Section Two: Eligibility
Part C. Exclusions of Certain Classes of Employees

2. Matching Contributions and Employer Contributions

Other: graduate assistants, head residents, individuals performing services for the Employer pursuant to an agreement that provides that such individual shall not be eligible to participate in retirement or other benefit plans of the Employer, individuals classified by the Employer as independent contractors, an individual classified by the Employer as a treaty employee during any day of the Plan Year, starting with the first day of the payroll period in which he or she is classified as a treaty employee and ending on the last day of the plan year after ceasing to be so classified, or any Employee whose investment in the funding vehicles provided by TIAA would violate the Standards Related to Auditor Independence of the U.S. Securities and Exchange Commission, Code of Professional Conduct and the American Institute of Certified Public Accountants, auditor independence rules of other federal or state regulatory bodies or the more restrictive auditor independence rules of an accounting firm by which he or she is employed.

Section Three: Contributions
Part E. Employer Contributions, 5. Contributions to Disabled Participants:
Contributions will only be provided to Disabled participant receiving disability benefits that include a monthly annuity premium benefit.

Section Five: Distributions
Part A, Eligibility for Distributions

1. Cashout Distributions Upon Severance from Employment

Notwithstanding any provision in the Plan to the contrary, the value of a Participant's Vested Individual Account for purposes of cashout distributions shall be determined by excluding rollovers contributions.

Section Six: Definitions
Part A. Compensation 6. Permanently and Totally Disabled Employees

Notwithstanding any provisions to the contrary, the definition of disability is as follows: an impairment that can be expected to result in death or to be of long-continued and indefinite duration.

Part C. Hours of Service - Method of Determining Service

Hours of Service will be determined on the basis of Actual Hours for hourly-paid (non-exempt) employees and Elapsed Time for salaried and faculty (exempt) employees.