

Weighted Average Expense Ratio - TIAA CREF  
December 31, 2015

Fund	Ticker	Percent of Balance	Expense Ratio
TIAA TRADITIONAL	N/A	33.2%	0.52%
TIAA STABLE VALUE	N/A	1.4%	0.50%
CREF MONEY MARKET R3	N/A	1.9%	0.32%
CREF BOND MARKET R3	N/A	3.2%	0.37%
CREF INFLATION-LINKED BOND R3	N/A	1.6%	0.32%
CREF SOCIAL CHOICE R3	N/A	2.9%	0.33%
CREF STOCK R3	N/A	21.8%	0.37%
TIAA CREF LG CAP VAL INST	TRLIX	2.0%	0.42%
CREF EQUITY INDEX R3	N/A	2.9%	0.29%
TIAA CREF S&P 500 IDX INST	TISPX	1.5%	0.06%
WELLS FARGO ADVANTAGE GROWTH	SGRNX	0.9%	0.75%
CREF GROWTH R3	N/A	4.3%	0.32%
TIAA CREF MID CAP VAL INST	TIMVX	1.9%	0.41%
TIAA CREF MID CAP GR INST	TRPWX	0.6%	0.47%
ROYCE OPPORTUNITY FD	ROFIX	0.2%	1.04%
TIAA CREF SM CAP BL IDX INST	TISBX	1.0%	0.13%
ALLIANCE BERNSTEIN SMALL CAP GROWTH	QUAIX	0.3%	0.91%
AF EUROPACIFIC GROWTH FUND R6	RERGX	1.6%	0.49%
DFA EMERGING MARKETS	DFEMX	0.3%	0.56%
TIAA CREF INTL EQ IDX INST	TCIEX	1.2%	0.06%
CREF GLOBAL EQUITIES R3	N/A	3.2%	0.38%
TIAA REAL ESTATE	N/A	4.4%	0.87%
TIAA CREF LFCYLE RTMT INC INST	TLRIX	0.1%	0.36%
TIAA CREF LIFECYCLE 2010 INST	TCTIX	0.3%	0.37%
TIAA CREF LIFECYCLE 2015 INST	TCNIX	0.6%	0.38%
TIAA CREF LIFECYCLE 2020 INST	TCWIX	0.7%	0.39%
TIAA CREF LIFECYCLE 2025 INST	TCYIX	0.9%	0.41%
TIAA CREF LIFECYCLE 2030 INST	TCRIX	1.0%	0.42%
TIAA CREF LIFECYCLE 2035 INST	TCIIX	1.2%	0.43%
TIAA CREF LIFECYCLE 2040 INST	TCOIX	1.8%	0.44%
TIAA CREF LIFECYCLE 2045 INST	TTFIX	0.8%	0.44%
TIAA CREF LIFECYCLE 2050 INST	TFTIX	0.5%	0.44%
<b>Total / Weighted Average Expense Ratio</b>		<b>100.0%</b>	<b>0.44%</b>
<b>Total / Weighted Average Expense Ratio ex-Stable Value</b>			<b>0.40%</b>

**Weighted Average Expense Ratio - Voya**  
**December 31, 2015**

Fund	Ticker	Percent of Balance	Expense Ratio
Voya Fixed Plus Fund 4020	N/A	15.2%	0.38%
Voya Money Market	N/A	0.8%	0.68%
PIMCO Total Return Admin	PTRAX	3.5%	0.71%
PIMCO Real Return Admin	PARRX	2.0%	0.75%
VY T. Rowe Price Capital Appreciation Instl	ITRIX	6.0%	0.64%
Blackrock Equity Dividend	MADVX	2.0%	0.70%
American Funds Fundamental Investors R5	RFNFX	9.6%	0.35%
SSgA S&P 500 Index	SVSPX	1.7%	0.16%
Parnassus Core Equity Inv	PRBLX	2.7%	0.87%
Voya Large Cap Growth	IEOHX	10.1%	0.60%
AmCent Mid Cap Value Instl	AVUAX	3.4%	0.81%
Vanguard Mid Cap Index Instl	VMCIX	5.3%	0.08%
VY FMR SM Diversified Mid Cap Instl	IFDIX	1.2%	0.64%
Amer Beacon Small Cap Value Instl	AVFIX	0.4%	0.81%
Vanguard Small Cap Index Instl	VSCIX	4.0%	0.08%
VY Baron Small Cap Growth	IBGIX	3.3%	0.98%
American Funds EuroPacific Growth R5	RERFX	6.9%	0.53%
VY Oppenheimer Global	IGMIX	3.4%	0.75%
Oppenheimer Developing Markets	ODVYX	1.4%	1.05%
Voya Real Estate	CRARX	4.4%	0.91%
Vanguard Target Rmt Income	VTINX	5.6%	0.31%
Vanguard Target Rmt 2010	VTENX	0.3%	0.31%
Vanguard Target Rmt 2015	VTXVX	1.2%	0.31%
Vanguard Target Rmt 2020	VTW NX	0.5%	0.31%
Vanguard Target Rmt 2025	VTTVX	1.7%	0.32%
Vanguard Target Rmt 2030	VTHR X	0.3%	0.32%
Vanguard Target Rmt 2035	VTT HX	1.3%	0.33%
Vanguard Target Rmt 2040	VFOR X	0.3%	0.33%
Vanguard Target Rmt 2045	VTIV X	1.3%	0.33%
Vanguard Target Rmt 2050	VFIF X	0.2%	0.33%
<b>Total / Weighted Average Expense Ratio</b>		<b>100.0%</b>	<b>0.51%</b>
<b>Total / Weighted Average Expense Ratio ex-Stable Value</b>			<b>0.54%</b>

The Vanguard Retirement Funds expense ratio includes an annual administrative expense of 0.15%