

**NOTICE TO ALL PRESENT EMPLOYEES OF
University of St. Thomas
Plan Year Beginning January 1, 2020**

The sponsor of this plan intends for the plan to satisfy the nondiscrimination requirements of Internal Revenue Code sections 403(b)(12)(A)(i) and/or 401(m) using the alternative (i.e., “safe harbor”) method under Code sections 401(m)(11), Notices 98-52, 2000-3 and Notice 2016-16.

This notice will provide general information regarding your benefit under this safe harbor method. For complete information you should refer to the Summary Plan Description and Plan Document, available from the Plan Administrator listed below.

PLAN NAME: University of St. Thomas 403(b) Retirement Plan
PLAN NUMBER: 001
SPONSOR EIN: 74-1277664

PLAN ADMINISTRATOR: Randy Graham
3800 Montrose
Houston, TX 77006-4626

In order to satisfy the nondiscrimination requirements of sections 403(b)(12)(A)(i) and/or 401(m) of the Internal Revenue Code, your employer has agreed to make certain “safe harbor” contributions to the Plan. These contributions will be allocated to your account in the following manner:

Safe Harbor Enhanced Matching Contributions. The Employer shall contribute 100% of your Salary Reduction Contributions up to 6% of Compensation to your Safe Harbor Contribution Account.

For purposes of this plan, compensation that is eligible to be deferred means the amount paid to you by your Employer for services received during the Plan Year. Compensation in excess of \$285,000 (or such other amounts determined under the Internal Revenue Code) will not be included.

The employees eligible to receive these safe harbor contributions are all employees of the Employer who have satisfied the following eligibility requirements – first day the employee commences participation in the Plan for Deferral Contribution and Rollover Contributions.

In order to make employee salary reduction contributions as pre-tax deferrals, you must make an election on the forms provided by the Employer under the terms of the Plan, and within the timeframe set by the plan. Your election regarding the amount and type of deferrals is irrevocable with respect to any deferrals already withheld from your Compensation. If you make pre-tax deferrals, your deferrals are not subject to income tax until distributed from the Plan.

Employee salary reduction contributions are always 100% nonforfeitable (i.e., fully vested). The safe harbor matching contributions are also 100% vested. None of these contributions can be distributed from the Plan earlier than your separation from service, death, disability, attainment of age 59 ½, or certain other events described in the Internal Revenue Code. Hardship is not an event that would allow for distribution of safe harbor contributions.

If you have any questions or concerns regarding these provisions, please contact your Plan Administrator.

THIS NOTICE IS POSTED IN THE FORM PRESCRIBED BY GOVERNMENT REGULATIONS.