



COLLEGE OF THE
Holy Cross



**Your College of the Holy Cross
403(b) Defined Contribution and
Group Supplemental Retirement Plan**

Enrollment Guide

Use this guide to help you enroll in your Plan.

The College of the Holy Cross (the “College”) is pleased to provide you with an overview of your 403(b) Defined Contribution and Group Supplemental Retirement Plan (the “Plan”).

Inside, you’ll learn more about the following:

- Plan features and details about your Plan
- Choosing an investment service provider for your contributions
- Evaluating the investment lineup
- How to enroll using the Holy Cross retirement planning website



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Why Save?

The College is proud to bring you a program to help you achieve your retirement goals. The College offers Fidelity Investments and TIAA as investment service providers for the Plan. Both investment service providers offer resources and tools to help participants plan their investment strategy.

Are you on track to living the life you want after you stop working? Many experts estimate that you'll need 85% of your annual preretirement income to meet expenses each year in retirement. Facing rising health care costs, inflation, and a retirement that may last 30 years or more, you may need to save more to enjoy the retirement lifestyle you desire.

The Plan is designed to help you invest more money today to help you have the income you will need during your retirement years. Consider making contributions to the Plan, and see how investing even a small amount can add up over time.

Plan Features

The table below provides an overview of the features of the Plan.

Enrollment	<p>There is no waiting period to begin making voluntary tax-deferred annuity contributions, and you can enroll at any time. Visit netbenefits.com/holycross and click <i>Enroll Today</i> to get started.</p> <p>In order to be eligible for the defined contribution 403(b) portion of the Plan (which is mandatory for all full-time faculty and administrators) and receive the College contributions, an employee must have one year of service with the College. However, if certain criteria are met, this one-year period will be waived. Please contact the Human Resources Office at 508-793-2426 to determine your eligibility.</p>
Contributions	<p>Through automatic payroll deductions, you can contribute from 0% to 100% of your eligible pay on a pretax basis, up to the annual IRS dollar limits.</p>
College Contributions	<p>College contributions will be made to the defined contribution 403(b) portion of the Plan. Full-time faculty and administrators are required to contribute 2% of their base compensation up to the Social Security maximum and 5% of base compensation over the Social Security maximum. The College contributes 10% of base compensation up to the Social Security maximum and 12% of base compensation over the Social Security maximum.</p>
Roth Contributions	<p>A Roth contribution to your retirement savings plan allows you to make after-tax contributions and take any associated earnings completely tax free at retirement as long as the distribution is a qualified one. In this case, a qualified distribution is one that is taken at least five tax years after your first Roth 403(b) contribution and after you have attained age 59½, or if you become disabled or die. Through automatic payroll deductions, you may contribute up to 100% of your eligible pay designated as Roth contributions, up to the annual IRS dollar limits. For more information, visit fidelity.com/atwork/roth.</p>
Catch-Up Contributions	<p>If you have reached age 50 or will reach 50 during the calendar year (January 1–December 31) and are making the maximum plan or IRS pretax contribution, you may make an additional “catch-up” contribution each pay period. Going forward, catch-up contribution limits will be subject to cost-of-living adjustments (COLAs) in \$500 increments. You make catch-up contributions through payroll deduction, the same way you make regular contributions.</p>
Investment Options	<p>Fidelity Investments and TIAA are the investment service providers for the Plan. See the sections entitled <i>Your Fidelity Investments Menu</i> and <i>Your TIAA Menu</i> for information on investment options.</p>
Vesting	<p>When you are “vested” in your savings, it effectively means the money is yours to keep. You are always 100% vested in all contributions to your plan, as well as any earnings on them.</p>

Plan Features *(continued)*

Beneficiaries	<p>Your beneficiary or beneficiaries will inherit your account in the event of your death. You should consider designating a beneficiary when you enroll in the Plan, and updating the information if you experience a life-changing event such as a marriage, a divorce, the birth of a child, or a death in the family.</p> <p>Fidelity's Online Beneficiaries Service offers a straightforward, convenient process that takes just minutes. Simply log in to Fidelity NetBenefits®, click <i>Profile</i>, then <i>Beneficiaries</i>. If you have an account with TIAA, you will need to contact TIAA directly to update your beneficiaries.</p>
Withdrawals	<p>Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, have severe financial hardship as defined by your Plan, or for Qualified Reservist distributions. Please note: There is a \$50 fee for processing a hardship withdrawal.</p> <p>Please contact your investment service provider directly to obtain more information about withdrawals. Visit netbenefits.com/holycross and click <i>Contact Us</i> for both Fidelity and TIAA contact information.</p>
Loans	<p>Although your plan account is intended for the future, you may borrow from your voluntary contributions for any reason.</p> <p>Please contact your investment service provider directly to obtain more information about loans. Visit netbenefits.com/holycross and click <i>Contact Us</i> for both Fidelity and TIAA contact information.</p>
Moving Money	<p>If you have retirement savings in another employer's plan or in an IRA, you can generally bring it to your current employer's retirement plan. It may help make it easier to manage your savings and plan for your goals.</p> <p>Contact Fidelity Investments or TIAA for details on rolling over your account balance in an IRA or an employer-sponsored retirement plan to your current employer's retirement plan.</p> <p>Please contact your investment service provider directly to obtain more information about moving money. Visit netbenefits.com/holycross and click <i>Contact Us</i> for both Fidelity and TIAA contact information.</p> <p><i>Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.</i></p>
Health Savings Account (HSA)	<p>If you enroll in an HSA-eligible health plan, a Fidelity HSA® can help you save money to pay for qualified medical expenses for you, your spouse, and your dependents. With easy access to your savings, the opportunity for triple-tax advantages,* and future growth potential for eligible individuals, it's a unique savings vehicle that provides benefits today and in the future. To learn more, log in to your Fidelity NetBenefits® account and click <i>HSA Overview</i>.</p> <p><i>*With respect to federal taxation only. Contributions, investment earnings, and distributions may or may not be subject to state taxation. See your tax professional for more information on the state tax implications of HSAs.</i></p>
Confidential Consultations	<p>Now is a great time to schedule an appointment for a confidential consultation to discuss your retirement planning goals.</p> <p>For confidential consultations with Fidelity Investments, call 800-642-7131.</p> <p>For confidential consultations with TIAA, call 866-843-5640.</p>

How to Enroll

New Hires/First-Time Enrollees

Visit netbenefits.com/holycross and click *Enroll Today*. Follow the prompts to register for a username and password for the website. Once registered, you will be prompted through a step-by-step enrollment process.

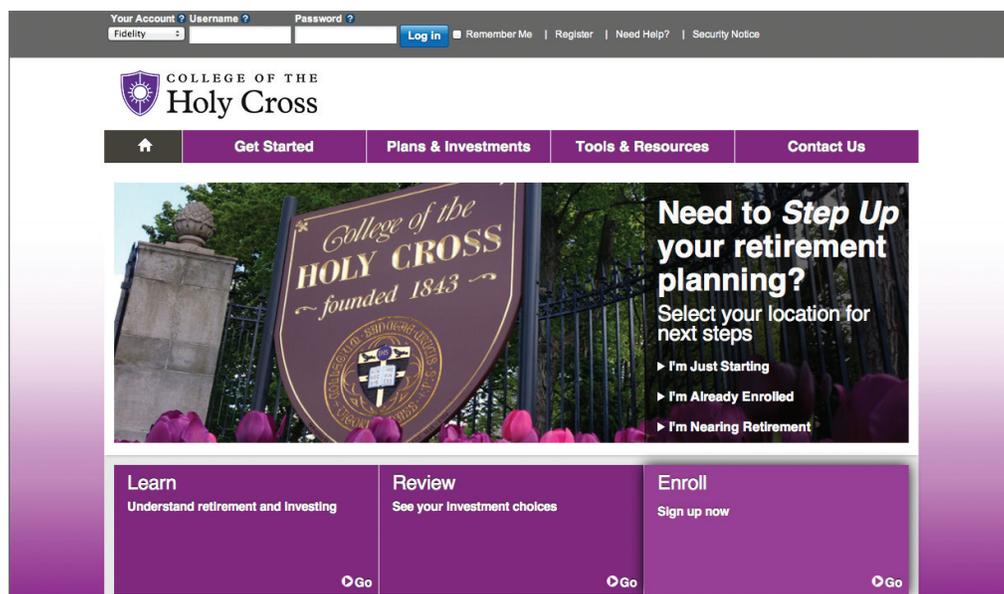
If you are a current Fidelity customer and already have a username and password, you can use them to access the new website. If you forgot your username and/or password, click *Need Help?* at the top of the website to reset your username and password.

Step 1: Set Contributions

Step 2: Select Retirement Provider (Fidelity or TIAA)

Step 3: Choose Investments

Step 4: Consolidate Retirement Savings (optional)



Screenshot is for illustrative purposes only.

Designate your beneficiaries. Now is a good time to designate your beneficiary information, particularly if you've experienced a life event, such as a marriage, a divorce, the birth of a child, or a death in the family. To update your beneficiary information with Fidelity, simply log in to Fidelity NetBenefits®, click *Profile*, then *Beneficiaries*. If you have an account with TIAA, you will need to contact TIAA directly to update your beneficiaries.

Set your mail preferences. Once registered for the site, click *Profile* to provide your email address and set your communication delivery preferences.

Schedule a confidential consultation. Now is a great time to schedule an appointment for a confidential consultation with either Fidelity Investments or TIAA to discuss your retirement planning goals.

Visit netbenefits.com/holycross and click *Contact Us*.

Holy Cross Default Investment Options

The College has determined that any future contributions to your Plan account that you have not directed to a specific investment service provider or to a specific investment option at Fidelity will be invested in one of the Fidelity Freedom K[®] Funds. This applies only if you have not made an investment service provider selection or provided an investment mix for your contributions directed to Fidelity. Your future contributions will be invested in the lifecycle fund that has a target retirement date closest to the year you might retire, assuming a retirement age of 65, at the direction of the College. Please see the chart below.

Your Birth Date*	Fund Name	Target Retirement Years
Before 1943	Fidelity Freedom K [®] Income Fund	Retired before 1998
January 1, 1943–December 31, 1947	Fidelity Freedom K [®] 2010 Fund	1998–2012
January 1, 1948–December 31, 1952	Fidelity Freedom K [®] 2015 Fund	2013–2017
January 1, 1953–December 31, 1957	Fidelity Freedom K [®] 2020 Fund	2018–2022
January 1, 1958–December 31, 1962	Fidelity Freedom K [®] 2025 Fund	2023–2027
January 1, 1963–December 31, 1967	Fidelity Freedom K [®] 2030 Fund	2028–2032
January 1, 1968–December 31, 1972	Fidelity Freedom K [®] 2035 Fund	2033–2037
January 1, 1973–December 31, 1977	Fidelity Freedom K [®] 2040 Fund	2038–2042
January 1, 1978–December 31, 1982	Fidelity Freedom K [®] 2045 Fund	2043–2047
January 1, 1983–December 31, 1987	Fidelity Freedom K [®] 2050 Fund	2048–2052
January 1, 1988–December 31, 1992	Fidelity Freedom K [®] 2055 Fund	2053–2057
January 1, 1993, or later	Fidelity Freedom K [®] 2060 Fund	2058 and beyond

*Birth date ranges were selected by your plan sponsor.

If you have selected TIAA as your investment service provider and have not selected your investment options, your contributions will be defaulted to one of the T. Rowe Price Retirement Funds. Please contact TIAA directly at 800-842-2252 for more information about these funds.

About Fidelity Investments

If you're like most people, you want your hard-earned retirement savings to be in good hands. Consider one of America's workplace retirement savings plan leaders,* Fidelity Investments, and take advantage of our experience to help you build a more rewarding future.

Chances are you already know Fidelity by reputation. Founded in 1946, and today America's largest privately held investment company, Fidelity has always been committed to providing exceptional money management, outstanding customer service, and state-of-the-art technology.

Fidelity is committed to providing a range of investment options, educational resources, and superior customer service to all our participants to help them plan for retirement.

Service excellence you can count on

Fidelity has always been committed to accuracy, top technologies, and the highest ethical standards. A relationship with us means that you can count on accurate statements and information, as well as timely assistance with your questions.

Experience to meet your needs

Fidelity serves more than 25 million participants,* and we bring the experience to help you manage your priorities at every stage of your life. Because we service plans for thousands of tax-exempt organizations, we understand that you may have more complex savings needs above and beyond your retirement plan.

We are here to help

To help you make knowledgeable and confident decisions about your money, Fidelity offers a broad range of tools and services, including the following:

- Portfolio reviews at your workplace
- Help with bringing multiple accounts together in one place
- Assistance with consolidating your retirement accounts
- Making the most of the tools and resources available from Fidelity Investments

Contact Fidelity Investments

By phone:

Monday through Friday from 8 a.m. to midnight Eastern time at **800-343-0860**.

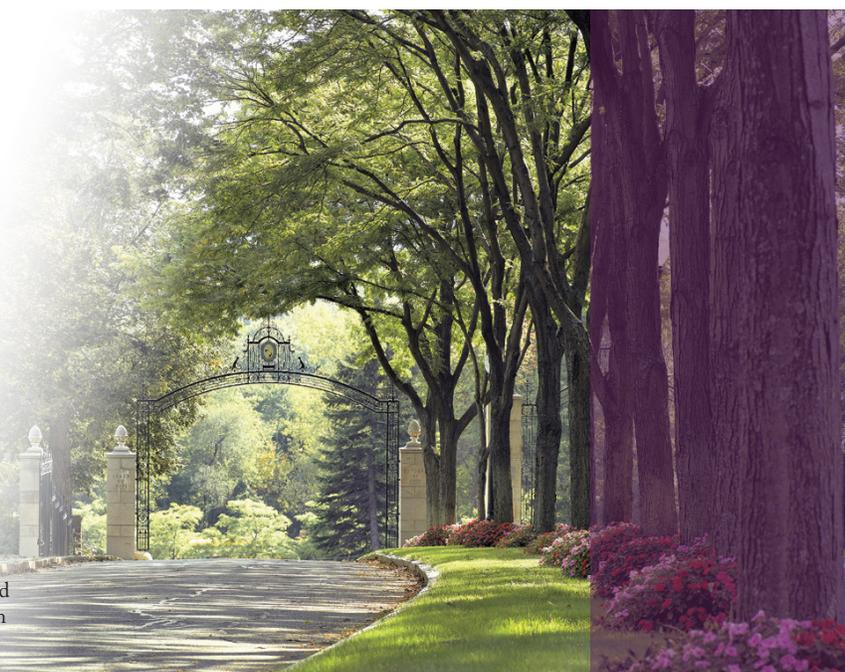
Online:

Visit our website at netbenefits.com/holycross.

In Person:

To schedule an appointment with your dedicated Fidelity Retirement Planner, please call **800-642-7131** or visit Getguidance.Fidelity.com.

*Based on two surveys: The *PLANSPONSOR* magazine 2016 Recordkeeping Survey (© Asset International Inc.), based on defined-contribution plan assets administered and number of participants of recordkeepers, as of 12/31/2015; and Cerulli Associates' *The Cerulli Edge*®—Retirement Edition, Q2 2016, based on an industry survey of firms reporting total IRA assets administered for Q1 2016.



Your Fidelity Investments Menu

Before investing in any mutual fund, consider the investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

To help you meet your investment goals, the Plan offers you a range of options. You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. The investment options available through the Plan include conservative, moderately conservative, and aggressive funds. For more information about funds in your Plan, please visit netbenefits.com/holycross and click the *Plans & Investments* tab, or call Fidelity Investments at 800-343-0860.

Fund Name	Ticker Symbol
Target Date Funds¹	
Fidelity Freedom K [®] Income Fund	FFKAX
Fidelity Freedom K [®] 2010 Fund	FFKCX
Fidelity Freedom K [®] 2015 Fund	FKVFX
Fidelity Freedom K [®] 2020 Fund	FFKDX
Fidelity Freedom K [®] 2025 Fund	FKTWX
Fidelity Freedom K [®] 2030 Fund	FFKEX
Fidelity Freedom K [®] 2035 Fund	FKTHX
Fidelity Freedom K [®] 2040 Fund	FFKFX
Fidelity Freedom K [®] 2045 Fund	FFKGX
Fidelity Freedom K [®] 2050 Fund	FFKHX
Fidelity Freedom K [®] 2055 Fund	FDENX
Fidelity Freedom K [®] 2060 Fund	FDKNX
Money Market	
<i>Government</i>	
Fidelity [®] Money Market Trust Retirement Government Money Market Portfolio	FGMXX
Bond	
<i>Diversified</i>	
Metropolitan West Total Return Bond Fund Class M	MWTRX
T. Rowe Price Short Term Bond Fund	PRWBX
Vanguard Total Bond Market Index Fund Admiral Shares	VBTLX

¹Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risk of each target date investment changes over time as its asset allocation changes. The funds are subject to the volatility of the financial markets, including that of equity and fixed-income investments in the United States and abroad, and may be subject to risk associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

Your Fidelity Investments Menu *(continued)*

Fund Name	Ticker Symbol
Domestic Equities	
<i>Large Value</i>	
MFS Value Fund Class R3	MEIHX
<i>Large Blend</i>	
Fidelity® 500 Index Fund—Premium Class	FUSVX
<i>Large Growth</i>	
Fidelity® Growth Company Fund	FDGRX
<i>Mid Blend</i>	
Fidelity® Extended Market Index Fund—Premium Class	FSEVX
<i>Small Value</i>	
American Beacon Small Cap Value Fund Investor Class	AVPAX
<i>Small Growth</i>	
Loomis Sayles Small Cap Growth Fund Institutional Class	LSSIX
International/Global	
<i>Diversified</i>	
American Funds EuroPacific Growth Fund® Class R-4	REREX
American Funds New Perspective Fund® Class R-4	RNPEX
Vanguard Developed Markets Index Fund Admiral Shares	VDMAX
<i>Emerging Markets</i>	
Oppenheimer Developing Markets Fund Class I	ODVIX
Specialty	
Cohen & Steers Institutional Realty Shares	CSRIX

About TIAA

With \$915 billion in total assets under management,¹ TIAA is a full-service financial services organization that for nearly 100 years has dedicated itself to serving those in the academic, medical, governmental, cultural and research fields. We do this through a full array of financial products and services that help our participants plan for retirement, while investing for life's other goals along the way.

TIAA offers the following advantages:

- **Investment experience:** TIAA has nearly 100 years of experience investing for its participants' retirement and other financial goals.
- **Low costs:** TIAA's expense ratios are among the lowest in the variable annuity and mutual fund industries.²
- **Other products and services:** In addition to our retirement savings options, TIAA offers a full range of other investment products and services, including mutual funds, brokerage services and education savings.
- **Advice:** Through TIAA's Morningstar Advice Service, a TIAA Consultant can help you determine which investments are right for your retirement portfolio and if you may be contributing enough to achieve your goals.

Get personalized help from TIAA.

To schedule an individual appointment with a TIAA Consultant, call **800 732-8353**, Monday to Friday, 8 a.m. to 8 p.m. (ET). During this session, a consultant will create a personalized retirement portfolio that's tailored to your unique financial situation and goals. This service is available, at no additional cost to you. For information about how to enroll or to discuss your account, call **800 842-2252**, Monday to Friday, 8 a.m. to 10 p.m. (ET), and Saturday, 9 a.m. to 6 p.m. (ET).

You can also view an online demo which will walk you through the enrollment process at tiaa.org/holycross.

TIAA investment choices

TIAA's broad range of investment choices allows you to build a portfolio that's right for your unique savings needs. For more information about the investment options available; visit tiaa.org/holycross or call **800 842-2252**.

¹Assets under management as of 09/30/16.

²Applies to mutual fund and variable annuity expense ratios. Source: Morningstar Direct (September 2013), based on Morningstar expense comparisons by category.

Investment, insurance and annuity products are not FDIC-insured, are not bank guaranteed, are not bank deposits, are not insured by any federal government agency, are not a condition to any banking service or activity and may lose value. Distributions from 403(b) plans before age 59½, 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.

There are inherent risks in investing in securities, including loss of principal. Investment return and principal value will fluctuate, so an investor's shares, when redeemed, likely will be worth more or less than their original cost. TIAA products may be subject to market and other risk factors. See the applicable product literature, or visit tiaa.org/holycross for details.

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877 518-9161 or log on to tiaa.org/holycross for current product and fund prospectuses that contain this and other information. Please read the prospectuses carefully before investing.

TIAA Individual & Institutional Services, LLC and Teachers Personal Investors Services, Inc., members FINRA, distribute securities products. Annuity contracts and certificates are issued by Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF), New York, NY. Each is solely responsible for its own financial conditions and contractual obligations.

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Your TIAA Investment Menu

The core investment menu consists of 29 funds, including T. Rowe Price Target Date Funds. In addition, you have a choice of several different fixed and variable annuity options. To review this menu online, please visit tiaa.org/holycross.

Fund Name	Ticker Symbol
Target Date Funds	
T. Rowe Price Retirement 2010 Fund	TRRAX
T. Rowe Price Retirement 2015 Fund	TRRGX
T. Rowe Price Retirement 2020 Fund	TRRBX
T. Rowe Price Retirement 2025 Fund	TRRHX
T. Rowe Price Retirement 2030 Fund	TRRCX
T. Rowe Price Retirement 2035 Fund	TRRJX
T. Rowe Price Retirement 2040 Fund	TRRDY
T. Rowe Price Retirement 2045 Fund	TRRKX
T. Rowe Price Retirement 2050 Fund	TRRMX
T. Rowe Price Retirement 2055 Fund	TRRNX
Guaranteed	
TIAA Traditional Annuity ³	N/A
Fixed Income	
Metropolitan West Total Return Bond Fund M	MWTRX
T. Rowe Price Short Term Bond Fund	PRWBX
Vanguard Total Bond Market Index Fund Admiral	VBTLX
Moderate Allocation	
CREF Social Choice Account	QCSCPX
Real Estate	
TIAA Real Estate Account	QREARX
Equities	
CREF Stock Account	QCSTPX
American Funds EuroPacific Growth Fund R4	RESEX
American Funds New Perspective Fund R4	RNPEX
Cohen & Steers Institutional Realty Shares	CSRIX
MainStay Large Cap Growth Fund R1	MLRRX
MFS Value Fund R4	MEIJX
Oppenheimer Developing Markets Fund I	ODVIX
TIAA-CREF Equity Index Fund—Retirement	TIQRX
TIAA-CREF Growth & Income Fund—Retirement	TRGIX
TIAA-CREF Social Choice Equity Fund—Retirement	TRSCX
Vanguard Developed Markets Index Fund Admiral	VTMGX
Vanguard Extended Market Index Fund	VIEIX
Money Market	
TIAA-CREF Money Market Fund—Retirement	TIEXX

³Any guarantees under annuities issued by TIAA are subject to TIAA's claims-paying ability. TIAA Traditional is a guaranteed insurance contract and not an investment for federal securities law purposes.

Your TIAA Investment Menu *(continued)*

A One-Step Investing approach may be a good choice if you prefer a hands-off approach to managing your retirement portfolio. With One-Step Investing, all you need to do is select a Target Date Fund from the new investment options. Simply choose the fund that most closely matches the year of your expected retirement, and the fund's professional management will do the rest. For example, if you expect to retire in about 20 years, consider the 2035 Fund.

Each Target Date Fund consists of mutual funds that invest in a broad range of stocks and bonds. The initial proportions and risk levels depend on your projected retirement year. To help reduce risk as you move through your career and into retirement, the fund automatically readjusts the mix of stocks, bonds, and other asset types to a more conservative mix.

As with all mutual funds, the principal value of a Target Date Fund isn't guaranteed and will fluctuate with market changes. The target date approximates when investors may plan to start making withdrawals. However, you are not required to withdraw the funds at that target date. After the target date, some of your money may be merged into a fund with a more stable asset allocation.* A TIAA Financial Consultant can help you decide whether One-Step Investing is right for you.

Birthdates for Target Date Funds	Year of Retirement
In 1983 or after	Retirement 2050
1978 – 1982	Retirement 2045
1973 – 1977	Retirement 2040
1968 – 1972	Retirement 2035
1963 – 1967	Retirement 2030
1958 – 1962	Retirement 2025
1953 – 1957	Retirement 2020
1948 – 1952	Retirement 2015
In 1947 or before	Retirement 2010

*Target date funds share the risks associated with the types of securities held by each of the underlying funds in which they invest. In addition to the fees and expenses associated with these funds, there is exposure to the fees and expenses associated with the underlying mutual funds as well.



Although this booklet was prepared for the College of the Holy Cross by Fidelity Investments for the convenience of Plan participants, certain pages in it were supplied by non-Fidelity investment providers. Each provider offering products and services to the Plan or its participants is solely responsible for the content on its applicable pages and does not assume any responsibility or liability for the content supplied by any other provider.

Investing involves risk, including risk of loss.

This guide provides only a summary of the main features of the College of the Holy Cross 403(b) Defined Contribution and Group Supplemental Retirement Plan, and the plan document will govern in the event of any discrepancy.

TIAA and Fidelity Investments are independent entities and are not legally affiliated.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

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