

A NEW WAY TO SAVE FOR RETIREMENT WITH KENNESAW STATE UNIVERSITY

Kennesaw State University is introducing the Roth option March 1, 2011 as another way to contribute to your 403(b) plan. With this option, you may:

- Contribute after-tax dollars.
- Enjoy tax-free distributions, with a 10% early withdrawal penalty may apply prior to age 59½. (Withdrawals may also be subject to the provisions of your employer's plan.)
- Roll over assets into a Roth IRA, or into/from another Roth 403(b) plan that accepts such assets. (Rollovers are subject to the provisions of your employer's plan.)

HOW WILL I BENEFIT FROM MAKING ROTH 403(B) CONTRIBUTIONS?

It depends. If you expect your tax rate to be higher in retirement than it is now, then the Roth 403(b) can provide you with significant tax advantages. On the other hand, if you expect your tax rate to be higher now than in retirement, the pretax 403(b) option may be the right choice for you.

The chart below shows the benefits of contributing to the Roth 403(b) option.

YOU MAY BENEFIT FROM CONTRIBUTING TO THE ROTH 403(B) OPTION IF YOU:	BENEFITS
Are not eligible to make Roth IRA contributions because of the limit.	Roth 403(b) contributions to a Roth IRA, allowing you to save.
Are near retirement and believe you will have more savings than required to meet your immediate needs for retirement income.	Assets may be passed on tax free.
Believe that your income tax rates are likely to rise in the future.	You may enjoy a tax-free benefit if you expect a higher tax rate in the future.
Want tax diversification of retirement assets.	Having both pretax and after-tax accounts allows you to hedge future tax rates.

WHEN YOUR RETIREMENT PLAN OFFERS TWO SAVINGS OPTIONS, PRETAX AND ROTH 403(B), YOUR CONTRIBUTION CHOICES WILL BE:

- Roth after-tax contributions to your 403(b) plan.
- Pretax contributions to your 403(b) plan.
- Both pretax and Roth after-tax contributions to your 403(b) plan.

Roth 403(b) contributions are included in your maximum contribution limits, plus any catch-up limits, if applicable.

GETTING STARTED

Adding the Roth contributions to your 403(b) plan is easy. You simply need to complete and submit a new Salary Reduction Agreement. If you are enrolling for the first time, you will also need to complete an enrollment application.

To learn more about the advantages of the Roth 403(b) option, please contact TIAA-CREF at 800 842-2252.

TIAA-CREF is committed to helping you plan for - and live well in - retirement.

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You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877 518-9161, or go to tiaa-cref.org for a prospectus that contains this and other information. Please read the prospectus carefully before investing. Please consult a tax advisor regarding your specific situation.

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