

Qualified Default Investment Alternative (QDIA) Initial Notice

Important Information

This notice serves to inform you how your contributions under the plan(s) for University Physicians & Surgeons will be invested and how such contributions will continue to be invested if you do not provide or update your investment instructions.

How Will Your Contributions Be Invested

The Plan(s) let you invest your account in a number of different investment choices. If you do not choose a different investment option or options, your future contributions will be invested in the default investment option(s), as listed below. If the default investment option(s) changes at any time in the future, you will be notified.

Plan Name:	Default Investment Option:
University Physicians and Surgeons, Inc. Retirement Plan	Age-Appropriate TIAA-CREF Lifecycle Funds Retirement Class
University Physicians and Surgeons, Inc. Retire 403(b) Plan	Age-Appropriate TIAA-CREF Lifecycle Funds Retirement Class

How You Can Change the Way Your Contributions are Being Invested:

You have the right to change the investment allocation of your account at any time. You can elect to direct the investment of your existing balances and future contributions to any of the plan's available investment options. This includes being able to transfer out of the plan designated default option(s) to another investment option available in the plan.

To change how your account is invested, among the plan's offered investment choices, you can contact TIAA at **800-842-2252**. Consultants are available 8 a.m. to 8 p.m., Monday through Friday, or by accessing your account online at **www.tiaa.org/ups**.

Please Note the Following:

The enclosed Fact Sheet(s) provide additional information, including the investment objectives and strategy, fund/account performance, risk and return characteristics, and fees and expenses. A list of the Plan's available investment options and a copy of the prospectus or information statement for each fund may be obtained from **www.tiaa.org/ups**.

Distributions from 403(b) plans before age 59½, severance from employment, death, or disability may be prohibited, limited, and/or subject to substantial tax penalties. Different restrictions may apply to other types of plans.

How to Contact Us

If you have questions or would like to obtain updated information on fee expenses, a more detailed explanation of the default option(s), or more information about the other investment options available under the plan, please visit **www.tiaa.org/ups** or contact TIAA at **800-842-2252**. Consultants are available 8 a.m. to 8 p.m., Monday through Friday.