

**Sarah Lawrence College**  
**Retirement Annuity / 403b Plan Notice**

The College will suspend its 8% employer contribution into employee retirement accounts for the period of August 1, 2020 through July 31, 2021. In accordance with ERISA requirements, this posting has been made available to all employees who are eligible for this benefit.

Employees remain eligible to contribute a portion of their salary, through pre-tax payroll deduction, to a supplemental retirement annuity (SRA), up to the allowable IRS limit. Please visit [MySLC](#) for information about enrolling in this employee benefit or to access forms to adjust your contributions at any time during the year.

Please contact the Human Resources office for questions concerning this announcement.

**SARAH LAWRENCE COLLEGE 403(B) RETIREMENT PLAN**  
**NOTICE AND SUMMARY OF MATERIAL MODIFICATIONS**

The purpose of this Notice and Summary of Material Modifications is to inform you of a change that has been made to the Sarah Lawrence College 403(b) Retirement Plan (the "Plan"). Effective as of August 1, 2020, the Non-Elective Contribution provisions under the Plan are completely discretionary.

This change has affected the information previously provided to you in the Plan's Summary Plan Description. The revised portion of the Summary Plan Description is described below.

**CONTRIBUTIONS - EMPLOYER**

**Will the Employer make Non-Elective Contributions to the Plan?**

Effective as of August 1, 2020, the Employer may make Non-Elective Contributions to the Plan. Whether or not the Non-Elective Contributions will be made and the amount of the Non-Elective Contributions will be determined by the Plan Administrator each year in their sole discretion.

Prior to August 1, 2020, the Employer will make a Non-Elective Contributions to the Plan in the amount of 8% of the total Compensation earned by all Participants in the Plan.