

Elon University Defined Contribution and Tax Deferred Annuity Plans
Qualified Default Investment Alternative (QDIA)
Annual Notice

You are receiving this notice to inform you how your contributions under the plan are being invested and how they will continue to be invested if you have not provided investment instructions. Please disregard this notice if you have already elected the investment allocations for your contributions.

Beginning in your first month of eligibility, contributions under the Elon University Defined Contribution Plan and/or Tax Deferred Annuity Plan (the "Plan") by Elon University (the "Employer") are being invested on your behalf in the default investment as described in this notice if we did not receive complete investment instructions from you. **Please note that Elon University only contributes to the Defined Contribution Plan.**

This notice gives you important information about some Plan rules, including:

- The 8% employer contribution;
- How your contributions are currently being invested on your behalf (because we did not receive complete investment instructions from you);
- When your account will be vested (that is, not forfeited when you leave your job), and when you can withdraw your plan account balance;
- How you can change the way your contributions are invested; and
- How you can change your beneficiary designation(s).

You can find out more about the Plan in the Summary Plan Description (SPD), which can be obtained from the Plan Administrator at the address listed at the end of this notice.

1. What amount is Elon University contributing to my account?

If you are eligible to receive contributions under the terms of the Plan (i.e., you have completed 1 Year of Service at the University or at an eligible educational institution), your Employer is making the following contribution to your account:

- 8% Employer Contribution with your 4% mandatory contribution.

In addition, to the extent permitted by the Internal Revenue Code, you may elect to have your salary reduced on a tax-deferred basis pursuant to a salary deferral agreement and have the amount you elected contributed by your Employer to your account. Remember, you can always change the amount you contribute to the Plan by completing and submitting in a new salary deferral agreement.

2. How will my Plan account be invested?

TIAA has been selected by Elon University as the investment provider for your Plan contributions. The Plan lets you invest your account in a number of different investment choices. If you did not choose a different investment fund or funds, your Plan account is invested in the default investment option for Elon's Defined Contribution and Tax Deferred Annuity Plans, which is the age-based TIAA-CREF Lifecycle Funds that corresponds to your estimated date of retirement. The Lifecycle Funds provide a ready-made diversified portfolio using TIAA's family of broadly diversified mutual funds as the underlying investment. The allocation strategy for the underlying equity, fixed-income

and short-term mutual funds is based on the number of years expected to reach the target retirement dates. These funds seek to provide high total returns until the target retirement date. Each fund's goal is to seek high current income and as a secondary objective, capital appreciation. Each fund's target asset allocation percentages automatically changes over time to become more conservative by gradually reducing the allocation to equity funds and increasing the allocation to fixed-income and short-term funds. If the default investment fund changes at any time in the future, you will be notified.

The attached fact sheet for the TIAA-CREF Lifecycle Funds provide additional information, including the investment objectives, risk and return characteristics, and fees and expenses. You can obtain updated information on fee expenses and a more detailed explanation of the TIAA-CREF Lifecycle Funds at <https://www.tiaa.org/public/tcm/elon> or by contacting TIAA at **800 842-2776**.

To learn more about the Plan's investment choices, you can review the Plan's SPD. Also, you can contact the Plan Administrator using the contact information at the end of this notice.

3. How can I change the investment allocation of the contributions that are being made on my behalf by Elon University to another investment choice available under the Plan?

The Plan allows you to choose from a diverse set of investment options. A list of the Plan's available funds and a copy of the prospectus or information statement for each fund may be obtained from TIAA at **800 842-2776** or at <https://www.tiaa.org/public/tcm/elon>.

You have the right to change the investment allocation of your account at any time. If you elect to change the investment allocation of your account from one of the TIAA-CREF Lifecycle Funds, there are no fees or expenses imposed in connection with that transfer. But certain restrictions may apply if multiple transfers are made from any one account during any 60-day period. See the prospectus for more details on restrictions on frequent transfers at <https://www.tiaa.org/public/tcm/elon>.

You can change how your account is invested, among the Plan's offered investment funds, by contacting TIAA at **800 842-2776** or accessing your account online at <https://www.tiaa.org/public/index.html>.

4. When will my account be vested and available to me?

You will always be fully vested in your own contributions to the Plan. You are also 100% vested in the employer contributions made under the Plan by Elon University.

To be fully vested in Plan contributions means that the contributions (together with any investment gain or loss) will always belong to you, and you will not lose them when you leave your job. For more information about years of service, you can review the Plan's SPD, which is available from the Plan Administrator using the contact information at the end of this notice.

Even if you are vested in your Plan account, there are limits on when you may withdraw your funds. These limits may be important to you in deciding how much, if any, to

contribute to the Plan. Generally, you may only withdraw vested employer contributions and mandatory contributions after you leave your job or become disabled. You may only withdraw your elective deferrals after you leave your job, reach age 59½, become disabled or incur a hardship as defined by the Plan. (Hardship withdrawals are only permitted from the Tax Deferred Annuity Plan.) Also, there is generally an extra 10% tax on distributions before age 59½. Your beneficiary can get any vested amount remaining in your account when you die.

5. How can I change my beneficiary designation(s)?

In addition to reviewing how your contributions are invested, you should also review and update your beneficiary designation(s) if it does not reflect how you would want your assets distributed upon your death. Reviewing and changing your beneficiary designation(s) in accordance with plan rules can be made by logging into your secure account at **TIAA.org** or by contacting TIAA at **800 842-2776**.

6. Who should I call if I have any questions?

If you have any questions about the Plan's investment choices, how the Plan works or your rights and obligations under the Plan, or if you would like a copy of the Plan's SPD or other Plan documents, please contact the Plan Administrator at:

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