80% of its assets in common stocks and other equity securities. The account invests primarily in large well-known, established companies, particularly those with new or innovative products, services, or processes that may enhance future earnings prospects. To a lesser extent, the account may also invest in smaller companies with higher growth potential as well as companies in new and emerging areas of the economy. It may also invest in companies in order to benefit from a prospective acquisition, reorganization or corporate restructuring. The account may also invest up to 20% of its assets in foreign securities.

**Investment Alternative: CREF Stock Account Investment Objective:** This variable annuity account seeks a favorable long-term rate of return through capital appreciation and investment income by investing primarily in a broadly diversified portfolio of common stocks. Under normal circumstances, the account invests at least 80% of its assets in equity securities of foreign and domestic companies. The account uses a variety of different investment strategies to focus on companies it believes are attractively priced based on a detailed analysis of their prospects for growth in earnings, cash flow, revenues and other relevant measures. Management also looks for companies whose assets appear undervalued in the market. The account may invest in companies of any market capitalization size, including small companies. Typically, the account seeks to maintain the weightings of its holdings as
approximately 70-75% domestic equity and 25-30% foreign equities.

**Investment Alternative:** TIAA-CREF International Equity Index Fund

**Investment Objective:** The fund seeks a favorable long-term total return, mainly through capital appreciation, by investing primarily in a portfolio of foreign equity investments based on a market index. It normally invests at least 80% of its assets in securities within its benchmark index. The fund buys most, but not necessarily all, of the stocks in its benchmark index (the Morgan Stanley EAFE Index), and will attempt to closely match the overall investment characteristics of this index.

**Investment Alternative:** TIAA-CREF Large-Cap Value Index Fund

**Investment Objective:** The fund seeks a favorable long-term total return, mainly through capital appreciation, by investing primarily in a portfolio of equity securities of large domestic value companies based on a market index. It normally invests at least 80% of its assets in equity securities within its benchmark index (Russell 1000 Value Index). The fund buys most, but not necessarily all, of the stocks in its benchmark index, and will attempt to closely match the overall investment characteristics of this index.

**Investment Alternative:** TIAA-CREF Mid-Cap Growth Fund

**Investment Objective:** The fund seeks a favorable long-term total return, mainly through capital appreciation, primarily from equity securities of medium-sized domestic companies. It typically invests at least 80% of its assets in mid-cap equity securities that the fund’s management team believes to have the potential for strong earnings or sales growth. Management focuses on securities of companies that have distinctive products or services and that are growing faster than the overall equity market. They also invest in companies believed to be undervalued based on current earnings, assets or growth prospects. The fund may invest up to 20% of its assets in foreign investments.

**Investment Alternative:** TIAA-CREF Mid-Cap Value Fund

**Investment Objective:** The fund seeks a favorable long-term total return, mainly through capital appreciation, primarily from equity securities of medium-sized domestic companies. It typically invests at least 80% of its assets in mid-cap equity
securities that the fund’s management team believes are undervalued based on an evaluation of their potential worth. Particular emphasis is placed in a variety of comparative valuation criteria to determine whether a company might be undervalued, including various financial ratios such as stock price-to-book value, stock price-to-earnings, free cash flow and dividend yield. The fund may invest up to 20% of its assets in foreign investments.

**Investment Alternative:** TIAA-CREF Small-Cap Blend Index Fund

**Investment Objective:** The fund seeks a favorable long-term total return, mainly through capital appreciation, by investing primarily in a portfolio of equity securities in smaller domestic companies based on a market index. It normally invests at least 80% of its assets in equity securities within its benchmark index (Russell 2000 Index). The fund buys most, but not necessarily all, of the stocks in its benchmark index, and will attempt to closely match the overall investment characteristics of this index.

**Investment Alternative:** CREF Social Choice Account

**Investment Objective:** This variable annuity account seeks a favorable long-term rate of return that reflects the investment performance of the financial markets while giving special consideration to certain social criteria. The account is balanced with assets divided between domestic and foreign stocks (about 60%) and bonds and other fixed income securities, including money market instruments (about 40%). The account’s invests only in companies that are suitable from a financial perspective and whose activities are consistent with the account’s social criteria. Using specific environmental, social and governance criteria, the evaluation process favors companies that are: strong stewards of the environment; committed to serving local communities where they operate and to human rights and philanthropy; devoted to higher labor standards; and those managed in an exemplary and ethical manner.

**Investment Alternative:** TIAA-CREF Lifecycle Funds (2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060)

**Investment Objective:** The TIAA-CREF Lifecycle Funds seek high total returns over time through a combination of capital appreciation and income. Each of the TIAA-CREF 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. Each portfolio invests in several underlying equity and fixed-income funds offered by the TIAA-CREF Funds. Over time, the fund’s target allocation will gradually become more conservative, reaching an equity/fixed-income mix of approximately 40%/60%. The fund’s actual allocations may vary up to 10% from the current target allocations.

**Investment Alternative:** TIAA-CREF Lifecycle Retirement Income Fund

**Investment Objective:** 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. It invests in several underlying equity and fixed-income funds offered by the TIAA-CREF Funds. The fund is managed according to a fixed, more conservative asset allocation strategy. Currently, its target allocation consists of an equity/fixed-income mix of 40%/60%.

**INVESTMENT INSTRUCTIONS**

If you did not provide investment instructions when you enrolled in the plan(s) or after receiving your TIAA-CREF Welcome Package, you are invested in one of the age appropriate TIAA-CREF Lifecycle Funds.

You can change your investment allocation at any time by accessing your account on line at [www.tiaa.org](http://www.tiaa.org) and logging into your secure account; by providing written instructions of your allocation requests to TIAA-CREF, P. O. Box 1259, Charlotte, NC 28201; or by call the TIAA-CREF National Contact Center (NCC) at 1-800 842-2776. The NCC is available Monday – Friday from 8:00 a.m. to 10:00 p.m. ET and Saturday from 9:00 a.m. to 6:00 p.m. ET.

**ADDITIONAL INFORMATION**

You may access or request the following additional investment information via the Mercer University microsite at [www.tiaa.org/mercer](http://www.tiaa.org/mercer) or by call the TIAA-CREF National Contact Center (NCC) at 1-800 842-2776. The NCC is available Monday – Friday from 8:00 a.m. to 10:00 p.m. ET and Saturday from 9:00 a.m. to 6:00 p.m. ET.

1. a description of the annual operating expenses of each investment alternative which reduces your rate of return and the overall amount of such expenses shown as a percentage of average net assets of the investment alternative;
2. copies of any prospectuses, financial statements and reports, and any other materials relating to the investment alternatives available under the Plan if such information is provided to the Plan;
3. a list of the actual investments held in each investment alternative and the value of each of these individual investments (or the proportion of the investment alternative which it comprises);
4. with respect to each individual investment, which has a fixed rate of interest and is issued by a bank, savings and loan association, or insurance company, the name of the issuer of the investment and its term and rate of return;
5. information concerning the value of shares or units in investment alternatives available to you under the Plan, as well as the past and current investment performance of the investment alternatives;
6. information concerning the value of shares or units in investment alternatives in which you have invested your retirement plan dollars.

DESIGNATED PLAN
FIDUCIARY

Benefits & Payroll
1501 Mercer University Drive
Macon GA  31207
478-301-2787