

University of North Texas System
Retirement Program

Optional Retirement Program (ORP)

Tax-Sheltered Account (TSA) Voluntary 403(b)

How to get started





Table of Contents

Why Save?	3
Plan Features	5
Approved Providers	7
Investment Education	8
How to Enroll	10
Provider Fact Sheets	11

University of North Texas System Retirement Program Optional Retirement Plan (ORP) and Tax-Sheltered Account (TSA) Voluntary 403(b)

Why Save?

Are you on track to living the life you want after you stop working? Many experts estimate that you'll need 85% of your annual preretirement income to meet expenses each year in retirement. However, the typical working American household is on track to replace only 58% of their income.* Facing rising health care costs, inflation, and a retirement that may last 30 years or more, you may need to save more to enjoy the retirement lifestyle you desire.

Choose your path to success.

The good news is that there's help along the way. The University of North Texas System is proud to bring you a program to help you work toward the retirement of your dreams. The program offers you a choice of four providers so you can pay yourself first and take control of your own financial future.

The Optional Retirement Plan (ORP) and Tax-Sheltered Account (TSA) Voluntary 403(b) plans help you by making saving automatic. The money you contribute is conveniently deducted from each paycheck. And tax-deferred earnings help maximize the potential for your retirement contributions to grow over time.

Keep in mind that if you're already enrolled in the University of North Texas System ORP plan, it's important to take advantage of the TSA plan as well—this may help you make even greater progress toward your retirement goals.

This brochure provides you with an overview of your plan options. Inside, you'll learn how to:

- Find out about the plans offered within our program
- Choose a plan for your contributions
- Evaluate our approved providers
- Enroll in the plans you choose

*Fidelity Retirement Index, Fidelity Investments, 2009.



▶ Plan Features

Within the University of North Texas Retirement Program, you have a choice of two plans and four providers. Below, you'll find details to help you choose the plan that's right for you.

Plans at a glance

Optional Retirement Program (ORP)—one of your program choices in which you receive employer contributions from the University of North Texas System.

Tax-Sheltered Account (TSA)—your secondary 403(b) voluntary program, which enables you to save additional pretax dollars.



Quick Plan Facts

	Optional Retirement Program (ORP)	Tax-Sheltered Account (TSA)
Approved Providers	Fidelity Investments® ING TIAA-CREF VALIC	Fidelity Investments® ING TIAA-CREF VALIC
Eligibility	<ul style="list-style-type: none"> Employee in an ORP-eligible position on a full-time basis. Eligible positions are faculty member, faculty administrator, executive administrator, other key administrator, librarian, athletic coach. 	<ul style="list-style-type: none"> Employment in a position of at least half-time and that is not dependent upon being a student.
Contribution Limits*	<ul style="list-style-type: none"> Employee: 6.65% of gross income. Employer: generally 6.58% of gross income. 	<ul style="list-style-type: none"> Subject to IRS limits of \$16,500 in 2010. Employees over the age of 50 can contribute an additional \$5,500 in 2010.
Contribution Types	<ul style="list-style-type: none"> Pretax contributions via payroll deduction. 	<ul style="list-style-type: none"> Pretax contributions via payroll deduction.
Employer Contributions	<ul style="list-style-type: none"> Yes. 	<ul style="list-style-type: none"> No.
Vesting	<ul style="list-style-type: none"> One year and one day. 	N/A
Loans	<ul style="list-style-type: none"> No. 	<ul style="list-style-type: none"> Yes, if provider plan allows.
Exchanges	<ul style="list-style-type: none"> Yes. The ORP money may be transferred "in plan" between providers. Contact your provider for details, including any applicable fees. 	<ul style="list-style-type: none"> Yes. The TSA money may be transferred "in plan" between providers. Contact your provider for details, including any applicable fees.
Rollovers	<ul style="list-style-type: none"> Rollovers from other retirement plans are not allowed. Rollovers between approved providers are allowed. 	<ul style="list-style-type: none"> Rollovers between approved providers are allowed.
Investment Options	<ul style="list-style-type: none"> Varies with each provider. See Provider Fact Sheets in the back of this guide. 	<ul style="list-style-type: none"> Varies with each provider. See Provider Fact Sheets in the back of this guide.
Enrollment	<ul style="list-style-type: none"> Follow directions in <i>How to Enroll</i> section of this guide. 	<ul style="list-style-type: none"> Follow directions in <i>How to Enroll</i> section of this guide.
Account Access	<ul style="list-style-type: none"> Review toll-free phone number and Web site for each provider. 	<ul style="list-style-type: none"> Review toll-free phone number and Web site for each provider.
Investment Education	<ul style="list-style-type: none"> Each provider will make on-campus visits to meet with you in person. In addition, Human Resources facilitates quarterly educational sessions. 	<ul style="list-style-type: none"> Each provider will make on-campus visits to meet with you in person. In addition, Human Resources facilitates quarterly educational sessions.
Withdrawals/Distributions†	<ul style="list-style-type: none"> Upon severance from employment with all state agencies, or upon attainment of age 70½. 	<ul style="list-style-type: none"> Upon severance from employment, becoming disabled, or attainment of age 59½; hardship withdrawals may be permitted, if plan allows and IRS requirements are met.

*Annual additions to the plan (your contributions and University of North Texas System's contributions combined) may not exceed 100% of your pay or \$49,000 for 2010 (whichever is less).

†For non-Roth contributions and associated earnings, any assets distributed from your qualified plan, 403(b) plan, or governmental 457(b) plan will be taxed as ordinary income in the year withdrawn. Roth contributions and associated earnings are federal income tax free only if the 5-year aging requirement has been met and you are age 59½ or older, or disabled or deceased. If you are under age 59½ at the time of the distribution, a 10% early withdrawal penalty may apply to any non-Roth amounts withdrawn; for distributions from a governmental 457(b) plan, the 10% early withdrawal penalty would apply to distributions of monies originally rolled over from a 401(a) plan, 403(b) plan, or IRA. If the distribution is eligible to be rolled over, but is not directly rolled over to an eligible plan or IRA, 20% mandatory withholding of federal income tax applies. Federal income tax will not be withheld from governmental 457(b) plan assets if an eligible plan-to-plan transfer is made to another employer's 457(b) plan that accepts the transfer. Be sure you understand the federal and state tax consequences of any distribution before you initiate one. You may want to consult your tax advisor about your situation.

Keep in mind that investing involves risk. The value of your investment will fluctuate over time and you may gain or lose money.

Be sure you understand the plan guidelines and impact of taking a loan before initiating a loan from your plan account.

Approved Providers

The University of North Texas System presents four retirement providers with which you can invest your contributions. You may select one or more, depending on your investment and service needs. The Providers are:

Fidelity Investments®	ING	TIAA-CREF	VALIC
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A summary of the investments and services offered by each Provider is included at the end of this brochure. These summaries were prepared by the applicable provider.

Investment Education

Each of the University of North Texas System approved providers offers a wide variety of investment products. For your convenience, we have categorized your options into tiers, below. Not all providers offer investments in each tier. Specific investment product information can be found at the end of this brochure.

- **Tier 1: Asset allocation or lifecycle options**

These are mutual funds designed for investors who want a simple yet diversified approach to investing. They are professionally managed. Lifecycle funds have asset allocations that generally become more conservative as they approach their target retirement date. Asset allocation funds generally maintain an asset allocation within certain ranges based on the applicable fund's investment and risk objective. In both types of funds, the fund manager periodically rebalances the fund's assets to keep the fund in line with the target asset allocation.

The target date funds are designed for investors expecting to retire around the year indicated in each fund's name. The funds are managed to gradually become more conservative over time. The investment risk of each target date fund changes over time as its asset allocation changes. The funds are subject to the volatility of the financial markets, including that of equity and fixed income investments in the U.S. and abroad, and may be subject to risks associated with investing in high-yield, small-cap, and foreign securities. Principal invested is not guaranteed at any time, including at or after the funds' target dates.

- **Tier 2: Core investment options**

This tier typically includes a limited menu of mutual funds that invest primarily in the three major asset classes (stocks, bonds, and short-term investments). You may want to consider these options if you are comfortable diversifying your investments on your own or with the assistance of an outside investment advisor and/or asset allocation tools.

- **Tier 3: Expanded options**

This tier typically includes a much larger menu of additional investment options. You may want to consider investing in these options if you are very comfortable managing your portfolio, either on your own or with the help of your investment advisor, and understand how to research, evaluate, and monitor a wide variety of investments with different risk and return characteristics.

- **Tier 4: Self-directed brokerage**

This tier offers you access to thousands of additional mutual funds and, in some cases, individual securities. The broad spectrum of investments in this tier may be a good choice for more active investors with an understanding of how to research and evaluate individual investments. Please note that a self-directed brokerage account entails greater risk, and is not appropriate for everyone. If you do not feel comfortable actively managing a portfolio of individual securities, you may find that Tier 1, 2, or 3 may be more appropriate for you. There are some restrictions and additional fees for this type of account, and it is not offered through every provider. Contact your provider directly for more information.

- **Tier 5: Annuity options**

Some providers also offer fixed and/or variable annuity products. An annuity is a contract with an insurance company. It allows you to accumulate contributions in a separate account. Fixed annuities are designed to provide a fixed rate of return, while variable annuities let you select investment options from a group offered by the applicable annuity. Some annuities charge surrender fees if you wish to exchange out of them or take early distributions from them. At the time you begin taking distributions; most annuities offer you the option of receiving a regular series of income payments over your lifetime or for another specified period of time, subject to the claims-paying ability of the issuer.

- ▶ **Need help choosing an investment mix?**

Each provider has representatives who can meet with you to help you choose investments for your retirement portfolio. In addition, many provider Web sites offer online planning tools to help you manage and track your portfolio on your own. To schedule a consultation, contact your provider directly.

▶ How to Enroll

To enroll in the plan(s) you have chosen, go to the UNT System's Retirement Manager Web site.

Retirement Manager is a convenient, secure, Web-based access point from which you can manage your retirement plan accounts anytime and anywhere, virtually 24 hours a day, seven days a week. Simply go to <https://www.myretirementmanager.com/?unts>.

You can use the Retirement Manager site to:

- Learn more about your retirement savings plan(s)
- Enroll online
- Change your deferral amount
- View aggregate balance information across investment providers
- Request a Distribution Eligibility Certificate for the following transactions:
 - Loan
 - Hardship Distribution
 - In-Service Exchange
 - Severance of Employment Distribution
- Read educational articles about a range of financial planning topics
- Calculate what you will need to stay on track for retirement with easy-to-use financial calculators

We are confident you will benefit from this valuable new enhancement to your retirement planning tools.

Remember, all employees who normally work at least 20 hours per week and are not student employees are eligible to contribute to a Tax Sheltered Annuity in addition to their regular retirement program. Learn more (<http://www.hr.unt.edu/main/ViewPage.php?cid=11>).

If you have additional questions, please contact the Human Resources Benefits office at UNT at 940.565.4250 or e-mail HRRetirement@unt.edu; or you may contact the Health Science Center at 817.735.2690 or e-mail HRS@unthsc.edu.

Remember to complete a Beneficiary Designation form and return it to your chosen providers.

Manage Your Investments Directly through Your Provider

Once you've enrolled, you'll manage your account directly through your chosen provider(s). You'll have direct online access to your account information and a toll-free number where you can speak with a representative.

▶ Provider Fact Sheets

The pages that follow give additional information about each approved Provider offering products and services for the University of North Texas System Optional Retirement Program (ORP) and Tax-Sheltered Account (TSA) Voluntary 403(b) plans.

You'll manage your account directly through the Provider once you've enrolled. If you have any questions about the enrollment process or the available investment options, you can contact the Provider directly. You'll find information about the following providers on the pages listed below:

Fidelity Investments®	Page 12
ING	Page 17
TIAA-CREF	Page 19
VALIC	Page 21

Each Provider is solely responsible for the content on its applicable pages and does not assume any responsibility or liability for the content supplied by any other Provider.



Fidelity Investments



Choose a retirement leader to help you make the most of your workplace savings.

If you're like most people, you want your hard-earned retirement savings to be in good hands. Consider America's workplace retirement savings plan leader,¹ Fidelity Investments, and take advantage of our experience to help you build a more rewarding future.

Service excellence you can count on.

Chances are, you already know Fidelity by reputation. Founded in 1946, Fidelity has always been committed to accuracy, top technologies, and the highest ethical standards. A relationship with us means you can count on accurate statements and information, as well as timely assistance with your questions.

Experience to meet your needs.

Fidelity serves more than 20 million participants,² and we bring this experience to help you manage your priorities at every stage of your life. Because we service plans for thousands of tax-exempt organizations, we understand that you may have more complex savings needs above and beyond your retirement plan.

Guidance how and when you need it.

To help you make knowledgeable and confident decisions about your money, Fidelity offers a broad range of guidance including:

- Portfolio reviews at your workplace
- Help with bringing multiple accounts together in one place
- College planning, estate planning, and wealth management
- Fixed income strategies, brokerage and trading strategies

Guidance provided by Fidelity is educational in nature, is not individualized, and is not intended to serve as the primary or sole basis for your investment or tax-planning decisions.

► Let Fidelity help you today.

Call: 1-800-343-0860

Visit: www.fidelity.com/atwork

Schedule an in-person consultation:

1-800-642-7131 or visit www.fidelity.com/atwork/reservations

¹Fidelity is the nation's No. 1 provider of workplace retirement savings plans. (Based on total retirement assets of \$695.7 billion as of December 31, 2009.)

²As of December 31, 2009.

Your Fidelity Fund Options

Before investing in any investment option, please carefully consider the investment objectives, risks, charges, and expenses. For this and other information, call Fidelity at 1-800-343-0860 or visit www.fidelity.com for a free mutual fund prospectus or, if available, a summary prospectus. Read it carefully before you invest.

When it comes to mutual funds, Fidelity Investments® has a long-standing commitment to research and performance. By investing your contributions at Fidelity, you have access to hundreds of investment options, all categorized in an easy-to-understand format. To get up-to-date performance information, other investment specifics and educational material, log in to NetBenefits® at www.fidelity.com/atwork or call Fidelity Investments toll-free at 1-800-343-0860.

- **Level 1:** *Lifecycle*—Choose a fund based on your expected retirement date
- **Level 2:** *Core Investments*—Concise menu of mutual funds representing the primary asset classes (stocks, bonds, short-term instruments)

Tier 1: Lifecycle Funds

Fidelity Freedom Income Fund®	Fidelity Freedom 2015 Fund®	Fidelity Freedom 2035 Fund®
Fidelity Freedom 2000 Fund®	Fidelity Freedom 2020 Fund®	Fidelity Freedom 2040 Fund®
Fidelity Freedom 2005 Fund®	Fidelity Freedom 2025 Fund®	Fidelity Freedom 2045 Fund®
Fidelity Freedom 2010 Fund®	Fidelity Freedom 2030 Fund®	Fidelity Freedom 2050 Fund®

Tier 1: Asset Allocation Funds

Fidelity Asset Manager® 20%	Fidelity Asset Manager® 60%	Fidelity Asset Manager® 70%	Fidelity Asset Manager® 85%
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Tier 2: Core Investments

Money Market

Fidelity Cash Reserves
 Fidelity Government Money Market Fund
 Fidelity Money Market Fund
 Fidelity Retirement Government Money Market Portfolio
 Fidelity Retirement Money Market Portfolio
 Fidelity Select Money Market Portfolio
 Fidelity U.S. Government Reserves
 Fidelity U.S. Treasury Money Market Fund

Bond

Fidelity® Corporate Bond Fund
 Fidelity GNMA Fund
 Fidelity Government Income Fund
 Fidelity Institutional Short-Intermediate Government Fund
 Fidelity Intermediate Bond Fund

Fidelity Intermediate Government Income Fund
 Fidelity Investment Grade Bond Fund
 Fidelity Mortgage Securities Fund
 Fidelity Short-Term Bond Fund
 Fidelity Strategic Income Fund
 Fidelity Total Bond Fund
 Fidelity Ultra-Short Bond Fund
 Fidelity U.S. Bond Index Fund
 Managers Bond Fund
 Morgan Stanley Inst. Fund Trust Core Plus Fixed Income Portfolio—Class P Shares
 Neuberger Berman Core Bond Fund—Investor Class
 PIMCO Long-Term U.S. Government Fund—Administrative Class
 PIMCO Low Duration Fund—Administrative Class
 PIMCO Total Return Fund—Administrative Class
 Spartan® Intermediate Treasury Bond Index Fund—Investor Class

Bond, continued

Spartan® Long-Term Treasury Bond Index Fund—Investor Class
 Spartan® Short-Term Treasury Bond Index Fund—Investor Class
 Western Asset Core Bond Portfolio—FI Class
 Western Asset Core Plus Bond Portfolio—FI Class

High Yield

Columbia Conservative High Yield Fund—Class Z
 Fidelity Capital & Income Fund
 Fidelity Floating Rate High Income Fund
 Fidelity Focused High Income Fund
 Fidelity High Income Fund
 Neuberger Berman High Income Bond Fund—Investor Class
 PIMCO High Yield Fund—Administrative Class

International/Global

American Funds® Capital World Bond Fund®—Class R4
 Fidelity Inflation-Protected Bond Fund
 Fidelity New Markets Income Fund
 PIMCO Global Bond Fund (Unhedged)—Administrative Class
 PIMCO Real Return Fund—Administrative Class
 Templeton Global Bond Fund—Class A

Balanced/Hybrid

American Funds® American Balanced Fund®—Class R4
 Calvert Social Investment Fund Balanced Portfolio—Class A
 Fidelity Balanced Fund
 Fidelity Dynamic StrategiesSM Fund
 Fidelity *Puritan*® Fund
 Fidelity Strategic Real Return Fund
 Invesco Van Kampen Equity and Income Fund—Class A
 The Oakmark Equity and Income Fund—Class I

Convertibles

Fidelity Convertible Securities Fund

International/Global

Fidelity Global Balanced Fund

Large Value

American Beacon Large Cap Value FundSM—Investor Class
 American Century Large Company Value Fund—Investor Class
 American Funds® Washington Mutual Investors FundSM—Class R4
 Credit Suisse Large Cap Value Fund—Class A
 DWS Strategic Value Fund—Class A

Fidelity Blue Chip Value Fund
 Fidelity Equity-Income Fund
 Fidelity Equity-Income II Fund
 Fidelity Large Cap Value Enhanced Index Fund
 Fidelity Large Cap Value Fund
 Invesco Value II Fund—Class A Shares
 Invesco Van Kampen Growth and Income Fund—Class A
 Lord Abbett Affiliated Fund—Class A
 Mutual Shares Fund—Class A

Mid Value

AllianceBernstein Small/Mid-Cap Value Fund—Class A
 Artisan Mid Cap Value Fund—Investor Class
 Fidelity Mid Cap Value Fund
 Fidelity Value Fund
 Virtus Mid-Cap Value Fund—Class A
 Wells Fargo Advantage C&B Mid Cap Value Fund—Investor Class

Small Value

Fidelity Small Cap Value Fund

Large Growth

Allianz CCM Capital Appreciation Fund—Administrative Class
 American Century Ultra Fund—Investor Class
 American Funds® AMCAP Fund®—Class R4
 American Funds® Growth Fund of America®—Class R4
 Calvert Social Investment Fund Equity Portfolio—Class A
 Credit Suisse Large Cap Growth Fund—Common Shares
 Fidelity Blue Chip Growth Fund
 Fidelity Capital Appreciation Fund
 Fidelity *Contrafund*®
 Fidelity Export and Multinational Fund
 Fidelity Fifty®
 Fidelity Focused Stock Fund
 Fidelity Growth Company Fund
 Fidelity Growth Discovery Fund
 Fidelity Independence Fund
 Fidelity Large Cap Growth Enhanced Index Fund
 Fidelity Large Cap Growth Fund
 Fidelity Large Cap Stock Fund
 Fidelity *Magellan*® Fund
 Fidelity *Nasdaq Composite*® Index Fund
 Fidelity OTC Portfolio
 Fidelity Stock Selector
 Fidelity Trend Fund
 Hartford Growth Fund—Class Y
 Invesco Constellation Fund—Class A

Large Growth, continued

Legg Mason ClearBridge Aggressive Growth Fund—Class A
Legg Mason ClearBridge Large Cap Growth Fund—Class A
Loomis Sayles Growth Fund—Class A
Managers AMG Essex Large Cap Growth Fund
Morgan Stanley Institutional Fund, Inc. Capital Growth Fund—Class P Shares
TCW Select Equities Fund—Class N
Touchstone Sands Capital Select Growth Fund—Class Z

Mid Growth

Allianz CCM Mid-Cap Fund—Administrative Class
American Century Vista Fund—Investor Class
Baron Asset Fund
Calvert Capital Accumulation Fund—Class A
Columbia Acorn Select Fund—Class Z
Fidelity Growth Strategies Fund
Fidelity Mid Cap Growth Fund
Fidelity Mid-Cap Stock Fund
Fidelity *New Millennium Fund*[®]
Franklin Small-Mid Cap Growth Fund—Class A
Morgan Stanley Institutional Fund Trust Mid Cap Growth Portfolio—Class P Shares

Small Growth

Baron Growth Fund
Baron Small Cap Fund
Calvert New Vision Small Cap Fund—Class A
Fidelity Small Cap Growth Fund
Fidelity Small Cap Independence Fund
Hartford SmallCap Growth Fund—Class Y
Managers Special Equity Fund
Royce Value Plus Fund—Service Class
RS Small Cap Growth Fund—Class A
Virtus Small-Cap Core Fund—Class I

International/Global Equity

American Beacon International Equity Fund—Investor Class
American Funds[®] Capital World Growth and Income Fund—Class R4
American Funds[®] EuroPacific Growth Fund[®]—Class R4
American Funds[®] New Perspective Fund[®]—Class R4
Artisan International Fund—Investor Class
DWS Global Small Cap Growth Fund—Class S
DWS International Fund—Class S
Fidelity Canada Fund

Fidelity China Region Fund
Fidelity Diversified International Fund
Fidelity Europe Capital Appreciation Fund
Fidelity Europe Fund
Fidelity International Capital Appreciation Fund
Fidelity International Discovery Fund
Fidelity[®] International Enhanced Index Fund
Fidelity International Growth Fund
Fidelity International Real Estate Fund
Fidelity International Small Cap Fund
Fidelity International Small Cap Opportunities Fund
Fidelity International Value Fund
Fidelity Japan Fund
Fidelity Japan Smaller Companies Fund
Fidelity Latin America Fund
Fidelity Nordic Fund
Fidelity Overseas Fund
Fidelity Pacific Basin Fund
Fidelity Southeast Asia Fund
Fidelity Total International Equity Fund
Fidelity Worldwide Fund
Hartford International Growth Fund—Class Y
Invesco Global Small & Mid Cap Growth Fund—Class A
Morgan Stanley Institutional Fund, Inc. International Equity Portfolio—Class P Shares
Mutual Global Discovery Fund—Class A
Spartan[®] International Index Fund—Investor Class
Templeton Foreign Fund—Class A
Templeton Growth Fund, Inc.—Class A
Templeton World Fund—Class A

Emerging Markets

Fidelity Emerging Europe, Middle East, Africa (EMEA) Fund
Fidelity Emerging Markets Fund
Morgan Stanley Institutional Fund, Inc. Emerging Markets Portfolio—Class P Shares
Templeton Developing Markets Trust—Class A

Specialty

Fidelity[®] Global Commodity Stock Fund
Fidelity Real Estate Income Fund
Fidelity Real Estate Investment Portfolio
Fidelity Select Air Transportation Portfolio
Fidelity Select Automotive Portfolio
Fidelity Select Banking Portfolio
Fidelity Select Biotechnology Portfolio
Fidelity Select Brokerage and Investment Management Portfolio
Fidelity Select Chemicals Portfolio

Specialty, continued

Fidelity Select Communications Equipment Portfolio
Fidelity Select Computers Portfolio
Fidelity Select Construction and Housing Portfolio
Fidelity Select Consumer Discretionary Portfolio
Fidelity Select Consumer Staples Portfolio
Fidelity Select Defense and Aerospace Portfolio
Fidelity Select Electronics Portfolio
Fidelity Select Energy Portfolio
Fidelity Select Energy Service Portfolio
Fidelity Select Environmental Portfolio
Fidelity Select Financial Services Portfolio
Fidelity Select Gold Portfolio
Fidelity Select Health Care Portfolio
Fidelity Select Home Finance Portfolio
Fidelity Select Industrial Equipment Portfolio
Fidelity Select Industrials Portfolio
Fidelity Select Insurance Portfolio
Fidelity Select IT Services Portfolio
Fidelity Select Leisure Portfolio
Fidelity Select Materials Portfolio
Fidelity Select Medical Delivery Portfolio
Fidelity Select Medical Equipment and
Systems Portfolio
Fidelity Select Multimedia Portfolio
Fidelity Select Natural Gas Portfolio
Fidelity Select Natural Resources Portfolio
Fidelity Select Pharmaceuticals Portfolio
Fidelity Select Retailing Portfolio
Fidelity Select Software and Computer
Services Portfolio
Fidelity Select Technology Portfolio
Fidelity Select Telecommunications Portfolio
Fidelity Select Transportation Portfolio
Fidelity Select Utilities Portfolio
Fidelity Select Wireless Portfolio
Fidelity Telecom and Utilities Fund

A self-directed brokerage account entails greater risk and is not appropriate for everyone. Additional fees apply to a BrokerageLink account. Please call Fidelity at 1-800-343-0860 and request a fact sheet for a more detailed description of BrokerageLink and its associated risks before deciding to invest through BrokerageLink.

Unless otherwise noted, transaction requests confirmed after the close of the market, normally 4 p.m. Eastern time, or on weekends or holidays, will receive the next available closing prices.

The investment options available through the plan reserve the right to modify or withdraw the exchange privilege.

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

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ING Life Insurance and Annuity Company (ING)



Broad investment choices. Service through your life stages. **ING Retirement Master** variable annuity.

One-on-One Service from Your ING Representative

Experienced representatives meet with you one-on-one to assess your objectives, enroll in the plan and develop an ongoing strategy to help you work toward your goals.

Education and Services for You

- Clear enrollment materials and onsite assistance
- Seminars on timely retirement planning topics
- Asset allocation assistance
- 24 hour secure access to accounts

Contract Charges

- Annual maintenance fee: \$00.00
- Mortality and expense risk fee: 0.50%
- No contract withdrawal charge
- Fund management fees & operating expenses will apply

How to contact ING

Call: **1-800-262-3862**

Visit: **www.ingretirementplans.com**

Schedule an in-person consultation:

1-800-714-3931 or visit www.webaddress.com

Insurance Products, annuities and retirement plan funding that are issued by (third party administrative services may also be provided by) ING Life Insurance and Annuity Company are distributed by ING Financial Advisers, LLC (member SIPC), One Orange Way, Windsor, CT 06095-4774. Securities may be distributed by other broker dealers with which ING Financial Advisers, LLC has selling agreements.

Your ING Investment Options

You can customize your portfolio to match your individual needs.

The 403(b) variable annuity contract offers access to over 100 variable investment options and fixed interest options with a guarantee of principal. Guarantee based on the claims-paying ability of ING Life Insurance and Annuity. Guarantee does not apply to the investment return or principal value of the separate account.

You should consider the investment objectives, risks, charges and expenses of the variable product and its underlying fund options offered through a retirement plan, carefully before investing. The prospectus/prospectus summaries contain this and other information, which can be obtained by contacting your local representative. Please read the information carefully before investing.

Important: Variable annuities are long-term investments designed for retirement purposes. For withdrawals are taken prior to age 59½, an IRS 10% premature distribution penalty tax may apply. Distributions from the annuity will be taxed as ordinary income in the year the money is distributed. Account values fluctuate with market conditions, and when surrendered the principal may be worth more or less than its original amount invested. An annuity does not provide any additional tax benefit, as tax deferral is provided by the plan. Annuities may be subject to additional fees and expenses to which other tax-qualified funding vehicles may not be subject.

ING does not provide tax or legal advice. Consult a tax adviser/ attorney before making a tax-related investment/insurance decision.

For 403(b)(1) annuities, employee deferrals (including earnings) may generally be distributed only upon your: attainment of age 59½, severance of employment, death, disability, or hardship. Note: Hardship withdrawals are limited to employee deferrals made after 12/31/88. Exceptions: No Internal Revenue Code withdrawal restrictions apply to '88 cash value (employee deferrals) (including earnings) as of 12/31/88) and employer contributions (including earnings). However, employer contributions made to an annuity contract issued after 12/31/09 may not be paid or made available before a distributable event occurs. Such amounts may be distributed to a participant or if applicable, the beneficiary, upon the participant's severance from employment or upon the occurrence of an event, such as after a fixed number of years, the attainment of stated age or disability.

TIAA-CREF

Make A Change For The Good.SM



TIAA-CREF is a full-service financial services organization that for more than 90 years has dedicated itself to serving those in the academic, medical, cultural and research fields. We do this through an array of financial products and services that help our participants plan for, and live well in, retirement.

TIAA-CREF Offers the Following Advantages:

Investment experience: We have more than 90 years of experience investing for our participants' retirement and other financial goals.

- TIAA's financial strength: For its broad claims-paying ability and overall financial strength, our insurance company affiliate TIAA currently holds top ratings from the leading insurance company rating agencies.¹
- Low costs: TIAA-CREF's investment fees are among the lowest in the variable annuity and mutual fund industries.² (Note that lower expenses do not mean higher returns.)
- Broad array of investment choices: In addition to our retirement savings options, we offer a full range of other investment products and services, including mutual funds, brokerage services and education savings.
- Honest, objective advice: Through our advice service, a noncommissioned TIAA-CREF consultant will help you determine which investments are right for your retirement portfolio and if you may be contributing enough to achieve your goals. TIAA-CREF compensates its consultants through a salary-plus-incentive program based on client service excellence and financial results. This helps ensure our consultants will only recommend products that help you achieve your goals, and give you the help you need to make informed decisions.

You should consider the investment objectives, risks, charges and expenses carefully before investing. Please call 877-518-9161, or go to tiaa-cref.org for a current prospectus that contains this and other information. Please read the prospectus carefully before investing.

How to contact TIAA-CREF

Call: **800-842-2252**

Visit: **www.tiaa-cref.org/unt or tiaa-cref.org/unthsc.**

Schedule an in-person consultation: 1-800-842-2006

TIAA-CREF products may be subject to market and other risk factors. See the applicable product literature, or visit www.tiaa-cref.org.

¹Standard & Poor's (AAA as of 05/10); Moody's Investors Service (Aaa as of 07/10); A.M. Best (A++ as of 12/09); and Fitch (AAA as of 04/10). These ratings are for TIAA as an insurance company and do not apply to variable annuities, mutual funds or any other product or service not fully backed by the claims-paying ability of TIAA. Ratings are subject to change. There is no guarantee that current ratings will be maintained.

²Applies to mutual fund and variable annuity expense ratios. Morningstar Direct (March 2010) based on Morningstar expense comparisons by category.

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CREF MONEY MARKET ACCOUNT	CREF GROWTH ACCOUNT
CREF BOND MARKET ACCOUNT	CREF EQUITY INDEX ACCOUNT
CREF INFLATION-LINKED BOND ACCOUNT	CREF GLOBAL EQUITIES ACCOUNT

MUTUAL FUNDS			
FUND NAME	TICKER	FUND NAME	TICKER
TIAA-CREF LIFECYCLE 2010 FUND	TCLEX	AdvisorOne Amerigo Fund	CLSAX
TIAA-CREF LIFECYCLE 2015 FUND	TCLIX	AdvisorOne Select Allocation Fund	CLBLX
TIAA-CREF LIFECYCLE 2020 FUND	TCLTX	AdvisorOne Clermont Fund	CLERX
TIAA-CREF LIFECYCLE 2025 FUND	TCLFX	AdvisorOne Descartes Fund	CLDEX
TIAA-CREF LIFECYCLE 2030 FUND	TCLNX	AdvisorOne Liahona Fund	CLHAX
TIAA-CREF LIFECYCLE 2035 FUND	TCLRX	AMERICAN FUNDS CAPITAL WORLD FUND	RWIEX
TIAA-CREF LIFECYCLE 2040 FUND	TCLOX	AMERICAN FUNDS EURO PACIFIC FUND	REREX
TIAA-CREF LIFECYCLE 2045 FUND	TTFRX	AMERICAN FUNDS GROWTH FUND OF AMERICA	RGAEX
TIAA-CREF LIFECYCLE 2050 FUND	TLFRX	COLUMBIA ACORN INTERNATIONAL FUND	ACINX
TIAA-CREF LIFECYCLE RETIREMENT INCOME FUND	TLIRX	COLUMBIA MID-CAP INDEX FUND	NTIAX
TIAA-CREF BOND INDEX FUND	TBIRX	COLUMBIA SMALL CAP VALUE FUND	CSCZX
TIAA-CREF SHORT-TERM BOND FUND	TISRX	EATON VANCE LARGE CAP VALUE FUND	EHSTX
TIAA-CREF HIGH-YIELD BOND FUND	TIHRX	PRUDENTIAL JENNISON MID-CAP GROWTH FUND	PEGZX
TIAA-CREF GROWTH & INCOME FUND	TRGIX	LAZARD EMERGING MARKETS EQUITY FUND	LZOEX
TIAA-CREF S&P 500 INDEX FUND	TRSPX	PRUDENTIAL JENNISON SMALL COMPANY	PGOAX
TIAA-CREF MID-CAP VALUE FUND	TRVRX	TEMPLETON GLOBAL BOND FUND	TPINX
TIAA-CREF SM-CAP BLEND INDEX FUND	TRBIX		
TIAA-CREF INT'L EQUITY INDEX FUND	TRIEX		

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TIER II	
RidgeWorth Conservative Allc Strat A	BlackRock Basic Value A
Oppenheimer Developing Markets N	Oppenheimer Value A
Wells Fargo Advantage Emerg Mkt Eq A	Fidelity Advisor Leveraged Co Stk T
Fidelity Advisor Emerging Markets Inc T	Invesco Mid Cap Core Equity R
Calvert Global Alternative Energy A	Legg Mason ClearBridge Mid Cap Core R
Evergreen Precious Metals A	Columbia Mid Cap Growth A
American Funds EuroPacific Gr R3	Franklin Growth Opportunities R
Lord Abnett Intl Core Equity R3	Gabelli SRI Green AAA
MFS Research International R3	Prudential Jennison Mid Cap Growth A
Janus Overseas S	Heartland Select Value
Templeton Foreign R	Perkins Mid Cap Value S
MFS International New Discovery R3	RidgeWorth Mid-Cap Value Equity A
Prudential Global Real Estate A	Columbia Balanced A
Franklin High Income R	Janus Balanced S
Invesco High Yield A	MFS Total Return R3
American Century Infl Adj Bond A	BlackRock Natural Resources A
PIMCO Real Return R	Fidelity Advisor Real Estate T
American Century Government Bond A	Virtus Real Estate Securities A
Lord Abnett Total Return R3	First American Short-Term Bond A
PIMCO Total Return R	DWS Dreman Small Cap Value A
T. Rowe Price New Income R	Invesco Small Cap Equity R
Dreyfus S&P 500 Index	Legg Mason ClearBridge Small Cap Gr A
Gabelli Asset A	Prudential Jennison Small Company A
MFS Massachusetts Investors Tr R3	Heartland Value
Oppenheimer Rising Dividends N	RiverSource Partners Small Cap Value R3
Alger Green I	BlackRock Global Allocation A
American Funds Growth Fund of Amer R3	Dreyfus International Bond A
American Funds New Economy R3	American Funds Capital World G/I R3
Calvert Social Investment Equity A	BlackRock Global Growth A
MFS Massachusetts Investors Gr Stk R3	American Century Premium Money Market
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TIER III	
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