Discover the Potential: YOUR MITRE RETIREMENT PROGRAM

How to Maximize Your MITRE Retirement Plan in 3 Easy Steps

MITRE

The MITRE Retirement Program

Introducing one of your most valuable benefits within MITRE's Total Rewards and Wellbeing suite.

MITRE's Retirement Program is designed to maximize your retirement savings and help you to create a solid financial future. We created this simple step-by-step guide to help you get the most out of our program.

Take a few minutes now to understand MITRE's retirement program—and our commitment to enabling each of us to grow, thrive and prosper.

What you need to know

- The Retirement Program is designed to ensure that you save at least a minimum amount for your future—and it creates a path for you to save more as you are able.
- Our program provides you with flexibility to save money and earn more in matching contributions as your financial situation changes over time.
- MITRE makes it easy for you to maximize your contributions with a single click.

Ready to save and invest for your future?

START HERE

Our Total Rewards and Wellbeing suite, including MITRE's Retirement Program, offers meaningful choice, providing you and your family with competitive, innovative and equitable compensation, benefits and wellness programs designed to meet the needs of our multi-generational and diverse team.

3 Contribution Levels to Help You Maximize Your Savings

LEVEL 1: GET STARTED

Start with your required contributions to earn MITRE's base contribution.

Your required "A1" contributions +

MITRE's "B1" basic matching contribution +

LEVEL 2: SAVE MORE

Make additional voluntary contributions and earn more MITRE matching contributions.

Your voluntary "A2" contributions +

MITRE's "A3" matching contribution +

LEVEL 3: SAVE EVEN MORE!

Make even more voluntary contributions to take advantage of IRS limits.

Your voluntary "A4" contributions +

No match from MITRE

If you are age 50 or over by the end of the year +

Want more details?

EXPLORE THE FAQs

You are 100% vested in your own contributions and MITRE's contributions on Day 1.

* Social Security's Old-Age, Survivors, and Disability Insurance (OASDI) program limits the amount of earnings subject to taxation for a given year. The base adjusts each calendar year. For more information, visit **ssa.gov**.

2 PLANS FOR CONTRIBUTIONS FROM YOU AND MITRE

403(b)

The MITRE 403(b) Plan Tax Sheltered Annuity

- Holds your A1, A2 and A4 contributions, plus MITRE's Level 2 match (MITRE's A3 contributions).
- You invest the contributions, choosing from one of two investment providers: TIAA or Fidelity.
- You actively enroll in this plan.

401(a)

The MITRE 401(a) Qualified Retirement Plan

- Holds only MITRE's B1 basic contribution.
- When you enroll in the 403(b) Plan, you automatically participate in the 401(a) Plan. Contributions will be invested by default in the Tier 1 Target Retirement Date Funds managed by Fidelity.
- You can change the way your contributions are invested virtually any time. You can invest in different Fidelity funds, or you can invest with TIAA, choosing from the available funds. Just go to **netbenefits.com/MITRE** and, under the *Contributions* tab, choose an investment provider, then select investments.

MITRE Retirement Program = 2 defined contribution plans

1 PLACE TO MANAGE EVERYTHING

Getting started in the MITRE Retirement Program is easy. To enroll or change your contributions, just go to the Retirement Plan Website, **netbenefits.com/MITRE**.

You will also use the site to view or change your Retirement Provider (Fidelity Investments or TIAA), view your account balances, and use interactive tools and calculators to help set financial goals.

If you are a TIAA participant, go to **TIAA.org/MITRE** to choose beneficiaries and allocations/investments.

GET STEP-BY-STEP INSTRUCTIONS

Fidelity	**800-343-0860**	**netbenefits.com/MITRE**
TIAA	**800-842-2252**	**TIAA.org/MITRE**

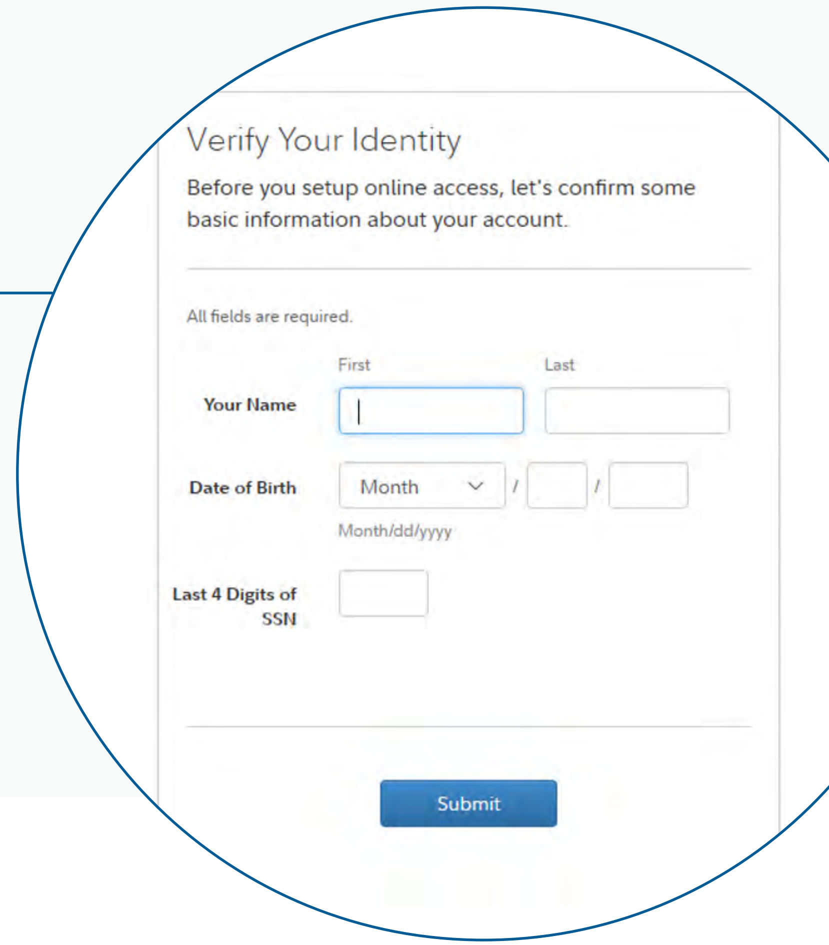
How to use Fidelity NetBenefits©

Get started and save to the max

FIRST THINGS FIRST: Register with NetBenefits®

A If you have not set up a NetBenefits® username and password previously, visit **netbenefits.com/MITRE** and click the *Register* link at the top of the site.

B The next screen will ask for your last name, date of birth and the last 4 numbers of your SSN so it can find your account. Upon verifying your identity, the site will guide you through the process to establish your username and password.



GET STARTED WITH LEVEL 1

If you're ready to enroll, here are your four decision points and action steps.

1 · · · 2 · · · 3 · · · 4

STEP 1: Start or defer your required A1 contributions.

A On the home page, click on *Quick Links* for the plan you want to access and choose *Contribution Amounts*. Then, on the next screen, choose *Contribution Amount*.

Note: While you will be able to enroll in the 401(a) Plan now, you will not see MITRE's B1 matching contributions until the pay period following one year of credited service.

B On the next screen, indicate whether you want to contribute the required amount and receive MITRE's basic match:

YES

OR

NO

All screenshots and images are for illustrative purposes.

STEP 2: Choose your Retirement Provider (Fidelity or TIAA).

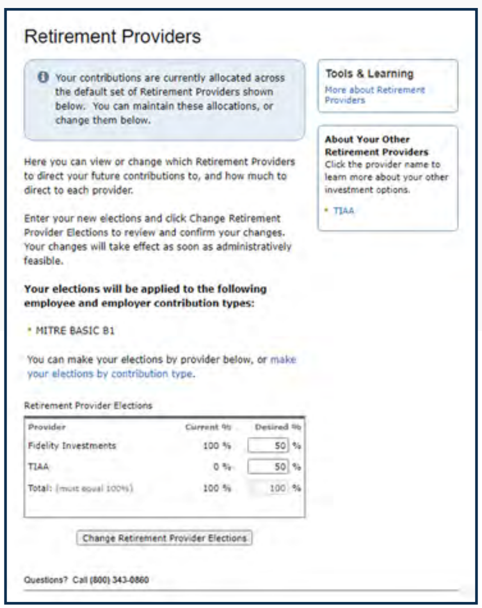
1 · · · 2 · · · 3 · · · 4

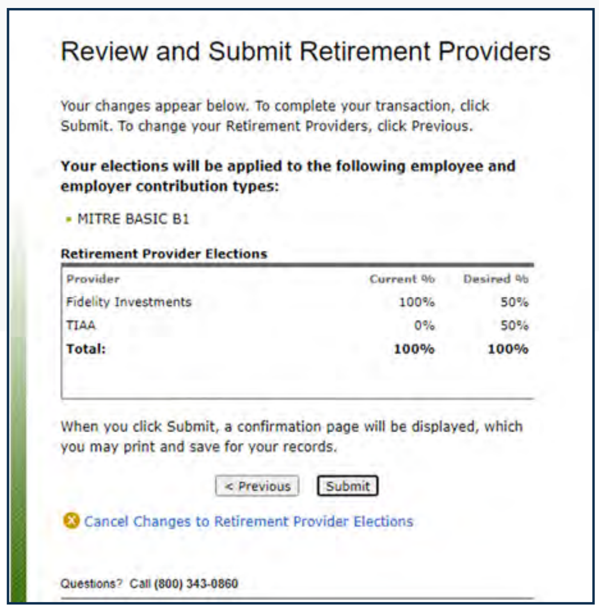
A On the home page, click on *Quick Links* for the plan you want to access and choose *Contribution Amounts*. Then, on the next screen, choose *Retirement Providers Contribution Amount*.

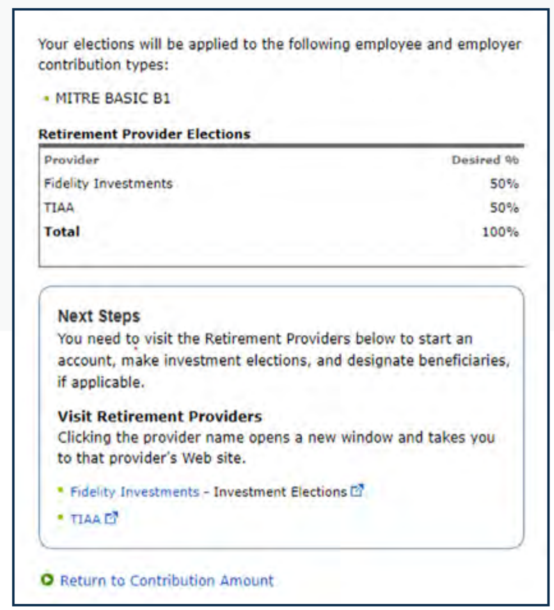
Note: You must make a provider election for each Plan. If you don't choose a Retirement Provider, your contributions will default to Fidelity.

For illustrative purposes

B Select Fidelity or TIAA, or contribute a portion to each Retirement Provider. For example, you can direct 50% of your contributions to Fidelity and the other 50% to TIAA.







For illustrative purposes

STEP 3: Choose investments at your Retirement Provider.

1 · · · 2 · · · 3 · · · 4

Click your provider below to see Instructions for choosing your investments.

FIDELITY PARTICIPANTS | TIAA PARTICIPANTS

STEP 4: Choose beneficiaries at your Retirement Provider.

1 · · · 2 · · · 3 · · · 4

Now is a good time to review or update your beneficiary information if you've experienced a life event, such as marriage, divorce, the birth of a child, or a death in the family. Beneficiary designations are held separately for Fidelity and TIAA. Be sure to designate your beneficiaries with Fidelity, TIAA, or both if you have split your provider elections.

Click your provider below to see Instructions for choosing your investments.

FIDELITY PARTICIPANTS | TIAA PARTICIPANTS

For illustrative purposes

SAVE MORE WITH LEVELS 2 AND 3

If you're ready to save more—and get more MITRE matching contributions—here are your decision points and action steps.

1. On the home page, click on *Quick Links* for the plan you want to access and choose *Contribution Amounts*. Then, on the next screen, choose *Contribution Amount*.

For illustrative purposes

2. Do you want an easy way to contribute the maximum, based on your age and pay?

YES, I WANT TO MAXIMIZE MY RETIREMENT CONTRIBUTIONS.

OR

NO, I'D RATHER PICK MY OWN CONTRIBUTION PERCENTAGES.

Case studies

Here are four examples that show a few ways you can participate in the MITRE Retirement Program. These examples are fictional employees and are for illustrative purposes only.

Jules Age: 22 Annual salary: $75,000

I'm getting started in my career and paying off my school loans is my top priority. I haven't thought much about saving for my future. But then someone told me that saving even a small amount can help you feel more positive about the future. I decided to give it a try. I enrolled in the 403(b) Plan when I joined MITRE and started with Level 1, making required A1 contributions.

Now that I am saving some money before I have a chance to spend it, I do feel more in control. I earn less than the Social Security Wage Base ($184,500 in 2026), so I'm only contributing 2% for now. But it's a start. And I hope to save more in a few years. After I've been with MITRE for a year, I'll also start receiving MITRE's B1 basic contribution!

What Jules chooses in NetBenefits®
Jules chooses "Yes, start A1 contributions" under "A1 Employee Required."

Aang Age: 32 Annual salary: $125,000

With a family to provide for, saving took a back seat for a while. Then a friend reminded me that, while I can apply for college loans for my kids, there are no special loans for retirement. At Level 1, I'm making A1 contributions of 2%, but I decided to step up my game.

It's time to go to Level 2. I'm going to start making A2 contributions to get the extra MITRE match. I'm starting with an additional pretax contribution of 4%. I don't think I'll miss that increase in my take-home pay. And the extra MITRE match automatically adds 25% more. I just wish I'd done this sooner.

What Aang chooses in NetBenefits®
Aang selects "Do not maximize" and enters 4% in the box for "A2 Pretax Matched to SS Wage Base."

Case studies, cont.

Dembe Age: 45 Annual salary: $150,000

My partner and I have room in our budget to save a little more for retirement. We looked at the MITRE Retirement Program and realized that we can earn extra match money if we increase our contributions above Level 1's required A1 contribution.

We also realized that Roth 403(b) contributions and any related earnings can be withdrawn tax free in retirement, as long as they meet certain criteria. We have plenty of time for our contributions to hopefully grow, so we're really interested in the Roth 403(b) option.

What Dembe chooses in NetBenefits®
Dembe selects "Max match with Roth" in the Contribution Maximizer section. Dembe's A2 contributions will be automatically calculated.

Chaitra Age: 56 Annual salary: $200,000

I'm so glad to see that we can save more in the 403(b) Plan using Level 3. I got a late start saving for retirement and I need to make up for lost time. I already make full use of the Plan at Level 1 and I'm receiving MITRE's basic contributions.

I spoke with my financial advisor to plan out my 403(b) Plan contributions for 2026. We've decided that Roth 403(b) contributions make sense for me, and that my budget will allow me to contribute right up to the IRS limit. I was able to make the change in NetBenefits in practically one click.

What Chaitra chooses in NetBenefits®
Chaitra selects "Max all with Roth" in the "Contribution Maximizer" section. Chaitra's A2 and A4 contributions will be automatically calculated.

Investment menu

How is the investment menu structured?

Your investment preferences are as individual as you are. That's why the MITRE Retirement Program offers a four-tier investment structure. The options available to you allow you to match your investments to your investing style—so you can create a mix that's uniquely you.

TIER 1 TARGET RETIREMENT DATE FUNDS

If you like the idea of a complete investment strategy in a single fund, consider Tier 1's Target Retirement Date Funds. Each target retirement date fund is a diversified asset mix of stocks, bonds, and other investments—all in a single fund. Just choose the one with the target date closest to the year you plan to retire, and the fund will automatically rebalance investments to reduce risk as it approaches its target retirement date and moves beyond. If you'd like, you can stay with the same fund throughout your career. Of course, principal invested is not guaranteed.

TIER 2 CORE MUTUAL FUNDS

If you prefer to manage your own investments, Tier 2's Core Mutual Funds may interest you. This tier lets you create an investment mix that suits your needs, without having to sort through an overwhelming array of fund options.

TIER 3 CORE ANNUITIES

If you want the option to convert your Retirement Program balance at retirement into a lifetime income stream, Tier 3 Core Annuities may be the right choice for you.

TIER 4 SELF-DIRECTED BROKERAGE ACCOUNT

Want even more choices? Explore Tier 4's self-directed brokerage account. It's an account within your Retirement Program that gives you access to thousands of options outside the Retirement Program's fund lineup.

What are my investment options?

You can choose to place your contributions in funds from two different providers: Fidelity and TIAA.

- View your investment options with **Fidelity Investments**.
- View your investment options with **TIAA**.

Annuity guarantees are subject to the claims-paying ability of the issuing insurance company.

Investing in a variable annuity involves risk of loss. Investment returns and contract value are not guaranteed and will fluctuate.

Guidance & support

Whether you're just starting out or close to retirement, you have access to one-on-one help with all of life's money matters, from paying down debt and budgeting to saving and investing for retirement. This service is always free to you as a participant in the MITRE Retirement Program.

Confidential retirement planning consultations

Discuss your specific financial goals and how to plan for them.

Fidelity
800-343-0860
fidelity.com/schedule

TIAA
800-732-8353
(to schedule a 1:1)
TIAA.org/schedulenow

Planning tools and account transactions

Ask questions, request account changes, or use planning tools.

Fidelity
800-343-0860
netbenefits.com/MITRE

TIAA
800-842-2252
TIAA.org/MITRE

Additional questions

For more specialized help, contact MITRE's HR Service Center.

HR Service Center
ext. 1-4700
hrsc@mitre.org

FAQs

What happens if I don't choose investments?

The Tier 1 Target Retirement Date Funds are the Retirement Program's default investment option.

When can I enroll?

You will be automatically enrolled in the Retirement Program with Level 1 contributions within 60 days of hire.

What types of contributions can I make?

Depending on the level, you can make pretax or Roth contributions to the 403(b) Plan.

Can I withdraw money from my account?

You can generally withdraw contributions and any related earnings from both your 403(b) and 401(a) Plan accounts after you leave or retire from MITRE.

When am I vested in my account?

Vesting refers to the retirement benefits you are entitled to, both the contributions and earnings. You are immediately 100% vested in your own contributions as well as MITRE's contributions and any related earnings.

Can I roll other retirement savings into my MITRE Retirement Program?

Yes, you can roll over a retirement account from a previous employer into your MITRE Retirement Program account at any time.

FAQs, cont.

How do contributions work?

The Retirement Program has three levels to help you save at least a minimum amount for your future—and save more as you are able.

LEVEL 1: GET STARTED

What to know:

You are required to enroll and make A1 pretax contributions. When you make A1 contributions, MITRE makes a B1 basic matching contribution. Matching contributions begin after 12 months of credited service.

LEVEL 2: SAVE MORE

What to know:

After making Level 1 contributions, you can make additional A2 contributions and earn extra A3 matching contributions from MITRE. Matching contributions begin after 12 months of credited service.

LEVEL 3: SAVE EVEN MORE!

What to know:

If you want to save even more, you can make additional A4 voluntary contributions.

Want more details?

GO TO QUICK START

FAQs, cont.

Can I take a loan from my account?

Although your Plan account is intended for the future, you may borrow from your 403(b) Plan account for any reason.

	TIAA	Fidelity
How do I request a loan?	Call TIAA at 800-842-2252 or via your **TIAA.org** online account.	Call Fidelity at 800-343-0860.
Do I need to sign anything?	Spousal waiver or plan sponsor approval may be required.	Spousal waiver or plan sponsor approval may be required.
What is the maximum loan amount?	The maximum loan amount is 50% of the vested balance or $50,000 in Plan Parts A1-A4 across both TIAA & Fidelity, whichever is less.	The maximum loan amount is 50% of the vested balance or $50,000 in Plan Parts A1-A4 across both TIAA & Fidelity, whichever is less.
Minimum loan amount	The minimum loan amount is $1,000.	The minimum loan amount is $1,000.
Which investment account(s) fund the loan?	Participant balance.[1]	Participant balance.
Can I take a loan from my Roth 403(b) contributions?	No, however Roth 403(b) balances are used to calculate the loan amount available from pretax balances.	Yes.
How long do I have to repay my loan?	You have one to five years to repay a general-purpose loan. You have one to 10 years to repay a primary residence loan.	You have one to five years to repay a general-purpose loan. You have one to 10 years to repay a primary residence loan.
Will I pay a loan origination fee?	Yes, you will pay a one-time fee of $75 for each general-purpose loan you take. You will pay a one-time fee of $125 for each primary residence loan you take. The fee will be deducted from your account.	Yes, you will pay a one-time fee of $75 for each loan you take. The fee will be deducted from your account.

[1]Includes balances in mutual funds and annuities, excluding TIAA Traditional non-liquid assets.

FAQs, cont.

Table continued from previous page

	TIAA	Fidelity
Is there an annual loan fee?	No.	Yes, you will pay an annual loan maintenance fee of $25 ($6.25 per quarter) for each outstanding loan. This fee is prorated and will be deducted from your account.
What is the interest rate on my loan?	The interest rate on your loan will equal the prime rate in effect at the time you take your loan, plus 1%.	The interest rate on your loan will equal the prime rate in effect at the time you take your loan, plus 1%.
How do I receive my loan?	You can receive your loan proceeds by check or electronic funds transfer.	You can receive your loan proceeds by check or electronic funds transfer.
How many loans are allowed?	You may take one loan per rolling 12-month period across both your TIAA & Fidelity accounts.	You may take one loan per rolling 12-month period across both your TIAA & Fidelity accounts.
How many outstanding loans can I have?	Three.	Three.
How do I repay my loan?	Bank ACH.	Bank ACH.
What happens if I don't repay my loan?	You will not be able to take another loan until the loan is fully repaid, you leave MITRE employment, or you reach age 59½.	You will not be able to take another loan until the loan is fully repaid, you leave MITRE employment, or you reach age 59½.
How is a loan default taxed?	The amount you do not repay is considered a distribution. That means you will have to pay federal income tax (and possibly state taxes) on that amount. If you're younger than age 59½, you may also pay a 10% early withdrawal penalty. Consult your tax advisor.	The amount you do not repay is considered a distribution. That means you will have to pay federal income tax (and possibly state taxes) on that amount. If you're younger than age 59½, you may also pay a 10% early withdrawal penalty. Consult your tax advisor.
Can I take a loan if I don't work for MITRE anymore?	Yes.	Yes.

FAQs, cont.

Can I transfer money within each fund family?

Yes, you can request transfers between funds within each provider.

Can I transfer money between TIAA and Fidelity?

Yes, you can transfer money from Fidelity to TIAA, and from TIAA to Fidelity.

Will I pay fees when I transfer or withdraw money?

In certain cases, you will pay a fee when you transfer between funds or withdraw from your account.

FAQs, cont.

What can I withdraw from the MITRE Retirement Program?

Use the following table to compare payment options for different contribution types and providers.

Provider and contribution type						
Type of Payment	**Fidelity** All your contributions and MITRE's basic and matching contributions *(Parts A1–A4, B1)*	**TIAA CREF (RA)** All your contributions and MITRE's Level 2 matching contributions *(Parts A1–A4)*	**TIAA CREF (SRA/ Group SRA)**[1] Your Level 1 and Level 3 contributions *(Parts A2, A4)*	**TIAA CREF (GRA)** Your Level 1 contributions and MITRE's basic and matching contributions *(Parts A1, A3, as of 07/01/01, Part B1)*	**TIAA CREF (RC)** Your Level 1 contributions and MITRE's basic and matching contributions *(Parts B1, A1, A3)*	**TIAA CREF (RCP)** Your Level 1 and Level 3 contributions *(Parts A2, A4)*
While working at MITRE						
All Forms of Payments[2,3]	**B1, Yes** after normal retirement date[11] **A1, A2, A3, and A4, Yes** • If disabled[4] • If age 59½ or older[1] **A2 and A4, Yes** • If you have a qualified financial hardship[5] • If you experience the birth of a child or a qualified adoption[12]	**Yes**, if age 59½ or older[1]	**Yes**–at any age using 12/31/88 account balances[3] Post 12/31/88 account balances can be withdrawn: • If age 59½ or older[4] • If disabled[5] • If you experience the birth of a child or a qualified adoption[12] • (Loans are also available from Group SRA)	**B1, Yes** after normal retirement date[11] **A1 and A3, Yes** if age 59½ or older[1]	**B1, Yes** after normal retirement date[11] **A1 and A3, Yes** • If disabled[4] • If age 59½ or older[1]	**Yes,** if age 59½ or older[1]

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At termination						
Lifetime Annuities	Yes, you can purchase from an insurance company you select	Yes[6]	Yes	Yes[6]	Yes	Yes
Fixed Period Annuities[3]	Yes, you can purchase from an insurance company you select	**TIAA Traditional RA** No **TIAA Real Estate, CREF** Yes, payments over 5 to 30 years	Yes SRA: payments over 2 to 30 years Group SRA: payments over 5 to 30 years	**TIAA Traditional** Yes, payments over 5 to 30 years **TIAA Real Estate, CREF** Yes, payments over 5 to 30 years	Not available. However, systematic withdrawal arrangements can be set up for amounts needed at specified intervals	Not available However, systematic withdrawal arrangements can be set up for amounts needed at specified intervals
Installments/ Systematic Withdrawal Payments (SWP)[3]	Yes, monthly, quarterly, or annual payments	**TIAA Traditional** Yes, annual payments over 9 years[7] **TIAA Real Estate, CREF** Yes, monthly, quarterly, or annual payments	Yes, monthly, quarterly, or annual payments	**TIAA Traditional** Yes, annual payments over 9 years under the GRA contract – payments from TIAA traditional follow fixed period terms of 5-30 years[7] **TIAA Real Estate, CREF** Yes, monthly, quarterly, or annual payments	Yes, monthly, quarterly, or annual payments **TIAA Traditional** Lump-sum withdrawals are available from TIAA Traditional only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in 84 monthly installments (7 years). **TIAA Real Estate, CREF** Yes, monthly, quarterly, or annual payments	Yes, monthly, quarterly, or annual payments **TIAA Real Estate, CREF** Yes, monthly, quarterly, or annual payments

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Full or Partial Withdrawals[3]	Yes	**TIAA Traditional**[9] **TIAA GRA** Yes, if you meet TIAA CREF repurchase rule[9] **TIAA Real Estate, CREF** Yes	Yes	**TIAA Traditional**[9, 10] Yes, if greater than $2,000, must request within 120 days of termination If less than $2,000, you can withdraw at any time **TIAA Real Estate, CREF** Yes	**TIAA Traditional** Lump-sum withdrawals are available from TIAA Traditional only within 120 days after termination of employment and are subject to a 2.5% surrender charge. All other withdrawals and transfers from the account must be paid in 84 monthly installments (7 years).	Yes

1 If you are age 59½ or older, you may be able to withdraw all of your accumulation in the A parts of the Retirement Program for any reason (Fidelity, TIAA CREF RA, GRA, SRA, and Group SRA).

2 Types of payments available include lifetime annuities, fixed period annuities, installments, or withdrawals (partial or full).

3 Federal tax law imposes a **10% penalty tax** on most withdrawals from the Retirement Program that occur prior to your reaching age 59½. The only exceptions to this penalty tax are payments made in the event of death, disability, separation from service during or after the year in which you reach age 55, payments applied to deductible medical expenses (those that exceed 7.5% of adjusted gross income), payments made under a divorce agreement, birth or adoption of a qualifying child (up to $5,000 within one year of the event), and substantially equal annual payments made for the life expectancy of the employee or joint life expectancy of employee and employee's beneficiary. The amount of the penalty is 10% of the portion of the withdrawal that is included in the gross income.

4 **Disability** for purposes of allowing distributions is based on a specific legal definition (Internal Revenue Code Section 72 (m)(7)), which is more restrictive than that contained in MITRE's Group Long Term Disability (LTD) Benefit Plan. However, some employees on LTD may meet the requirements for withdrawal eligibility. Contact the HR Service Center in Bedford (781-271-4700) for details.

5 If you have a **qualified financial hardship**, your 12/31/88 balance and contributions (not earnings) thereafter are eligible to be withdrawn. If you wish to apply for a hardship distribution, you should obtain a Financial Hardship Request Form at the HR Service Center in Bedford. The Hardship Request form must be completed and submitted along with sufficient evidence for the specific hardship to the HR Service Center at mail stop M126.

6 TIAA offers the **10% transition benefit**, which allows you to receive a single sum payment of up to 10% of the TIAA accumulation being converted to annuity (lifetime monthly) payments when you start your annuity income at any age.

7 You may elect to receive up to 10% of your TIAA Traditional accumulation each year by transferring these monies to a **"Transfer Payout Annuity"** (TPA) contract.

8 The **Interest Payment Retirement Option**, which is available to TIAA participants age 55 to 69½ with accumulations in the Retirement Annuity or Group Retirement Annuity, allows you to receive interest payments from TIAA Traditional, while preserving the principal and postponing final retirement decisions.

9 **TIAA Repurchase Rule**: If your TIAA CREF Retirement Annuity (RA) contracts were issued prior to 1/1/92, you may receive a full withdrawal of your accumulation at termination if: a) the total balance (TIAA and CREF) in your RA contracts is $2,000 or less, or if your contracts are no more than five years old, **OR** b) your TIAA Traditional balance only is less than $2,000 **AND** your total TIAA CREF RA balance is less than $4,000 (you also must not have a TIAA Transfer Payout Annuity in force). If your TIAA CREF RA contracts were issued after **1/1/92**, you may receive a full cash-out only if you meet the provisions in item "b" above.

10 A partial or full withdrawal from **TIAA Traditional GRA** is only available within 120 days of termination and will be subject to a 2.5% surrender charge. The **2.5% surrender charge** does not apply to the following types of payment: lifetime annuities or installments (i.e., TPA).

11 Normal retirement date is the first day of the month coinciding with or following the later of 1) your 65th birthday or 2) the 5th anniversary of the date you commenced participation.

12 If you experience a **qualified childbirth/adoption event**, one or more withdrawals totaling no more than $5,000 are available during the one-year period following the event.

Many options in the Program charge investment management and recordkeeping fees, which vary by fund. The investment performance reported to employees is shown net of these fees.

Note: When discussing the MITRE Retirement Plan, any movement from one Fund Family to another is considered a fund transfer. Moving funds outside of the MITRE Retirement Plan is considered a withdrawal.

Please refer to the fund's prospectus for specific fee information. Prospectus can be provided directly through the provider information listed below:

Investing involves risk, including risk of loss.

This brochure provides only a summary of the main features of the MITRE 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.

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

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

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MITRE

Fidelity	**800-343-0860**	**netbenefits.com/MITRE**
TIAA	**800-842-2252**	**TIAA.org/MITRE**