

Distribution Event	TIAA-CREF DCP Employee Contribution & Employer Matching	TIAA-CREF DCP Employee Contribution Only	TIAA-CREF TDA Employee Deferral	Equivest Employee Deferral
Upon Severance from Employment	x	n/a	x	x
Upon incurring a Disability	x	n/a	x	x
Upon reaching age 70 ½ (required minimum distribution)	x	n/a	x	x
Upon reaching age 65 (normal retirement age under Plan)	x	n/a	x	x
Upon reaching age 59 ½ before Severance from Employment (In-service withdrawal while still employed; no limitation on withdrawal amount)	x	n/a	x	x
Hardship Withdrawal ⁽¹⁾ (limited to one hardship distribution in any 12 month period)	n/a	x	x	x
Loan Withdrawal (limited to lesser of \$50,000 (reduced by the highest outstanding loan balance(s) during the 12 months preceding the date the loan is made) or one-half account balance)	x	n/a	x	x
Pre-1989 403(b) Contributions in an Annuity Contract ⁽²⁾	x	n/a	x	x
Pre-2009 Employer Contributions and Matching Employer Contributions in an Annuity Contract ⁽³⁾	n/a	n/a	n/a	n/a
Withdrawals of Rollover or Transfer Contributions (limited to transfer or rollover amount and earnings)	x	x	x	x
Qualified Reservist Distribution		x	x	x

*Subject to distribution restrictions:

TIAA Traditional cannot be distributed in a lump sum
TIAA Real Estate distributions limited to 1x per calendar quarter

Notes:

- (1) 403(b) Regulations permit only employee contributions (not matching or earnings) to be distributed on account of hardship – pre-1989 employee contributions plus earnings and after 12/31/1988 employee contributions but not earnings
- (2) 403(b) Regulations grandfather pre-1989 403(b) employee elective deferral accumulations from any withdrawal restrictions
- (3) Subject to withdrawal restrictions