



RETIREMENT PLAN ENHANCEMENTS

Human Resources and the Colby Retirement Plan Investment Committee regularly analyze our retirement plan investments. As a result, we determined certain funds in our retirement program need to be replaced with better performing funds. We have worked with TIAA and an independent firm, Baystate Fiduciary Advisors, to update our plan investment options as outlined below.

The goal of these updates is to lower investment costs where possible, replace funds that are underperforming relative to peers, and to add passively managed index funds where prudent. More information will be coming from TIAA shortly but the updates include replacing and adding the following funds effective March 30, 2018:

CURRENT FUND	REPLACEMENT FUND	NEW TICKER
Harbor International	Vanguard Total Intl Stock Index Adm	VTIAX
Thornburg International	Vanguard Total Intl Stock Index Adm	VTIAX
Royce Micro-Cap Investment	Vanguard Small Cap Index Adm	VSMAX
Amer Funds Invs R4	Vanguard 500 Index Admiral	VFIAX
Victory Munder Mid-Cap Core Gr R6	MassMutual Select Mid-Cap Gr Eq 11	MEFZX
TIAA-CREF Mid-Cap Value Premier	TIAA-CREF Mid-Cap Value Inst	TIMVX
CURRENT FUND	LOWER COST SHARE CLASS	NEW TICKER
Amer Funds Growth Fund R5	Amer Funds Growth Fund R6	RGAGX
Columbia Small-CAP Value Fund Z	Columbia Small Cap Value Fund Y	CSVYX
TIAA-CREF Lifecycle Premier	TIAA-CREF Lifecycle Inst	Varies

TIAA will be making these changes on their system so you do not need to take any action unless you would like to make an investment election change. We encourage everyone to review their investment strategy periodically. Due to the ever-changing market, it is important to periodically review retirement investment portfolio allocations to ensure it remains consistent with your financial goals and circumstances.

Colby employees have a dedicated website for the online management of their TIAA accounts at tiaa.org/public/tcm/colby. You can always update your account, monitor investment performance and a variety of other options.

Personalized advice and planning sessions are available to develop a retirement savings strategy. If you are interested in scheduling an appointment to talk to a TIAA representative, please utilize this TIAA link: <https://shared.tiaa.org/public/publictools/events/eventswelcome> or call 1-800-842-2776.

We are pleased to offer these plan enhancements and hope that you find the new investment choices helpful for your retirement planning needs.