Bucknell
UNIVERSITY

Defined Contribution Retirement Plan
Summary Plan Description

(as amended and restated through January 1, 2013)

January 2013

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Plan Overview

The Board of Trustees of Bucknell University (the "University") established the Bucknell University Defined Contribution Retirement Plan (the "Plan") on October 1, 1939 to provide retirement benefits for eligible employees. The Plan has been amended from time to time since its establishment to reflect changes in the Plan's operations and applicable law. The Plan is an individual account plan that operates under Section 403(b) of the Internal Revenue Code (the "Code").

This Summary Plan Description reflects the terms of the Plan as amended and restated through January 1, 2013 (the "2013 Plan Restatement"). The 2013 Plan Restatement reflects all applicable law changes made by the Pension Protection Act of 2006 (PPA '06), Pub. L. 109-280; the U.S. Troop Readiness, Veterans' Care, Katrina Recovery and Iraq Accountability Appropriations Act, 2007, Pub. L. 110-28; the Heroes Earnings Assistance and Relief Tax Act of 2008 (HEART Act), Pub. L. 110-245; the Worker, Retiree, and Employer Recovery Act of 2008 (WRERA), Pub. L. 110-458; the Small Business Jobs Act of 2010 (SBJA), Pub. L. 111-240; the Preservation of Access to Care for Medicare Beneficiaries and Pension Relief Act of 2010 (PRA 2010), Pub. L. No. 111-192; and the Moving Ahead for Progress in the 21st Century Act (MAP-21), Pub. L. 112-141.

All Plan benefits are provided through fixed-dollar or variable annuity contracts and/or custodial accounts issued by an insurance, variable annuity or investment company that is approved by the University and are funded by contributions made by the University and/or Participants. The Plan's primary Recordkeeper is Teachers Insurance and Annuity Association and its companion organization, College Retirement Equities Fund ("TIAA-CREF"). All Plan contributions are invested as directed by participants. Plan contributions as well as investment earnings are tax-deferred or, in other words, are not taxable until paid to participants.

This Summary Plan Description summarizes the key terms and features of the Plan effective as of January 1, 2013. The Summary Plan Description is not intended as a substitute for the legal plan documents. If there is any ambiguity or inconsistency between the Summary Plan Description and the legal plan documents, the terms of the plan documents will govern.

If you have any questions about the Plan, please visit the Human Resources office or contact the Human Resources by telephone at 570-577-1631, Monday-Friday, 8:30 a.m. to 4:00 p.m. or by email at hr-benefits@bucknell.edu.

Eligibility for Participation

Voluntary Participation

Every University employee is eligible at any time to make voluntary before-tax contributions ("Voluntary Participant Contributions") to the Plan. If you wish to make Voluntary Participant Contributions, contact Human Resources to enter into a salary deferral agreement. You will also need to complete an enrollment form to select the investment funds in which you want your Voluntary Participant Contributions invested. For more information regarding the Plan's Investment Funds, see the *Investing Your Plan Contributions* Section.

Mandatory Participation

If you are a University employee described below, you are eligible to receive University Contributions as of your Mandatory Participation Date as defined below. If you are a Class I Eligible Employee, you must as a condition of your employment with the University, make mandatory before-tax contributions ("Mandatory Participant Contributions") as of your Mandatory Participation Date.

Class I: Regular Full-time and Part-time Employees in Exempt Positions. A Class I Eligible Employee is any employee in an exempt position who is (1) regularly scheduled to complete a minimum of 1,000 Hours of Service (as defined below) during a 12-consecutive month period or (2) regularly scheduled to complete a minimum of 750 Hours of Service during a 12-consecutive month period and is classified as a "regular part-time employee." An exempt (or salaried) position is one that is exempt from the overtime provisions of the Fair Labor Standards Act. If you are a Class I Eligible Employee, your Mandatory Participation Date is the first day of the month coincident with or next following the completion of one (1) Year of Mandatory Eligibility Service (as defined below) with the University or an Eligible Employer (as defined below). You must make Mandatory Participant Contributions and you will receive University Contributions as of your Mandatory Participant Date.

Class II: Regular Full-time and Part-time Employees in Nonexempt Positions. A Class II Eligible Employee is any employee in a nonexempt position who is (1) regularly scheduled to complete a minimum of 1,000 Hours of Service (as defined below) during a 12-consecutive month period or (2) regularly scheduled to complete a minimum of 750 Hours of Service during a 12-consecutive month period and is classified as a "regular part-time employee." A nonexempt (or hourly-paid) position is one that is subject to the overtime provisions of the Fair Labor Standards Act. If you are a Class II Eligible Employee, your Mandatory Participation Date is the first day of the month coincident with or next following the completion of one (1) Year of Mandatory Eligibility Service (as defined below) with the University or an Eligible Employer (as defined below). You will receive University Contributions as of your Mandatory Participant Date.

Class III: Casual Employees in Exempt Positions. A Class III Eligible Employee is any employee in an exempt position who is regularly scheduled to complete less than 1,000 Hours of Service during a 12-consecutive month period and who is not classified as a "regular part-time employee." If you are a Class III Eligible Employee, your Mandatory Participation Date is the first day of the month coincident with or next following the completion of one (1) Year of Mandatory Eligibility Service (as defined below) with the University or an Eligible Employer (as defined below). You will receive University Contributions as of your Mandatory Participant Date.

Class IV: Casual Employees in Nonexempt Positions. A Class IV Eligible Employee is any employee in a nonexempt position who is regularly scheduled to complete less than 1,000 Hours of Service (as defined below) during a 12-consecutive month period and who is not classified as a "regular part-time employee." If you are a Class IV Eligible Employee, your Mandatory Participation Date is the first day of the month coincident with or next following the completion of one (1) Year of Mandatory Eligibility Service (as defined below) with the University or an Eligible Employer (as defined below). You will receive University Contributions as of your Mandatory Participant Date.

If you perform services for the University as an independent contractor or a leased employee (as described in Code Section 414(n)), you are not eligible to participate in the Plan. An individual's or employee's rank, title, job position classification or schedule, and exempt or nonexempt status shall be determined by the payroll or personnel records maintained by the University at the time your services are performed and shall be binding and conclusive for all purposes of the Plan. In the event of a judicial or administrative reclassification or reclassification by the University, such reclassification will not be applied retroactively to determine your group status for purposes of the Plan.

A representative from Human Resources will notify you to schedule an enrollment meeting prior to your Mandatory Participation Date so that you can complete the necessary enrollment forms for mandatory participation under the Plan including the selection of your investment funds for your University Contributions and, if applicable, your Mandatory Participant Contributions. For more information regarding the Plan's investment options, see the *Investing Your Plan Contributions* Section.

Hour of Service

An Hour of Service means:

- Each hour for which you are paid, or entitled to payment, for the performance of duties for the University.

- Each hour for which you are paid, or entitled to payment, for a period of time during which no duties are performed (regardless of whether employment has terminated) for vacation, holiday, illness, incapacity (including long-term disability), layoff, jury duty, military duty, leave of absence, or maternity or paternity leave (whether paid or unpaid). However, no more than 501 hours of service will be credited under this provision.

Any period for which a payment is made or due for the purpose of complying with Workers' Compensation or unemployment compensation or disability insurance laws, or solely to reimburse the employee for medical or medically-related expenses is excluded.

Year of Mandatory Eligibility Service

If you complete 1,000 or more Hours of Service for the University during an eligibility computation period, you will be credited with a Year of Mandatory Eligibility Service. Your initial eligibility computation period is the 12-consecutive month period beginning on your date of hire. Each subsequent computation period begins on the anniversary of your hire date. If you do not complete 1,000 Hours of Service during your initial eligibility computation period, you will be credited with a Year of Mandatory Eligibility Service if you complete at least 1,000 Hours of Service during any subsequent eligibility computation period. Hours of Service are counted as follows:

Class I Eligible Employees. Hours of Service are determined on the basis of months worked, and you will be credited with 190 Hours of Service for each month during which you are credited with at least one Hour of Service.

Class II, III, and IV Eligible Employees. Hours of Service are determined on the basis of actual hours for which you are paid or entitled to payment.

Eligible Employer

If you were employed by a non-profit organization at any time during the twelve-month period immediately preceding your date of employment with the University and you participated in a tax-sheltered annuity plan described in Code Section 403(b) to which employer contributions were made on your behalf, your

service with such organization will count toward the Plan's one (1) Year of Mandatory Eligibility Service requirement.

When Participation Ends

Your active participation in the Plan will terminate upon any of the following events:

- You retire or otherwise stop working for the University;
- The Plan is amended to exclude from active participation a classification of employees of which you are a member; or
- The Plan is terminated by the University.

If your active participation terminates, you will not be eligible to make Voluntary Participant Contributions or, if applicable, Mandatory Participant Contributions and you will no longer receive University Contributions.

Reemployment

Generally, if you are a former employee who is reemployed by the University and you completed one (1) Year of Mandatory Eligibility Service before you terminated employment, mandatory participation in the Plan will recommence immediately upon your rehire date provided that you are rehired as an employee who is subject to mandatory participation as described above.

Plan Contributions

Voluntary Participant Contributions

All University employees are permitted to make Voluntary Participant Contributions to the Plan. Your taxable income for federal income tax is lowered by the amount of your Voluntary Participant Contributions, therefore, you pay less in federal income taxes. Voluntary Participant Contributions remain subject to Social Security taxes and Pennsylvania state income tax.

If you wish to make Voluntary Participant Contributions, contact Human Resources to enter into a Salary Deferral Agreement. For further information regarding Salary Deferral Agreements, see below.

Salary Deferral Agreements

In order to make Voluntary Participant Contributions, you must enter into a salary deferral agreement with the University to designate the amount of your Voluntary Participant Contributions. Salary deferral agreements are available from Human Resources. You can change or terminate your Voluntary Participant Contributions at any time by contacting Human Resources.

Changing or Terminating a Salary Deferral Agreement. A salary deferral agreement will remain in effect until you change it. You may, at any time, change or terminate a salary deferral agreement. A change to or termination of a salary deferral agreement will become effective as of the next pay period or as soon as administratively practicable thereafter following receipt of the change or termination by Human Resources.

Making a new Salary Deferral Agreement. If you terminated a salary deferral agreement, you can commence or recommence your Voluntary Participant Contributions at any time. Your salary deferral agreement will become effective as of the next pay period or as soon as administratively practicable thereafter following receipt of the new salary deferral agreement by Human Resources.

Automatic Suspension of a Salary Deferral Agreement. Your Voluntary Participant Contributions will automatically cease if you reach your maximum dollar limit for the calendar year. Your salary deferral agreement will be automatically reinstated as of the first pay period in January at the contribution rate in effect before you reached the maximum dollar limit in the previous year. Your Voluntary Participant Contributions will also automatically cease if you take a hardship withdrawal. Under the Plan's hardship rules, you are not permitted to make Voluntary Participant Contributions during the 6-month period following the withdrawal. Your salary deferral agreement will not be automatically reinstated following the 6-month suspension period. If you wish to recommence your Voluntary Participant Contributions, you must complete and submit a new salary deferral agreement to Human Resources.

Contribution Limits

For each calendar year, your Voluntary Participant Contributions are subject to maximum dollar limits set by the IRS that are periodically adjusted for increases in the cost of living. The maximum dollar limit is applied on an aggregate basis. That is, your Voluntary Participant Contributions made to this Plan as well as any elective "before-tax" contributions or Roth contributions that you make to any other 403(b) or 401(k) plan during the same calendar year count toward the maximum dollar limit.

Maximum Dollar Limit

If you wish to find out the maximum dollar limit for a calendar year, contact Human Resources:

- Call Human Resources at 570-577-1631.

Excess Voluntary Participant Contributions

You are responsible for notifying Human Resources if you have excess Voluntary Participant Contributions as a result of before-tax contributions and/or Roth contributions made to a plan ***not*** maintained by the University. You must report any excess Voluntary Participant Contributions to Human Resources by March 1 following the calendar year in which your Voluntary Participant Contributions exceed the maximum dollar limit.

Excess contributions reported by March 1 will be distributed to you by April 15 and you will receive a Form 1099-R in the following tax year reporting that a taxable excess contribution occurred in the prior year. If you do not report excess Voluntary Participant Contributions to Human Resources by March 1, excess contributions that remain in your account are taxed twice: Once for the calendar year in which you make the excess Voluntary Participant Contributions, and later when the excess Voluntary Participant Contributions are withdrawn or distributed from your account. The University is not liable for any tax obligation that you may have as the result of excess contributions to this Plan or any other applicable retirement plan.

University Contributions and Mandatory Participant Contributions

The amount of University Contributions and, if applicable, Mandatory Participant Contributions are based on your position classification as shown below:

	Plan Contributions as a Percentage of Eligible Compensation	
	By the University	By the Participant
Class I Eligible Employees:		
- Option I: On all Eligible Compensation	10%	6%*
- Option II for Participants under age 50:		
On Eligible Compensation up to $17,700	10%	0%
On Eligible Compensation in excess of $17,700	10%	6%*
Class II and III Eligible Employees	10%	0%
Class IV Eligible Employees	10%**	0%

** Mandatory Participant Contribution*
***Subject to hour requirement and employment on last day of Plan Year*

If you are a Class I Eligible Employee and under age 50, you may change from one option schedule to the other once annually. The amount of your mandatory contribution under Option II is calculated on a per pay basis by taking your annual Eligible Compensation, subtracting $17,700, dividing the difference by the number of remaining pay periods for the Plan Year and multiplying that amount by 6%. If you choose Option 1, participant contributions in excess of your Mandatory Participant Contributions (calculated as described in the foregoing sentence) are treated as Voluntary Participant Contributions and must be counted towards the annual contribution limit described above. This is because you are given the choice to choose between Option I and Option II.

If you are a Class IV Eligible Employee, you are required to complete a minimum of 1,000 Hours of Service during the Plan Year and must be actively employed by the University on the last day of the Plan Year (December 31) before University Contributions will be made on your behalf.

Eligible Compensation

Definition

For purposes of the Plan, Eligible Compensation means the salary stated in the academic year contract or appointment letter for a participant who is a member of the faculty. For all other participants, Eligible Compensation means the participant's basic compensation (excluding overtime payments, commissions, bonuses, and any other additional compensation) received from the University, based on the employee's scheduled hours.

For participants without pre-determined work schedules, Eligible Compensation means the participant's basic compensation (excluding overtime payments, commissions, bonuses, and any other additional compensation) actually received from the University.

For participants with Mandatory Participation Dates falling within the Plan Year, University Contributions and, if applicable, Mandatory Participant Contributions are based on the Eligible Compensation earned on or after their Mandatory Participation Dates.

Compensation Limit

The amount of Eligible Compensation that can be taken into account for purposes of calculating University Contributions and, if applicable, Mandatory Participant Contributions is subject to a compensation limit ($255,000 for the 2013 Plan Year). The IRS periodically adjusts the compensation limit for increases in the cost of living.

Maximum Compensation Limit

If you wish to find out the maximum compensation limit for a calendar year, contact Human Resources at 570-577-1631.

Rollover Contributions

In accordance with procedures established by TIAA-CREF, you may roll over all or a portion of an "eligible rollover distribution" from another retirement plan to the Plan. An eligible rollover distribution, in general, is any cash distribution other than an annuity payment, a required minimum distribution, or a distribution that is part of a fixed period payment of ten years or more, or a hardship withdrawal. Note that the Plan cannot accept a rollover of Roth contributions from 403(b) plans or qualified 401(a) plans.

If you wish to make a Rollover Contribution to the Plan:

- Log into your Account through the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell; or
- Call TIAA-CREF at 800-842-2252.

In most cases, TIAA-CREF will accept an eligible rollover distribution from an individual retirement account or annuity (IRA) described in Code Sections 408(a) or 408(b), a qualified plan described in Code Sections 401(a) or 403(a), a tax-deferred annuity contract described in Code Section 403(b), or an eligible plan described in Code Section 457(b) which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state.

Plan Contributions during Leaves of Absence

Plan Contributions will continue to be made based on the Eligible Compensation you receive from the University during a paid leave of absence. No contributions will be made during an unpaid leave of absence. However, if you are absent from employment due to military service protected by the Uniform Services Employment and Reemployment Rights Act of 1994 ("USERRA"), then to the extent required by USERRA, (1) you will be permitted to make up the Voluntary Participant Contributions that you could have made to the Plan but for such absence, (2) you will be permitted, if applicable, to make the Mandatory Participant Contributions that you would have made to the Plan but for such absence, and (3) you will receive University Contributions; provided, that you timely return to employment with the University. University Contributions will be based on your Eligible Compensation in effect immediately preceding your military absence or, if your Eligible Compensation cannot be determined with reasonable

certainty, University Contributions will be based on the Eligible Compensation you received during the 12-month period preceding the beginning of your military absence. To be eligible for these military benefits, you are generally required to give the University advance notice that your absence from employment is due to military service. The time limits for returning to work will depend on the length of your military service. Contact Human Resources to receive additional information regarding your USERRA rights under the Plan.

Vesting of Plan Contributions

You are fully and immediately vested in all Plan Contributions, *i.e*., Voluntary Participant Contributions, Mandatory Participant Contributions, University Contributions, and Rollover Contributions, made to the Plan and the earnings on those contributions. In other words, all Plan Contributions are non-forfeitable when made. However, the University retains the right to remove Plan Contributions and/or earnings that were allocated in error to your account and you are responsible for any fees and charges that may be imposed by the Recordkeeper.

Investment of Plan Contributions

You are responsible for selecting the Investment Funds in which your Plan Contributions, *i.e*., Voluntary Participant Contributions, Mandatory Participant Contributions, University Contributions, and Rollover Contributions are invested. For more information regarding the Plan's Investment Funds, see the *Investing Your Plan Contributions* Section.

Forwarding Plan Contributions

Participant Contributions are generally forwarded by the University to TIAA-CREF following each payroll period, but in no event later than the 15th business day of the month following the month in which the amounts would otherwise be payable to the participant.

Currently, Plan Contributions (other than Rollover Contributions which are transferred or forwarded directly by participants to TIAA-CREF) are forwarded as follows:

Class I and III Eligible Employees. Contributions are generally forwarded once a month after the monthly exempt payroll has been processed.

Class II Eligible Employees. Contributions are generally forwarded on a biweekly schedule after each biweekly nonexempt payroll has been processed.

Group IV Eligible Employees. Voluntary Participant Contributions are generally forwarded on a biweekly schedule after each biweekly nonexempt payroll has been processed. University Contributions are forwarded to TIAA-CREF once annually following the close of each Plan Year.

Plan Contribution Limit

The total amount of Plan Contributions made on your behalf for any Plan Year may not exceed an overall limit imposed by Code Section 415 and is in addition to the annual deferral limit applicable to Voluntary Participant Contributions. The 415 limit applies to your Voluntary Participant Contributions, Mandatory Participant Contributions, if applicable, and University Contributions in aggregate but does not apply to Rollover Contributions. The overall contribution limit is the lesser of $51,000 for 2013 (as periodically adjusted for increases in the cost of living) or 100% of your "includible compensation." Includible compensation is generally your taxable wages for the Plan Year but includes your Participant Contributions made to this Plan and amounts contributed to the University's cafeteria plan, parking and transit plan, and 457(b) plan.

Also, if you own more than 50% or effectively control more than 50% of a company that makes contributions to a defined contribution retirement plan on your behalf, you must notify Human Resources because contributions made under your company's retirement plan must be aggregated with contributions made under this Plan to determine whether your Plan Contributions have exceeded the 415 limit.

IRS limitations on Plan contributions are complicated and this Section is intended only as a summary. For more information on the contribution limits, contact Human Resources or TIAA-CREF. Further details are also provided in IRS Publication 571, Tax Sheltered Annuity Plan (403(b) Plans), which is available on the IRS website at www.irs.gov.

Investing Your Plan Contributions

NOTE: The information provided in this Section is a summary only. Prior to making your initial Investment Fund selections and, at least annually thereafter, you will receive Investment Fund Disclosures that contain detailed information about the Plan's Investment Funds as described in the *Investment Fund Disclosures* section below.

Plan Recordkeepers

TIAA-CREF

Effective October 26, 2012, all Plan Contributions will be forwarded to TIAA-CREF. As explained below, you may allocate your Plan Contributions among the various Investment Funds offered under the Plan and you may reallocate the investment of your Account at any time. You can obtain information about the Plan's Investment Funds and select, change, or monitor your Investment Funds online or by telephone using the contact information to the right.

To contact TIAA-CREF:

- Visit the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell; or
- Call TIAA-CREF at 800-842-2252, Monday through Friday, 8 a.m. to 10 p.m. or Saturday, 9 a.m.to 6 p.m. (ET).

Fidelity Investments (Closed as of October 26, 2012)

If a portion of your Account is invested with Fidelity Investments (Fidelity Account), it will remain invested with Fidelity until you transfer amounts from your Fidelity Account to TIAA-CREF. You may continue to allocate your Fidelity Account among the funds offered by Fidelity. You can obtain information about the Fidelity funds and select, change, or monitor your Fidelity funds online or by telephone using the contact information to the right.

To contact Fidelity Investments:

- Visit the Fidelity website at www.fidelity.com (Plan No. 84027)
- Call Fidelity at 800-343-0860, Monday through Friday, 8 a.m. to 10 p.m. or Saturday, 9 a.m.to 6 p.m. (ET).

Investment Funds

The Plan offers a wide range of Investment Funds. You decide how your Plan Contributions are to be invested. You can obtain the most current list of the Plan's Investment Funds and their share/unit values by contacting the Recordkeepers. The types of Investment Funds offered under the Plan are currently as follows:

Mutual Funds. Each Mutual Fund has its own investment objective and portfolio of securities and the value of the units or shares changes each business day. There is no guaranteed rate of return.

TIAA Real Estate Account and CREF Accounts. The TIAA Real Estate Account and CREF Accounts are variable annuity contracts issued by TIAA-CREF. The TIAA Real Estate Account and each CREF Account has its own investment objective and portfolio of securities and the value of the accumulation units changes each business day. There is no guaranteed rate of return.

TIAA Traditional Annuity. The TIAA Traditional Annuity is a guaranteed annuity contract issued by TIAA-CREF. The guaranteed benefit of principal plus interest cannot be decreased, but it can be increased by dividends. Dividends, if any, may increase or decrease and changes are usually gradual.

See below for transfer and distribution restrictions that may apply to amounts invested in the TIAA Traditional Annuity.

The Plan Administrator has the right to add other Investment Funds and to remove or close any existing Investment Funds upon reasonable notice to participants.

Investment Fund Disclosures

It is important that you carefully review all the Investment Fund information that will be provided to you and carefully choose your Investment Funds because the benefits payable from the Plan depend on the performance of the Investment Funds you choose over the years. To help you make informed decisions, you will receive Investment Fund Disclosures that contain both "plan-related information" and "investment-related information" before you make your initial investment elections and, at least annually thereafter.

Contact TIAA-CREF:

You can obtain the Plan's Investment Fund Disclosures at any time:

- By visiting the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell; or
- By calling TIAA-CREF at 800-842-2252, Monday through Friday, 8 a.m. to 10 p.m. or Saturday, 9 a.m.to 6 p.m. (ET).

Plan-Related Information

Plan-related information includes the following:

- **General Plan Information**. General plan information consists of information about the structure and mechanics of the plan such as an explanation of how to give investment instructions under the Plan and a current list of the Plan's Investment Funds. You can view any prospectus (if applicable) and financial statements and reports relating to an Investment Fund online through the TIAA-CREF/Bucknell website or you can request a paper copy from the Recordkeeper. Please note that when you complete Enrollment Form you will be asked to confirm that you have accessed or received the relevant prospectus(es) for your Investment Fund choices.

- **Administrative Expenses Information**. An explanation of any fees and expenses for general plan administrative services that may be charged to or deducted from your Account.

- **Individual Expenses Information**. An explanation of any fees and expenses that may be charged to or deducted from your Account based on services provided solely for your benefit, *e.g.*, service fees, if any, for taking a participant loan (see Section VI, *Participant Loan Program*) or processing a qualified domestic relations orders (see the Section VII, *Distributions From Your Account*).

Investment-Related Information

Investment -related information includes the following:

- **Performance Data**. Specific information about historical investment performance, 1-, 5- and 10-year returns of Investment Funds that do not have a fixed or stated rate of return, *e.g.*, the Mutual Funds, and for Investment Funds that have a fixed or stated rate of return, the annual rate of return and the term of the investment.

- **Benchmark Information**. The name and returns of an appropriate broad-based securities market index over 1-, 5-, and 10-year periods so you can benchmark the Investment Funds.

- **Fee and Expense Information**. The total annual operating expenses expressed as both a percentage of assets and as a dollar amount for each $1,000 invested, and any shareholder-type

fees or restrictions that may affect your ability to purchase or transfer from Investment Funds that do not have a fixed or stated rate of return, *e.g.*, the Mutual Funds and any shareholder-type fees or restrictions on your ability to purchase or withdraw from Investment Funds that have a fixed or stated rate of return.

When appropriate, investment-related information will be furnished in a chart or similar format designed to facilitate a comparison of the Investment Funds offered under the Plan.

Selecting Your Investment Funds

Upon your election to make Voluntary Participant Contributions to the Plan and prior to your Mandatory Participation Date, a representative from Human Resources will set a time to meet with you to provide you with the Plan's Investment Fund Disclosures (described above). You must complete an Enrollment Form to allocate your Plan Contributions among the various Investment Funds offered by the Plan.

If you fail to complete an Enrollment Form, your Plan Contributions will automatically be invested in the Plan's default Investment Fund, currently the T. Rowe Price Target Date Retirement Funds until you complete an Enrollment Form that designates another Investment Fund or Funds.

Online submission of Enrollment Form

Online enrollment is the easiest and fastest way to complete an Enrollment Form. You are encouraged to complete your Enrollment Form online through the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell. Once you are at the Web Center, click "Enroll Now" to get started.

If you wish to submit a paper copy of the Enrollment Form, you must return it to Human Resources. If you are unable to obtain an Enrollment Form from the TIAA-CREF/Bucknell website, contact Human Resources for assistance.

Default Investment Funds

The T. Rowe Price Target Date Retirement Funds are ready-made diversified investment portfolios that are managed to target the retirement years of 2005 and forward in five-year increments. Your Plan Contributions will be invested in the T. Rowe Price Target Date Retirement Fund that is closest to the year in which you will attain age 65. Accumulated Plan Contributions will remain invested in the T. Rowe Price Target Date Retirement Fund unless you transfer those amounts to other Investment Funds. The Plan Administrator reserves the right to change the Plan's default Investment Funds at any time.

The T. Rowe Price Target Date Retirement Funds are intended to be "qualified default investment alternatives" as described in Section 404(c)(5) of ERISA.

Target Date Retirement Funds

Detailed information regarding the Plan's default Investment Funds are contained in the Enrollment Form packet. You can also monitor these funds each business day:

- By logging into your Account through the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell; or
- By calling TIAA-CREF at 800-842-2252, Monday through Friday, 8 a.m. to 10 p.m. or Saturday, 9 a.m.to 6 p.m. (ET).

Reallocating Your Future Plan Contributions

If you wish to reallocate your future Plan Contributions among the various Investment Funds offered under the Plan, you may do so at any time by contacting TIAA-CREF. Changes in Investment Funds for future contributions are generally effective as of the next pay period.

Contact TIAA-CREF:

To change your Investment Funds for future Plan Contributions, log into your Account through the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell or call TIAA-CREF at 800-842-2252.

Monitoring Your Investment Choices

It is important that you regularly review your investment decisions to ensure that they continue to meet your personal investment objectives.

TIAA-CREF will provide either by mail or, at your election, electronic delivery, quarterly benefit statements that shows fund balances, a summary of transactions made during the quarter period, the number and value of the units or shares you own in each Investment Fund and, if applicable, interest credited under the TIAA Traditional Annuity.

You may also review your Investment Funds by arranging a "one-on-one" on-campus appointment with a TIAA-CREF representative, or by speaking with a TIAA-CREF representative by telephone.

You have 24/7 access to Account information:

You can access the number of your accumulation units and their values, as updated each business day, for each Investment Fund including the current interest rates applicable to the TIAA Traditional Annuity by logging into your Account through the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell.

You should note that the Plan is intended to constitute a plan described in Section 404(c) of ERISA. This means that the Plan fiduciaries, including the University, will be relieved of liability for any losses or lack of gains which are the direct and necessary result of investment instructions given by you or your beneficiary. Accordingly, it is important that you review all available materials to ensure that your investment decisions meet your personal investment objectives. You also may want to consult an investment or financial advisor to assist you in making your investment decisions. Benefits under the Plan also are not insured or guaranteed by the Pension Benefit Guaranty Corporation.

Transferring Amounts Among the Investment Funds

You may reallocate the investment of your Account without charge among Investment Funds offered under the Plan. To transfer fund balances among the Investment Funds, you must contact TIAA-CREF directly. Please note that restrictions may apply to transfers including the following:

Contact TIAA-CREF

To transfer amounts among the Investment Funds, log into your Account through the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell or call TIAA-CREF at 800-842-2252.

- If your TIAA Traditional Annuity is held under an individual ***Retirement Annuity*** or a ***Group Retirement Annuity***, amounts may only be transferred to any open Investment Fund in substantially equal annual amounts over a period of 10 years. Transfers are made through the Transfer Payout Annuity (TPA) and are subject to the terms of the TPA contract. The minimum transfer amount is $10,000 (or your entire balance in the TIAA Traditional Annuity if it totals less than $10,000). If the total balance in your TIAA Traditional Annuity is $2,000 or less, you can transfer your entire TIAA Traditional Annuity balance in a single sum as long as you do not have an existing Transfer Payout Annuity in force. See the section below for further information regarding the TIAA Traditional Annuity.

- If your TIAA Traditional Annuity is held under an individual ***Supplemental Retirement Annuity*** *or* a ***Group Supplemental Retirement Annuity***, amounts may be transferred to any open Investment Fund at any time. In each case, the minimum transfer amount is $10,000 (or your entire balance in the TIAA Traditional Annuity if it totals less than $10,000). See the section below for further information regarding the TIAA Traditional Annuity.

- Amounts invested in any other Investment Fund other than the TIAA Traditional Annuity may be transferred to any open Investment Fund at any time. The minimum transfer amount is $1,000 (or your entire balance in the Investment Fund if it totals less than $1,000). Each Investment Fund has or may adopt its own frequent trading policy as disclosed in its prospectus and TIAA-CREF reserves

the right, with or without notice, to implement restrictions or block fund transactions if such transactions are identified by the Investment Fund as violating its frequent trading policy. The TIAA-CREF will restrict and/or block fund transactions according to directions received from the Investment Fund. Please read the prospectus issued for any Investment Fund in which you invest, to determine if the fund imposes any trading restrictions or redemption fees. You may also obtain TIAA-CREF's *Intermediary Frequent Trading Policy* through the TIAA-CREF/Bucknell website.

TIAA Traditional Annuity

The TIAA Traditional Annuity is offered through four types of contracts: (1) individual retirement annuity contracts (a ***Retirement Annuity***), (2) a group retirement annuity contract (a ***Group Retirement Annuity***), (3) individual supplemental retirement annuity contracts (a ***Supplemental Retirement Annuity***), or (4) a group supplemental retirement annuity contract (a ***Group Supplemental Retirement Annuity***).

If you have amounts invested in the TIAA Traditional Annuity and you are not sure under which type of contract your TIAA Traditional Annuity is offered, contact TIAA-CREF.

There are certain restrictions on transfers to other Investment Funds or lump sum distributions following termination of employment depending on the type of contract under which your TIAA Traditional is offered.

Restriction on Transfers. If your TIAA Traditional Annuity is held under an individual ***Retirement Annuity*** or a ***Group Retirement Annuity***, the transfer restrictions from the TIAA Traditional Annuity to other Investment Funds are described in the section immediately above.

Restriction on Lump Sum Distributions. If your TIAA Traditional Annuity is held under an individual ***Retirement Annuity*** or a ***Group Retirement Annuity***, the following distribution restrictions apply:

- ***Retirement Annuity***. A lump sum distribution following termination of employment is *not* available for amounts invested in the TIAA Traditional Annuity if held under an individual Retirement Annuity. You can elect that distributions be made over a 10-year period or in the form of a lifetime annuity. However, if your total balance in the TIAA Traditional Annuity does not exceed $2,000 and you do not have a Transfer Payout Annuity or Fixed Period Option (see the *Payment of Benefits* Section for further information regarding the Fixed Period Option) in force, you can elect a lump sum distribution of your total balance in the TIAA Traditional Annuity.

- ***Group Retirement Annuity***. You may elect a lump sum distribution only if: (1) you pay a 2½% surrender charge and you request distribution within 120 days following your termination of employment or (2) your total balance in the TIAA Traditional Annuity does not exceed $5,000 and you do not have a Transfer Payout Annuity or Fixed Period Option in force.

Restrictions on lump sums do not apply if your TIAA Traditional Annuity is held under an individual ***Supplemental Retirement Annuity*** or a ***Group Supplemental Retirement Annuity***.

Fidelity Accounts

If a portion of your Account is invested with Fidelity Investments (Fidelity Account), Fidelity will continue to provide either by mail or, at your election, electronic delivery, quarterly benefit statements that shows fund balances, a summary of transactions made during the quarter period, the number and value of the shares you own in each Fidelity fund.

You have 24/7 access to Fidelity Account information:

You can access your Fidelity Account information by visiting the Fidelity website at www.fidelity.com (Plan No. 84027).

You may also review your Fidelity investment funds by speaking with a Fidelity representative by telephone.

Transfers from Fidelity to TIAA-CREF. You may transfer amounts from your Fidelity Account to your Account at TIAA-CREF and invest such amounts in any open Investment Fund at any time. If you wish to transfer amounts from your Fidelity Account, call TIAA-CREF and a representative will assist you in the transfer.

Transfers Among Fidelity Investment Funds. You may continue to reallocate the investment of your Fidelity Account among the funds offered by Fidelity. To transfer fund balances among the funds offered by Fidelity, you must contact Fidelity directly. Fidelity may impose restrictions on transfers.

Investing Your Account After Termination of Employment

Following termination of employment with the University, your Account will remain invested in your designated Investment Funds until you start receiving benefit payments as explained in *Payment of Plan Benefits* Section. Therefore, it is important that you continue to regularly monitor and review your Investment Funds. Your Account will continue to participate in the market experience of the Investment Funds or, in the case, of amounts invested in the TIAA Traditional Annuity will continue to be credited with the same interest and additional amounts as they would have been had you continued employment with the University. Keep in mind that you will continue to have flexibility to reallocate your Account among the Investment Funds as described above.

Payment of Plan Benefits

Contact the Plan Recordkeepers	
The Plan Recordkeepers administer all withdrawals and distributions under the Plan. To request withdrawal or distribution election forms:	
For TIAA-CREF Accounts:	Visit the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell or call TIAA-CREF at 800-842-2252.
For Fidelity Accounts:	Visit Fidelity's website at www.fidelity.com (Plan No. 84027) or call Fidelity at 800-343-0860.

In-Service Withdrawals

While you are employed by the University, you may withdraw all or portion of your Account to the extent permitted under your Investment Funds as follows:

- **Attainment of age 59½.** You may withdraw all or portion of your Voluntary Participant Contributions and Mandatory Participant Contributions and related earnings thereon upon attaining age 59½.
- **Hardship Withdrawals.** You may withdraw all or portion of your Voluntary Participant Contributions and Mandatory Participant Contributions as provided below.
- **Rollover Contributions**. You may withdraw all or portion of your Rollover Contributions and related earnings thereon at any time.
- **Phased Retirement Agreement.** You may withdraw all or portion of your Account upon entering a phased retirement agreement; provided you are age 59½ or older. If you are under age 59½, tax laws may restrict withdrawals of all or portion of your Account.
- **Participant Loans**. You may borrow a portion of your Voluntary Participant Contributions, Mandatory Participant Contributions, and Rollover Contributions and related earnings in the form of a loan. The loan distribution is not a taxable event provided that it is repaid on schedule. TIAA-CREF administers all participant loans under the Plan.

Except as provided in this Section, you may not withdraw your amounts from your Account while employed by the University unless you have a contractual right under a specific Investment Fund to do so. In addition, if all or a portion of your Account is invested in the TIAA Traditional Annuity, withdrawals may be subject to a 10-year payout period. If you wish to request a withdrawal, contact your Recordkeeper to obtain a withdrawal application. Note that hardship withdrawals and participant loans must be requested from TIAA-CREF.

Hardship Withdrawals

You may request a hardship withdrawal of your Voluntary Participant Contributions and Mandatory Participant Contributions (excluding earnings) from TIAA-CREF. TIAA-CREF administers all hardship withdrawals from the Plan. If you wish to request a hardship withdrawal of all or a portion of your Voluntary Participant Contributions, if any, in your Fidelity Account, you must transfer such amounts to TIAA-CREF.

A "hardship withdrawal" is a withdrawal made for an "immediate and heavy financial need," such as:

- Unreimbursed medical expenses for you, your spouse, your dependents, or a properly designated primary beneficiary of your TIAA-CREF Account;

- Purchase of your principal residence (vacation homes are excluded), excluding mortgage payments;

- Post-secondary education (e.g., college), tuition and related educational fees and room and board expenses for the next 12 months for you, your spouse, your dependents, or a properly designated primary beneficiary of your TIAA-CREF Account;

- Amounts necessary to prevent foreclosure or eviction from your principal residence (e.g., unpaid rent or mortgage payments);

- Unreimbursed burial or funeral expenses for your deceased parent, spouse, dependent, or properly designated primary beneficiary of your TIAA-CREF Account;

- Unreimbursed expenses for the repair of damage to your principal residence that qualifies for the casualty loss deduction under Section 165 of the Internal Revenue Code (without regard to whether the loss exceeds 10% of adjusted gross income);

- Any other situation deemed as immediate and heavy financial needs by the Internal Revenue Service through the publication of revenue rulings, notices, and other documents of general applicability.

The amount of the hardship withdrawal cannot exceed the exact amount needed to cover your financial need, plus any income taxes or penalties reasonably anticipated to result from the hardship withdrawal. In addition, in order to receive approval for a hardship withdrawal:

- You must first obtain all other distributions, other than hardship distributions, and all nontaxable (at the time of the loan) loans from the Plan or any other plan maintained by the University; and

- You may not make Voluntary Participant Contributions to the Plan or before-tax contributions to any other University deferred compensation plan for six months from the date of your hardship withdrawal. If you are a Class I Eligible Employee who is under age 50 and are contributing under Option I, you will automatically be transferred to Option II as each are described in the *Plan Contributions* Section.

Payment of Benefits following Termination of Employment

You are entitled to the entire value of your Account held on your behalf under the Plan. The value of your Account will depend on the amount of contributions made on your behalf each year and the investment performance of the investment funds you selected.

You may commence the payment of benefits derived from your Voluntary Participant Contributions, Mandatory Participant Contributions, and Rollover Contributions and related earnings at any time following your termination of employment with the University. If you terminate employment with the University on or after age 62, the Plan's normal retirement age, you may commence the payment of benefits derived from your University Contributions and related earnings at any time. If you terminate employment with the University prior to age 62, you cannot commence the payment of benefits derived from your University Contributions and related earnings until you reach age 62.

Once you are eligible to commence benefit payments from the Plan, you must complete a benefit application to start benefit payments. Benefit applications are available from the Recordkeepers. Your benefit application may require certification by a Human Resources representative that you are eligible to commence benefit payments from the Plan. You may obtain this certification either by mailing your completed application to Human Resources or by visiting Human Resources during business hours. You

should submit your benefit application to the Recordkeeper at least two months before the date on which you want your benefit payments to begin.

Required Payment Form

If you are married on the date you start benefit payments, your Account will be paid in the form of a joint and 50% survivor annuity, unless you waive the joint and 50% survivor annuity and elect an optional payment form with your spouse's consent as provided below. Under a joint and 50% survivor annuity, monthly (or, in the case of small benefit payments, quarterly, semi-annual, or annual) payments are made for your lifetime and, at your death, your surviving spouse receives monthly payments equal to 50% of your monthly benefit. After your surviving spouse dies, all payments stop.

If you are not married on the date you start benefit payments, your Account will be paid in the form of a single life annuity unless you waive the single life annuity and elect an optional payment form. Under a single life annuity, monthly (or, in the case of small benefit payments, quarterly, semi-annual, or annual) payments are made for your lifetime, and at your death, all payments stop.

The amount of each monthly (or, quarterly, semi-annual, or annual) payment under the required payment form will depend on a number of factors – the amount of your Account, your age and, if applicable, your spouse's age at the time payments commence. You can contact TIAA-CREF at any time to receive information about the required payment form and the monthly amount you can expect to receive.

Optional Payment Forms

Once you decide to start receiving benefit payments, if you have a TIAA-CREF Account and a Fidelity Account, you have the flexibility to start payments from each Account on different dates and you can elect different forms of payment for each Account. If you have more than one TIAA-CREF Investment Fund, you can also start payments from each TIAA-CREF Investment Fund, *e.g.*, the TIAA Traditional Annuity and a CREF Account, on different dates and elect different forms of payment for each TIAA-CREF Investment Fund. For example, you can elect an annuity option for amounts held in the TIAA Traditional Annuity and a lump sum distribution from a CREF Account. If you wish to start payments under a TIAA-CREF Investment Fund, your payment election must apply to at least $10,000 of the amount invested in the fund (or your fund balance if it totals less than $10,000).

The optional payment forms are governed by the terms of the Investment Funds and vary depending on the Investment Fund. For example, amounts invested in Mutual Funds do not offer any annuity options but you can transfer these amounts to an Investment Fund that does provide for an annuity option. The optional payment forms currently available under one or more of the Investment Funds are summarized below.

Single Life Annuity Option*.* This option pays you monthly payments for life with payments stopping at your death. A single life annuity provides you with a larger monthly payment than the other annuity options. This option is also available with a 10, 15, or 20 year guaranteed payment period (but not exceeding your life expectancy at the time you begin annuity income). If you die during the guaranteed period, payments in the same amount that you would have received continue to your beneficiary(ies) for the rest of the guaranteed period. In the case of small benefit payments, payments may be made quarterly, semi-annually, or annually.

Survivor Annuity Option*.* This option pays you monthly payments for life, and if your co-annuitant survives you, he or she continues to receive monthly payments for his or her life. The amount continuing to your co-annuitant depends on which of the following four options you choose:

- *Full Benefit to Co-annuitant.* The same monthly payment continues as long as either you or your co-annuitant is living.

- *50% Benefit to Co-annuitant.* At your death and if your co-annuitant survives you, 50% of your monthly payment is continued for your co-annuitant's life. If your co-annuitant dies before you, your monthly payment is not increased.
- *75% Benefit to Co-annuitant.* At your death and if your co-annuitant survives you, 75% of your monthly payment is continued for your co-annuitant's life. If your co-annuitant dies before you, your monthly payment is not increased.
- *Two-thirds Benefit to Co-annuitant.* At the death of either you or your co-annuitant, the monthly payment is reduced to two-thirds the amount that would have been paid if both had lived, and are continued to the survivor for life.

All survivor annuities are available with a 10, 15, or 20 year guaranteed period, but not exceeding the joint life expectancies of you and your co-annuitant at the time you begin annuity income. Also, in the case of small benefit payments, payments may be made quarterly, semi-annually, or annually.

Retirement Transition Annuity Option. This option enables you to receive a one-time lump sum payment of up to 10% of all or a portion of your Account at the time you start payments under any annuity option.

Minimum Distribution Option (MDO). This option enables you to automatically comply with federal tax law distribution requirements. Under the MDO, you will receive the minimum distribution that is required by federal tax law while preserving as much of your Account as possible. This option is generally available in the year you attain age 70 1/2 or retire, if later. If you die while receiving payments under the MDO, your beneficiary will receive the balance remaining in your Account.

Fixed Period Option. This option enables you to receive payments over a fixed-period between two and 30 years. At the end of the selected period, all payments stop. If you die during the selected period, payments will continue in the same amount to your beneficiary for the duration. This option is not available under the TIAA Traditional Annuity and the Mutual Funds.

Lump Sum or Partial Lump Sum Distribution Option. This option enables you to receive all or a portion of your Account in the form of a lump sum distribution or partial lump sum distributions. Once you receive the entire amount of your Account, no future benefits from the Plan will be payable to you, your spouse, or beneficiaries upon your death. This option is not available under the TIAA Traditional Annuity if it is held under an individual Retirement Annuity or a Group Retirement Annuity.

The above description of the optional payment forms is a summary. Also keep in mind that federal tax laws may limit the type of payment options available to you. For example, federal tax laws may limit the length of a guaranteed period or the amount of a survivor annuity. To obtain detailed information regarding the optional payment forms offered under your Investment Funds, contact the Recordkeeper.

Payment Restrictions under the TIAA Traditional Annuity

If your TIAA Traditional Annuity is held under an individual Retirement Annuity or a Group Retirement Annuity all of the optional payment forms described above, except for the fixed period option and the lump sum or partial lump distribution option, are available under the TIAA Traditional Annuity. In place of the fixed period option and the lump sum or partial lump distribution option, the TIAA Traditional Annuity offers the following optional payment forms:

Transfer Payout Annuity. This option enables you to receive payments from the TIAA Traditional Annuity over a 10-year period instead of in the form of an annuity. At the end of the 10-year period, all payments stop. If you die during the 10-year period, payments will continue in the same amount to your beneficiary for the remaining period.

Interest Payment Retirement Option (IPRO). This option enables you to receive payments from the TIAA Traditional Annuity equal to a contractual interest rate plus dividends that would otherwise be credited to you from the TIAA Traditional Annuity. This option is available only if you are between the ages of 55 and 69½ and that portion of your Account invested in the TIAA Traditional Annuity is at least

$10,000. Under the IPRO, that amount invested in the TIAA Traditional Annuity is not reduced because monthly payments are limited to the interest earned on amounts invested in the TIAA Traditional Annuity. Interest payments made under the IPRO must continue for at least 12 months and thereafter will continue until you begin or must begin receiving amounts invested in the TIAA Traditional Annuity an annuity income option. When you do begin annuity payments from the TIAA Traditional Annuity, you may choose any of the available annuity options described above. If you die while receiving interest payments under the IPRO, your beneficiary will receive the amount invested in the TIAA Traditional Annuity, plus interest earned but not yet paid.

Repurchase Option. The repurchase option enables you to "repurchase" and receive small amounts invested in the TIAA Traditional Annuity in a single lump sum distribution. This option is available only if the total amount invested in the TIAA Traditional Annuity (including amounts invested in the TIAA Traditional Annuity under plans of other employers) is $2,000 or less and you have not previously elected Transfer Payout Annuity form of benefit payment. Once you receive a lump sum distribution, no future benefits from the TIAA Traditional Annuity will be payable to you, your spouse, or beneficiaries upon your death.

One-Time Lump Sum Distribution Option. This one-time lump sum option enables you to receive amounts invested in the TIAA Traditional Annuity if (1) the TIAA Traditional Annuity is held under the Plan's Group Retirement Annuity and (2) your election is made within 120 days following termination of employment. A 2.5% surrender charge will also apply. Once you receive a lump sum distribution, no future benefits from the TIAA Traditional Annuity will be payable to you, your spouse, or beneficiaries upon your death.

Distribution Elections

You must consent (in writing or in such other form as may be permitted by the Plan Administrator) to the payment or commencement of payment of your Account not more than 180 days prior to the date payment is made or payments begin. You must also waive the required payment form if you wish to elect an optional payment form during the same 180-day period. If you are married when benefit payments begin, and the value of your Account is more than $5,000, your spouse must consent to the distribution and, if applicable, your waiver of the required payment form and election of an optional payment form. Your waiver and election of an optional payment form may be revoked during the same 180-day period but cannot be revoked after payments begin.

Your spouse's consent must be in writing and witnessed by a Plan representative or notary public and must contain his or her acknowledgment as to the effect of the consent and that it is irrevocable. Your spouse must either consent to a specific form of payment or expressly permit you to choose an optional form of payment without his or her consent. Spousal consent is not required if you can establish to the Plan Administrator's satisfaction that you have no spouse or that he or she cannot be located. Unless a Qualified Domestic Relations Order (QDRO), as defined in Code Section 414(p), requires otherwise, your spouse's consent is not required if you are legally separated or if you have been abandoned (within the meaning of local law) and you have a court order to such effect.

Direct Rollovers

If you receive a benefit payment which is an "eligible rollover distribution," you may roll over all or a portion of it either directly or within 60 days after receipt into (1) an individual retirement account described in Sections 408(a) or 408A of the Internal Revenue Code, (2) an individual retirement annuity described in Section 408(b) of the Internal Revenue Code, (3) an annuity contract described in Section 403(b) of the Internal Revenue Code that accepts eligible rollover distributions, (4) a qualified retirement plan or an annuity plan described in Section 401(a) or 403(a) of the Internal Revenue Code, respectively, that accepts eligible rollover distributions, and (5) an eligible plan described in Section 457(b) of the Internal Revenue Code which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state that accepts eligible rollover distributions and agrees to separately account for amounts transferred into such plan from this

Plan. An eligible rollover distribution, in general, is any cash distribution other than an annuity payment, a hardship withdrawal, a minimum distribution payment, or a payment that is part of a fixed period payment over ten or more years.

Eligible rollover distributions are subject to a mandatory federal income tax withholding rate of 20% *unless* it is rolled over directly into an IRA or other eligible retirement plan; this process is called a "direct rollover." If you have an eligible rollover distribution paid to you, then 20% of the distribution must be withheld even if you intend to roll over the money into an IRA or other eligible retirement plan. To avoid withholding, instruct the Recordkeeper to directly roll over the money for you.

Required Minimum Distributions

Generally, distributions from your Account must commence no later than April 1 of the calendar year following the year in which you attain age 70½, or, if later, April 1 following the calendar year in which you terminate employment from the University. The required minimum distribution rules for the Plan are similar to the required minimum distribution rules for individual retirement accounts. The aggregate value of all of your accounts under all 403(b) plans in which you participate (whether or not sponsored by the University) is taken into account. The aggregate value is then divided by your life expectancy or, at your election and within certain parameters, the joint life expectancy of you and a designated beneficiary, to determine the amount of your required minimum distribution. Your required minimum distribution need not be withdrawn proportionately from each 403(b) plan in which you participate but may be withdrawn entirely from the Plan or from any other 403(b) plan. The payment of your required minimum distributions is extremely important because federal tax laws impose a 50% excise tax on the difference between the required minimum distribution amount and the amount actually distributed if it is less than the required minimum distribution amount. The foregoing rule does not apply to amounts contributed prior to January 1, 1987 if such amounts were accounted for separately by the Recordkeeper. For further information regarding the special rules that apply to amounts accumulated prior to January 1, 1987, contact the Recordkeeper. To ensure that your required minimum distributions are made timely and in the proper amount, you can elect the Minimum Distribution Option described under the *Optional Payment Forms* section above. You should keep Human Resources and the Recordkeepers informed of your current mailing address, as the University and the Recordkeepers are not responsible for locating you at the time payment is required to be made.

Qualified Domestic Relations Orders

The Plan will comply with a decree or order issued by a court that establishes the rights of another person (referred to as an **"Alternate Payee"**) to all or a part of your Account to the extent that the decree or order meets the requirements of Section 206(d) of ERISA (referred to as an **"Qualified Domestic Relations Order"** or **"QDRO"**). A decree or order is a QDRO if it is consistent with the terms and conditions of the Plan and your Investment Funds. A QDRO may preempt the usual requirements that your spouse be considered your primary Beneficiary for all or a portion of your Account. The Recordkeeper will determine if a decree or order meets the requirements of a QDRO. The Recordkeeper may impose a fee to review whether an order is a QDRO. The fee may vary between the Investment Companies and will be charged to your account and/or your Alternate Payee's account as set forth in the order. The fee schedule, if applicable and as revised from time to time, is included in each Recordkeeper's QDRO Procedures.

- **TIAA-CREF**. With respect to your TIAA-CREF Account, you or your attorney can obtain a description of the procedures for QDRO determinations ("QDRO Procedures") as well as a model TIAA-CREF QDRO at no charge from the TIAA-CREF National Web Center at www.tiaa-cref.org or by calling (800) 842-2252. Requests for determination as to whether a decree or order is a QDRO can be sent to TIAA-CREF as follows:

  - **By Mail or Delivery**: P.O. Box 1259, Charlotte, NC 28201

- **By Facsimile**: (800) 914-8922

- **Fidelity Investments**. With respect to your Fidelity Account, if any, you or your attorney can obtain a description of the procedures for QDRO determinations ("QDRO Procedures") as well as a model Fidelity QDRO at no charge from Fidelity QDRO Center at www.qdro.fidelity.com/ (Plan ID 84027) or by calling (800) 343-0860. Requests for determination as to whether a decree or order is a QDRO can be sent to Fidelity Investments as follows:

  - **By Mail or Delivery**: P.O. Box 770001, Cincinnati, OH 45277-0003
  - **By Facsimile**: Not Available

It is recommended that prior to filing a decree or order with the court, you or your attorney should send a draft decree or order to the Investment Company for review. By doing so, required revisions can be made prior to filing and you will avoid multiple filings with the court.

An Alternate Payee may request a distribution (to the extent permitted under the QDRO) as soon as administratively practicable following the date the domestic relations order is determined to be a QDRO and prior to the Participant's termination date. The process by which the amount awarded is paid to the Alternate Payee shall be determined by the Recordkeeper including, but not limited to, the issuance or establishment of separate investment contracts on behalf of the Alternate Payee.

Taxation of Benefit Payments

Benefit payments are subject to federal income tax when you receive them. Some of the rules that affect the taxation of your benefit payments are as follows:

Annuity Income Payments. Annuity payments are not subject to mandatory federal income tax withholding. You may elect that withholding not apply to your payments but if you do nothing, federal income tax will be withheld as if you are married claiming three withholding allowances. You may not roll over annuity payments, i.e., amounts paid over your lifetime, to another tax-deferred retirement vehicle such as an individual retirement account or eligible retirement plan. The election to waive withholding is included with the benefit application that must be completed when you start benefit payments.

Periodic Payments. Periodic payments may or may not be subject to mandatory federal income tax withholding. If your periodic payments are scheduled to last for a period of less than 10 years, the payments are treated as lump sum distributions and are subject to tax as described below. If your periodic payments are scheduled to last for a period of 10 years or more, the payments are treated like annuity payments and are subject to tax as described above.

Lump Sum Distributions. The taxable portion of a lump sum distribution is subject to a mandatory federal income tax withholding rate of 20% to the extent you do not elect a direct rollover to another tax-deferred retirement vehicle such as an individual retirement account or other eligible retirement plan. See the *Direct Rollovers* above for further information. If you roll over all or a part of your lump sum distribution within 60 days, that portion will not be subject to federal income tax in the year of distribution and will continue to be tax-deferred. Portions that are not timely rolled over are treated as taxable income in the year of distribution and you may be required to pay income taxes in addition to the 20% withheld when you file your tax return for that year. You also may be required to pay an additional 10% tax penalty if your distribution is an early withdrawal as described below.

Early Distribution Penalty. If you receive benefit payments prior to age 59½, the portion you do not roll over to another tax-deferred retirement vehicle is subject to an additional 10% penalty federal excise tax unless the distribution is made because:

- You terminate employment from the University at age 55 or older.
- You die or become disabled.

- You have elected to receive benefit payments as part of a series of substantially equal periodic payments (not less frequently than annually) for your life (or life expectancy) or the joint lives (or joint life expectancies) of you and your beneficiary.
- The distribution is received pursuant to a qualified domestic relations order.

This tax information described above is not intended to give specific tax advice to you (or your beneficiaries). A more detailed summary, Special IRS Tax Notice Regarding Plan Payments, contains more information and is available on the Recordkeepers' websites and from Human Resources. Tax laws are complicated and change often. They also affect different individuals in different ways. A professional tax advisor is your best source of information about tax laws applicable to benefit payments from the Plan.

Death Benefits

Contact the Plan Recordkeepers	
The Plan Recordkeepers administer the payment of death benefits from the Plan. To request distribution election forms:	
For TIAA-CREF Accounts:	Visit the TIAA-CREF/Bucknell website at www.tiaa-cref.org/bucknell or call TIAA-CREF at 800-842-2252.
For Fidelity Accounts:	Visit Fidelity's website at www.fidelity.com (Plan No. 84027) or call Fidelity at 800-343-0860.

Death Benefits

If you die *after* you commence distributions from your Account, the amount payable to your beneficiary will depend on the payment option you elected. For example, if you elected a lump sum distribution of your entire Account, your beneficiary will receive nothing. Alternatively, if you elected that all or a portion of your Account be paid in the form of a survivor annuity, then your co-annuitant (beneficiary) will receive the survivor benefit you elected. However, if you die *prior* to commencing benefit payments from all or a portion of your Account, then the full value of all or the remaining portion of your Account will be paid in the form of a death benefit to your beneficiary in accordance with this Section.

Designating Your Beneficiary

Beneficiary Designation Form. It is important for you to designate one or more Beneficiaries by completing a Beneficiary Designation Form. Your beneficiary is the person who will receive your death benefits, if any. If you have a Fidelity Account, you must complete a separate Beneficiary Designation Form for your Fidelity Account.

Beneficiary Designation Form

To obtain a Beneficiary Designation Form:

- Visit the Recordkeepers websites listed above.

Please note the following:

- If you are not married, you can name anyone as your beneficiary.
- If you are married at the time of your death, your spouse is automatically entitled to 50% of your death benefits. You can name anyone as your beneficiary with respect to the remaining 50% of your death benefits. If you wish to designate a beneficiary other than your spouse to receive more than 50% of your death benefits, your spouse must consent to your choice of beneficiary or beneficiaries. ***For additional information regarding the designation of a non-spouse beneficiary, see below.***
- You may name a secondary or contingent beneficiary who will receive death benefits if your primary beneficiary dies before you.

Submitting Your Beneficiary Designation Form. Once you have completed your Beneficiary Designation Form and, if applicable, your spouse has completed the spousal consent section, send it to your Recordkeeper as set forth below.

A Beneficiary Designation Form is not effective until a complete Form is received by the Recordkeeper.

- **TIAA-CREF**. To submit a Beneficiary Designation Form for your TIAA-CREF Account, send the TIAA-CREF Beneficiary Designation Form directly to TIAA-CREF using the address below:

  TIAA-CREF
  P.O. Box 1268
  Charlotte, N.C. 28201-1268

- **Fidelity Investments**. To submit a Beneficiary Designation Form for your Fidelity Account, send the Fidelity Investments Beneficiary Designation Form directly to Fidelity Investments using the address below:

  Fidelity Investments
  P.O. Box 770002
  Cincinnati, OH 45277-0090

Failure to Properly Designate a Beneficiary. If you fail to designate a beneficiary, improperly designate a beneficiary, or if no beneficiary survives you, your death benefits, if any, will be distributed as set forth below:

- If you are not married on the date of your death and a Beneficiary Designation Form is not on file with the Recordkeeper on the date of your death or your designated beneficiary does not survive you, 100% of your death benefits, if any, will be paid your estate.

- If you are married on the date of your death and a Beneficiary Designation Form is not on file with the Recordkeeper on the date of your death or your designated beneficiary does not survive you, 100% of your death benefits, if any, will be paid to your spouse. If you improperly designated a non-spouse beneficiary, for example, you filed a Beneficiary Designation Form with the Recordkeeper designating that 100% of your death benefits be paid to a non-spouse beneficiary but your spouse did not complete the spousal consent section, 50% of your death benefits will be paid to your designated non-spouse beneficiary but the remaining 50% of your death benefits will be paid to your spouse.

Periodic Review of Your Designated Beneficiary. You should review your beneficiary designation periodically to make sure the person you want to receive your death benefit is properly designated. For example, if your marital status changes, you should review your beneficiary designation. If you marry, your new spouse is automatically the beneficiary with respect to 50% of your death benefits as a matter of law. However, your divorce will not automatically revoke a beneficiary designation naming your former spouse as your beneficiary. You can change your beneficiary at any time (subject to the spousal consent requirement) by submitting a new Beneficiary Designation Form to the Recordkeeper as described above. A signed and completed Beneficiary Designation Form must be received by the Recordkeeper before it will become effective.

Designation of Non-Spouse Beneficiary

Applicable Election Period. You may designate a non-spouse beneficiary at any time but you may not designate a non-spouse beneficiary with respect to more than 50% of your death benefits until your applicable election period that begins on the first day of the Plan Year in which you attain age 35. If you terminate employment with the University prior to the first day of the Plan Year in which you will attain age 35, the applicable election period begins on the date of your termination. The applicable election period ends on the date of your death. You may also revoke your designation at any time during the applicable

election period. If you designate a non-spouse beneficiary with respect to more than 50% of your death benefits prior to the Plan Year in which you attain age 35, such designation will not be treated as an effective designation as of the first day of the Plan Year in which you attain age 35. Instead, 50% of your death benefits will be paid to your designated non-spouse beneficiary and the remaining 50% of your death benefits will be paid to your spouse unless you again submit a new Beneficiary Designation Form with spousal consent on the first day of the Plan Year in which you attain age 35. Also, consent by a former spouse is not effective with respect to a subsequent spouse.

Spousal Consent. Your spouse must waive the Qualified Pre-Retirement Survivor Annuity (described below) and consent to your beneficiary or beneficiaries. Your spouse's waiver and consent must be in writing and witnessed by a notary public and must contain his or her acknowledgment as to the effect of the waiver and consent and that it is irrevocable. Your spouse may provide a general consent that expressly permits you to designate a beneficiary without any further consent by your spouse. If a designated beneficiary dies or you wish to change your designated beneficiary, your spouse must again consent to your beneficiary unless he or she gave a general consent permitting you to designate a beneficiary without any further consent by your spouse. Your spouse's consent is not required if you are legally separated or divorced unless a Qualified Domestic Relations Order (QDRO) requires otherwise or if you have been abandoned (within the meaning of local law) and you have a court order to such effect. Spousal consent is also not required if you can establish to Human Resources that you have no spouse or that he or she cannot be located.

Death Benefit Payment Options

Qualified Pre-Retirement Survivor Annuity. If all or portion of your Account is payable to your surviving spouse, your death benefits, if any, must be paid in the form of a Qualified Pre-Retirement Survivor Annuity unless your surviving spouse waives this required payment form and elects an optional payment form. Under a Qualified Pre-Retirement Survivor Annuity, monthly payments (or, in the case of small payments, quarterly, semi-annual, or annual payments) are made for your spouse's lifetime, and at his or her death, all payments stop.

Optional Forms of Payment. A surviving spouse who waives the Qualified Pre-Retirement Survivor Annuity or a non-spouse beneficiary may elect any optional payment form. The optional payment forms are similar to the payment options described in the *Payment of Plan Benefits* Section. For further information regarding the payment options for death benefits contact the Recordkeeper. For further information regarding distributions to beneficiaries and available forms of payment, contact the Recordkeeper.

Direct Rollovers. If your surviving spouse or a non-spouse beneficiary receives an "eligible rollover distribution," the direct rollover provisions described in the *Payment of Plan Benefits* Section also apply except that in the case of non-spouse beneficiary, he or she may only roll over such distribution to an individual retirement account described in Code Section 408(a) or an individual retirement annuity described in Code Section 408(b) that will be treated as an inherited IRA pursuant to the provisions of Code Section 402(c)(11).

Required Minimum Distributions

Generally, death benefits must be distributed by December 31 of the fifth calendar year after your death. Under a special rule, death benefits may be payable over the life or life expectancy of your beneficiary. If your beneficiary is your spouse, distributions under the special rule can be deferred until December 31 of the calendar year that you would have attained age 70½ had you continued to live. If your beneficiary is not your spouse, distributions must commence not later than December 31 of the calendar year immediately following the calendar year of your death. The distribution of death benefits in accordance with these rules is extremely important. Federal tax law imposes a 50 percent excise tax on the difference between the amount of distribution required by law and the amount actually distributed if it is less than the required minimum amount. The foregoing rule does not apply to amounts contributed prior

to January 1, 1987 if such amounts were accounted for separately by the Recordkeeper. For further information regarding the special rules that apply to amounts accumulated prior to January 1, 1987, contact the Recordkeeper. The Recordkeeper will notify your beneficiary of the applicable requirements at the time he or she notifies them of your death. If your beneficiary fails to timely notify the Recordkeeper of your death, the University is not responsible for any excise taxes that may be imposed if your death benefits are not distributed timely.

Review and Appeals Procedures

Review Procedures

If all or part of your benefit application is denied, the Plan Administrator or its delegate will send you (or your beneficiary or authorized representative) a written or electronic explanation of the denial setting forth (1) the specific reasons for the denial, (2) references to the Plan provisions upon which the denial is based, (3) a description of any missing information or material necessary to process your benefit application (together with an explanation why such material or information is necessary), (4) an explanation of the Plan's appeals procedures, and (5) a statement of your right to bring a civil action under Section 502(a) of ERISA if your benefit application is denied upon appeal.

An explanation of denial will be sent within 90 days following receipt of your benefit application unless it is determined that special circumstances require an extension of time for processing your claim. In the event an extension is necessary, you will receive written or electronic notice of the extension prior to the expiration of the initial 90-day period. The notice shall indicate the special circumstances requiring an extension of time and the date by which a final decision is expected to be rendered. In no event shall the period of the extension exceed 90 days from the end of the initial 90-day period.

Appeals Procedures

If you (or your beneficiary) or your authorized representative wish to appeal a denial notice, you must submit a written appeal to the Plan Administrator, in care of Human Resources, within 60 days after you receive the denial notice. You must exhaust the Plan's appeals procedures prior to seeking any other form of relief. Under the Plan's appeals procedures:

You may include written comments, documents, records and other information relating to your claim, and

You may review all pertinent documents and, upon request, shall have reasonable access to or be provided free of charge, copies of all documents, records, and other information relevant to your claim.

The Plan Administrator or its delegate will provide a full and fair review of the appeal and will take into account all your claim related comments, documents, records, and other information submitted without regard to whether such information was submitted or considered under the initial determination.

The Plan Administrator will send you written or electronic notice of the decision rendered with respect to an appeal within 60 days following its receipt unless the Plan Administrator determines that special circumstances require an extension of time for processing the appeal. In the event an extension is necessary, a written or electronic notice of the extension will be sent to you prior to the expiration of the initial 60-day period. The notice shall indicate the special circumstances requiring an extension of time and the date by which a final decision expected to be rendered. In no event shall the period of the extension exceed 60 days from the end of the initial 60-day period.

In the case of a denial of an appeal, the written or electronic notice of such denial shall set forth (1) the specific reasons for the denial, (2) references to the Plan provisions upon which the denial is based, (3) a statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relating to your claim for benefits, and (4) a statement of your right to bring a civil action under Section 502(a) of ERISA.

Bar on Civil Actions

A civil action pursuant to ERISA Section 502(a)(1) with respect to a benefit under the Plan may not be commenced after the earlier of (1) three (3) years after the occurrence of the facts or circumstances that give rise to, or form the basis for, such action or (2) one (1) year from the date a Participant, Beneficiary, or an Alternate Payee under a Qualified Domestic Relations Order had actual knowledge of the facts or circumstances that give rise to, or form the basis for, such action. Notwithstanding the foregoing, in the case of fraud or concealment, such action may be commenced not later than three (3) years after the date of discovery of the facts or circumstances that give rise to, or form the basis for, such action.

Miscellaneous Plan Provisions

Plan Administration

The Plan Administrator is Bucknell University. The Plan Administrator has the duty to establish reasonable rules and procedures for the Plan's administration and has the power to delegate day-to-day administration of the Plan. The Plan Administrator has the discretionary power and authority to determine all questions relating to the administration of the Plan, including, but not limited to, questions relating to eligibility to participate, reconciling any question or dispute arising under the Plan, and interpreting the Plan document. Any determinations made by the Plan Administrator shall be final and binding.

All assets of the Plan will be held for the exclusive purpose of providing benefits to participants and their beneficiaries and defraying reasonable expenses of administering the Plan, to the extent such expenses are not paid by the University. No assets of the Plan will inure to the benefit of the University prior to the satisfaction of all liabilities under the Plan with respect to participants and their beneficiaries; provided, however, that any contribution made by the University by a mistake of fact may be returned to the University within one year after the payment of such contribution.

Non-Contractual Plan

Nothing in the Plan will be construed as a commitment or agreement on the part of any person to continue his or her employment with the University, and nothing in the Plan will be construed as a commitment on the part of the University to continue the employment or the rate of compensation of any person for any period.

Non-Alienation of Retirement Rights or Benefits

Benefits under the Plan may not, at any time, be subject to alienation, encumbrance, claims of creditors or legal process. No person will have power in any manner to transfer, assign, alienate, or in any way encumber his or her benefits under the Plan. However, the Plan will comply with any judgment, decree or order which establishes the rights of another person to all or a portion of a participant's benefit under the Plan to the extent that it is a "Qualified Domestic Relations Order" under the Code Section 414(p).

Plan Amendment and Termination

The University has reserved the right to terminate the Plan or to amend the Plan under circumstances that the University deems advisable (including, but not limited to, cost or plan design considerations). Notwithstanding the foregoing, the University has reserved the right to amend the Plan, in its sole discretion, to address law changes. Current participation in the Plan does not vest in any participant any rights to any particular benefit coverage in the future. In the event of termination or amendment or elimination of benefits, the rights and obligations of participants prior to the date of such event shall remain in effect, and changes shall be prospective, except to the extent that the University or applicable law provides otherwise.

Your ERISA Rights

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act (ERISA). ERISA provides that all Plan participants will be entitled to:

- Examine, without charge, at the Plan Administrator's office and at other specified locations, all non-confidential documents governing the Plan, including insurance contracts and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration.

- Obtain, without written request to the Plan Administrator, copies of all non-confidential documents governing the operation of the Plan, including insurance contracts, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.

- Receive a summary of the Plan's annual report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

- Obtain a statement reflecting the total value of your Account held on your behalf under the Plan which is the current amount available to you at normal retirement age (age 62) if you do not commence benefit payments sooner. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan must provide the statement free of charge.

- In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and Beneficiaries. No one, including the University, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA. If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court.

If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

Plan Identification Data

Name of Plan:	Bucknell University Defined Contribution Retirement Plan
Plan Number:	002 When requesting additional information about the Plan from the Department of Labor, refer to the above plan number.
Employer:	Bucknell University Lewisburg, PA 17837 570-577-1631 EIN: 24-0772407
Plan Administrator:	Bucknell University c/o Human Resources Lewisburg, PA 17837 570-577-1631
Agent for Service of Legal Process:	Bucknell University c/o General Counsel Office Lewisburg, PA 17837 570-577-1439 Legal process may also be served on the Recordkeeper, if applicable.
Plan Year:	January 1 through December 31 The Plan's accounting records are maintained on the basis of the Plan Year.
Recordkeepers:	Teachers Insurance and Annuity Association (TIAA) College Retirement Equities Fund (CREF) P.O. Box 1259 Charlotte, NC 28201 800-842-2252 www.tiaa-cref.org Fidelity Investments (closed to contributions as of October 26, 2012) P.O. Box 770001 Cincinnati, OH 45277-0003 800-343-0860 www.fidelity.com